



Council Meeting

March 23, 2023

1:00 pm to 4:44 pm

Council Meeting Serial #: 2023-01-March

MINUTES

Council Members Present:

Noah Gatzke RN(NP), Chair
Lindsay Forest, Public Representative, Chair-Elect (Virtually)
Cheryl Link, Public Representative
Cynthia Taylor, RN
Dawn Harris, Public Representative
Irene Hamilton, Public Representative
Rachel Ingels Bergman RN(NP) (Virtually)
Kenneth Molloy, Public Representative
Anish Panicker RN (Virtually)
Martha Ross RN(NP)
Deb Elias RN, CEO/Registrar, Ex-Officio Council Member, non-voting

Council Member Regrets:

Shakerah Jones-Hall RN

College Staff Present In-Person:

Leadership Team:

Rhonda Cairns RN, Chief of Quality Practice
Lori Darragh, Sr. Consultant, Policy & Public Initiatives
Diana Waterman, Chief Financial Officer
Suzanne Wowchuk RN, Chief of Regulatory Practices

Staff:

Birgit Dotzlaw, Executive Assistant
Liz Wong, Coordinator, Policy and Public Initiatives
Martin Lussier, Manager of Communications
Susan Irwin, Manager of Human Resources (Joined at 1:50 pm)
Tammy Murdoch RN, Manager of Registration Services (Joined at 1:00 pm)

College Staff Present via Zoom:

Carol Puchailo, RN(NP), Nursing Practice Specialist
Diana Heywood, Quality Practice Consultant
Diane Genyk, Quality Practice Consultant
Denise Nakonechny, Manager of Professional Conduct
Marie Allan, Quality Practice Project Manager
Rasheed Olaniyi, Senior Project Manager
Miranda Noel RN, Registration Advisor

Consultants/Guests Present:

Jeff Hirsch, TDS Law, College's Legal Counsel (Joined at 3:45 pm)

Members of the Public Present: None

Recorder:

Birgit Dotzlaw, Executive Assistant

| AGENDA ITEM # | AGENDA TOPIC | RELEVANT COUNCIL POLICY | DESCRIPTION / OVERVIEW | DISCUSSION / COUNCIL DECISION / MOTION | ACTIONS REQUIRED |
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| 1.0 CALL TO ORDER | | | | | |
| | Welcome & Roll Call | GP-17 Council Meeting Process and Minutes GP-2 Role of the Council and Council Chair | Noah Gatzke, Chair, called the Open Session of the March 23, 2023 Council meeting to order at 1:00 pm and advised that quorum is present. # Council members present: 10 # Voting members: 10 | | |
| 1.1 | Land Acknowledgement Statement | | Noah Gatzke, Chair, read the Land Acknowledgement Statement. | | |
| 1.2 | Adoption of Agenda | GP-17 Council Meeting Process and Minutes | | The March 23, 2023 agenda was approved by consensus as presented | |
| 1.3 | Declarations Regarding Conflict of Interest | GP-3 Council Code of Conduct, Confidentiality and Conflict of Interest | | Noah Gatzke, Chair, advised that he has a conflict of interest regarding agenda #3.1 <i>University of Manitoba: Nurse Practitioner Program Extension</i> . He is an educator at the University of Manitoba and works full time in the Nurse Practitioner program. Noah Gatzke will excuse himself from this discussion and will turn the meeting over to Lindsay Forest, Chair-Elect, for this agenda item. No other conflicts of interest were brought forward. | |
| 2.0 CONSENT AGENDA | | | | | |
| | No items were pulled from the Consent Agenda for further discussion. | | | | |
| 2.1 | December 8, 2022 Council Meeting Minutes | GP-17 Council Meeting Process and Minutes | The minutes were circulated to Council for review and approval. | MOTION # 2023-03-23-01 Moved by Kenneth Molloy Seconded by Martha Ross That the CRNM Council approve the Consent Agenda as presented and all the motions therein. All in favour CARRIED | |

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| 2.2 | January 5, 2023 Special Council Meeting Minutes | GP-17 Council Meeting Process and Minutes | The minutes were circulated to Council for review and approval. | | |
| 2.3 | Chair's Report | GP-2 Role of the Council and Council Chair | The Chair's Report was circulated for information purposes. | The Chair's Report is filed | |
| 2.4 | CEO/Registrar's Report | EE-8 Communication and Support to the Council GP-18 Types of Information Provided to Council | The CEO/Registrar's Report was circulated for information purposes. | The CEO/Registrar's Report is filed. | |
| 2.5 | Media Report | EE-8 Communication and Support to the Council | The Media Report was circulated for information purposes. | | |
| 2.6 | Risk Register Update | | The briefing report <i>Enterprise Risk Management – Risk Register Update</i> was circulated to the Council for information purposes. | | |
| 2.7 | Practice Direction Update: Assignment and Delegation to Unregulated Care Providers | | The briefing report <i>Practice Direction Update: Assignment and Delegation to Unregulated Care Providers</i> was circulated to the Council for review and approval. | Recommended Motion: That the CRNM Council approve the changes to the Practice Direction: Assignment and Delegation to Unregulated Care Providers as presented. | |
| 2.8 | RN(NP) Entry-Level Competencies | | The briefing report <i>RN(NP) Entry-Level Competencies</i> was circulated to the Council for review and approval. | Recommended Motion: That the CRNM Council approve the RN(NP) Entry-Level Competencies as presented. | |

3.0 ITEMS RELATED TO OFFICER REPORTS

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| 3.1 | University of Manitoba: Nurse Practitioner Program Extension | | The briefing report <i>Extension Request - University of Manitoba, Masters of Nursing, Nurse Practitioner Program</i> was circulated to the | Noah Gatzke excused himself from this discussion and Lindsay Forest assumed chairing the meeting. MOTION # 2023-03-23-02 Moved by Irene Hamilton Seconded by Martha Ross | |
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| | | | Council for review and approval. | That the CRNM Council extend the University of Manitoba, Master of Nursing, Nurse Practitioner Program approval until September 30, 2025. All in favour CARRIED Noah Gatzke returned to the meeting after discussion on this agenda item was completed. | |
| 3.2 | Registration/Renewal Update | | Tammy Murdoch, Manager of Registration Services, provided a presentation on <i>Registration & Renewal 2023</i> Rhonda Cairns, Chief of Quality Practice, provided an update on self-employed registrants for 2023. | Council held discussion. | |
| 3.3 | Chair-Elect Nominations and Voting Process | | The briefing report <i>Chair-Elect Nominations and Voting Process</i> was circulated to the Council for review and approval. Lori Darragh provided a verbal overview of the report. | Council held discussion. MOTION # 2023-03-23-03 Moved by Irene Hamilton Seconded by Cheryl Link That the CRNM Council approve the recommended next steps as presented: <ul style="list-style-type: none"> • That the CRNM Council run the Chair Elect nomination and selection process in July, following the conclusion of the Council Selection Process. • That the CRNM Council approve that policy criteria 3.1(b) of GP-2 Role of the Council and Council Chair be interpreted to mean that a Council Member must have at least one year of experience on Council <i>prior to assuming the Chair-Elect role</i>. This will expand the pool of Council Members eligible to put their names forward. All in favour CARRIED | |

| 4.0 COMMITTEE REPORTS | | | | | |
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| 4.1 | Governance Committee Report | | | | |
| | | GP-4.4 Governance Committee Terms of Reference | The Governance Committee Report was circulated to the Council for information purposes. | The Governance Committee Report is filed. | |
| 4.1.1 | GP-9 Appeals to Council | | The briefing report <i>GP-9 Appeals to Council</i> was circulated to the Council for review and approval. | <p>MOTION # 2023-03-23-04</p> <p>Moved by Lindsay Forest on behalf of the Governance Committee</p> <p>That the CRNM Council approve the revisions to policy GP-9 Appeals to the Council presented.</p> <p>All in favour CARRIED</p> | |
| 4.1.2 | GP - 4.1 Appointments Committee Terms of Reference | | The briefing report <i>GP-4.1 Appointments Committee – Terms of Reference</i> was circulated to the Council for review and approval. | <p>MOTION # 2023-03-23-05</p> <p>Moved by Lindsay Forest on behalf of the Governance Committee</p> <p>That the CRNM Council approve revisions to policies GP-4.1 Appointments Committee – Terms of Reference and GP-24 Council Member Recruitment and Selections Policy as presented.</p> <p>All in favour CARRIED</p> | |
| 4.1.3 | GP - 4.3 Finance Committee Terms of Reference | | The briefing report <i>GP - 4.3 Finance Committee Terms of Reference</i> was circulated to the Council for review and approval. | <p>MOTION # 2023-03-23-06</p> <p>Moved by Lindsay Forest on behalf of the Governance Committee</p> <p>That the CRNM Council approve the revisions to policy GP-4.3 Finance Committee Terms of Reference as presented.</p> <p>All in favour CARRIED</p> | |
| 4.1.4 | GP - 4.4 Governance Committee Terms of Reference | | The briefing report <i>GP - 4.4 Governance Committee Terms of Reference</i> was circulated to the Council for review and approval. | <p>MOTION # 2023-03-23-07</p> <p>Moved by Lindsay Forest on behalf of the Governance Committee</p> <p>That the CRNM Council approve revisions to policy GP-4.4 Governance Committee Terms of Reference as presented.</p> <p>All in favour CARRIED</p> | |

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| 4.1.5 | GP - 4.5 CEO/Registrar Performance Evaluation Committee Terms of Reference | | The briefing report <i>GP-4.5 CEO/Registrar Performance Committee Terms of Reference</i> was circulated to the Council for review and approval. | <p>MOTION # 2023-03-23-08</p> <p>Moved by Lindsay Forest on behalf of the Governance Committee</p> <p>That the CRNM Council approve the revisions to policy GP-4.5 CEO/Registrar Performance Committee Terms of Reference as presented.</p> <p>All in favour CARRIED</p> | |
| 4.1.6 | GP - 4.7 Appeal Panel Terms of Reference | | The briefing report <i>GP - 4.7 Appeal Panel Terms of Reference</i> was circulated to the Council for review and approval. | <p>MOTION # 2023-03-23-09</p> <p>Moved by Lindsay Forest on behalf of the Governance Committee</p> <p>That the CRNM Council approve revisions to policy GP-4.7 Appeal Panel - Terms of Reference as presented.</p> <p>All in favour CARRIED</p> | |
| 4.1.7 | GP - 4.9 Council Member Selection Committee Terms of Reference | | The briefing report <i>GP-4.9 Council Member Selection Panel - Terms of Reference</i> was circulated to the Council for review and approval. | <p>MOTION # 2023-03-23-10</p> <p>Moved by Lindsay Forest on behalf of the Governance Committee</p> <p>That the CRNM Council approve revisions to policy GP-4.9 Council Member Selection Panel - Terms of Reference as presented.</p> <p>All in favour CARRIED</p> | |
| 4.1.8 | EE-1 General Executive Constraint | | The briefing report <i>EE-1 General Executive Constraint</i> was circulated to the Council for review and approval. | <p>MOTION # 2023-03-23-11</p> <p>Moved by Lindsay Forest on behalf of the Governance Committee</p> <p>That the CRNM Council approve revisions to policy EE-1 General Executive Constraint as presented.</p> <p>All in favour CARRIED</p> | |
| 4.1.9 | GP-12 Mandatory Employer Reports | | The briefing report <i>GP-12 Mandatory Employer Reports</i> was circulated to the Council for review and approval. | <p>MOTION # 2023-03-23-12</p> <p>Moved by Lindsay Forest on behalf of the Governance Committee</p> <p>That the CRNM Council approve revisions to policy GP-12 Mandatory Employer Reports as presented.</p> <p>All in favour CARRIED</p> | |

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| 4.1.10 | AGM Agenda | | <p>The briefing report <i>2023 Annual General Meeting (AGM) Agenda</i> was circulated to the Council for review and approval.</p> | <p>MOTION # 2023-03-23-13</p> <p>Moved by Lindsay Forest on behalf of the Governance Committee</p> <p>That the CRNM Council approve the 2023 Annual General Meeting agenda as presented.</p> <p>All in favour CARRIED</p> <p>Deb Elias, CEO/Registrar, asked Council whether the College would require the services again of a parliamentarian at the upcoming Annual General Meeting. In the past, a parliamentarian did participate, but the AGM agendas typically had more complicated business items that may have led to motions from the floor compared to the current agenda.</p> <p>She raises this since the AGM agenda refers to introduction of the parliamentarian under #2.4</p> <p>After discussion, the consensus of Council was that no parliamentarian would be required for the upcoming AGM.</p> <p>MOTION # 2023-03-23-14</p> <p>Moved by Irene Hamilton Seconded by Cheryl Link</p> <p>That the CRNM Council approve the 2023 Annual General Meeting agenda as amended to remove item 2.4</p> <p>All in favour CARRIED</p> | |
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4.2 Appointments Committee Report

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| 4.2.1 | | GP-4.1 Appointments Committee Terms of Reference | <p>The Appointments Committee Report was circulated to the Council for review and approval.</p> | <p>The Appointments Committee Report is filed.</p> <p>MOTION # 2023-03-23-15</p> <p>Moved by Anish Panicker on behalf of the Appointments Committee</p> <p>That the CRNM Council approve the following appointments and reappointments:</p> <p>Practice Auditors</p> <ol style="list-style-type: none"> 1. That Ashley Pylypowich, RN(NP), be appointed as a | |
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| | | | | <p>Practice Auditor for the following term: March 23, 2023 – March 22, 2026</p> <p>Complaints Investigation Committee</p> <p>2. That Robert Young, Public Representative, be re-appointed to the Complaints Investigation Committee for the following term: March 23, 2023 – March 22, 2026</p> <p>3. That Sheresse Weekes, RN, be re-appointed to the Complaints Investigation Committee for the following term: June 4, 2023 – June 3, 2026</p> <p>Investigators</p> <p>College Staff:</p> <p>4. That Michael Sokolyk, Case Manager, Professional Conduct, be re-appointed as an investigator for the following term: March 23, 2023 – March 22, 2026</p> <p>5. That the following individuals from Benard and Associates be re-appointed as external investigators for the term March 26, 2023 – March 25, 2026:</p> <ul style="list-style-type: none"> • Ziggy Bardel • Brenda Benard • Dean Benard • Stefanie Blacker • Lauren DeVriese • Angie Ferreira • Avon Giddings • Valerie Henderson • Julie Meier • Paul Nicholson <p>6. That Cathi Mietkiewicz from Mietkiewicz Law be re-appointed as an external investigator for the following term: March 26, 2023 – March 25, 2026</p> <p>All in favour. CARRIED</p> | |
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| 4.3 | Finance Committee Report | | | | |
| | | GP-4.3 Finance Committee Terms of Reference. | The Finance Committee Report was circulated to the Council for information purposes. | The Finance Committee Report is filed. | |
| 4.3.1 | Financial Condition Report for the Period Ended Dec 31, 2022 | | The briefing report <i>Financial Condition Report for the Period Ended Dec 31, 2022</i> was circulated to the Council for information purposes. Diana Waterman, CFO, provided a presentation on <i>Q4 2022 Financial Update (March 23, 2023)</i> | | |
| 4.3.2 | EE-3 Financial Planning / Execution / Condition – Quarterly Monitoring Report | | The briefing report <i>EE-3 Financial Planning/Execution/Condition Quarterly Monitoring Report for the period ended December 31, 2022</i> was circulated to the Council for review and approval. | MOTION # 2023-03-23-16 Moved by Dawn Harris on behalf of the Finance Committee That the CRNM Council approve the quarterly EE-3 Financial Planning/Execution/Condition Monitoring Report for the period ended December 31, 2022, as presented. All in favour CARRIED | |
| 4.3.3 | 2022 Audited Financial Statements | | The briefing report <i>Audited Financial Statement & Variances for the year ended December 31, 2022</i> was circulated to the Council for review and approval. Diana Waterman, CFO, provided a verbal overview of the 2022 Audited Financial Statements. | Council held discussion. MOTION # 2023-03-23-17 Moved by Dawn Harris on behalf of the Finance Committee That the CRNM Council approve the Audited Financial Statements for the period ended December 31, 2022, as presented. All in favour. CARRIED | |
| 4.3.4 | Auditor Management Letter | | The briefing report <i>Auditor Management Letter</i> was | | |

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| | | | circulated to the Council for information purposes. Diana Waterman, CFO, provided an update regarding legal letter responses. | | |
| 4.3.5 | 2023 Auditor Appointment Recommendation | | The briefing report <i>2023 Auditor Appointment</i> was circulated to the Council for review and approval. | MOTION # 2023-03-23-18 Moved by Dawn Harris on behalf of the Finance Committee That the CRNM Council appoint Fort Group, Chartered Professional Accountants as the College's auditors for the fiscal year ending December 31, 2023. All in favour. CARRIED | |
| 4.3.6 | GP-14 Special Levy – Policy Review | | The briefing report <i>GP-14 Special Levy Policy - Review</i> was circulated to the Council for review and approval. | MOTION # 2023-03-23-19 Moved by Dawn Harris on behalf of the Finance Committee That the CRNM Council approve the review of GP-14 Special Levy Policy with no changes required. All in favour. CARRIED | |
| 5.0 EXECUTIVE EXPECTATIONS POLICY MONITORING | | | | | |
| 5.1 | EE-3 Financial Planning/Execution/Condition - Annual Monitoring Report (2022) | | The briefing report <i>EE-3 Financial Planning/Execution/Condition Annual Monitoring Report 2022</i> was circulated to the Council for review and approval. | MOTION # 2023-03-23-20 Moved by Kenneth Molloy Seconded by Martha Ross That the CRNM Council approve the Annual EE-3 Financial Planning/Execution/Condition Monitoring Report for the year ended December 31, 2022 as a clear and understandable monitoring report, that outlines reasonable interpretations and evidence that shows compliance with policy EE-3. All in favour CARRIED | |
| 6.0 PUBLIC BENEFIT POLICY MONITORING | | | | | |
| 6.1 | PB-1 Public Benefit Policy –Year End Monitoring Report (2022) | PB-1 Public Benefit Policy | The briefing report <i>PB-1 Public Benefit Policy Year End Monitoring</i> | Council held discussion. MOTION # 2023-03-23-21 Moved by Irene Hamilton | |

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| | | | <p><i>Report 2022</i> was circulated to the Council for review and approval.</p> <p>Deb Elias, CEO/Registrar, and members of the Leadership Team (Suzanne Wowchuk, Rhonda Cairns and Diana Waterman) provided a verbal overview.</p> | <p>Seconded by Martha Ross</p> <p>That the CRNM Council approve the 2022 Public Benefit Year End Monitoring Report as a clear and understandable monitoring report, that outlines reasonable interpretations and evidence that shows compliance with policy PB-1.</p> <p>All in favour CARRIED</p> | |
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7.0 COUNCIL SELF – MONITORING

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| 7.1 | GP-1 Council Commitment and Governing Approach | <p>GP-6 Council Planning Cycle and Strategic Agenda</p> <p>GP-28 Council Policy Development / Updating / Approval</p> | <p>The briefing report <i>CR-8 CEO/Registrar Performance Evaluation</i> was circulated to Council for review and approval.</p> <p>Martha Ross provided a verbal overview of the report.</p> | <p>MOTION # 2023-03-23-22</p> <p>Moved by Cynthia Taylor Seconded by Rachel Ingels Bergman</p> <p>That the CRNM Council approve the monitoring report for GP-1 Council Commitment and Governing Approach as showing reasonable evidence of compliance with policy.</p> <p>All in favour CARRIED</p> | |
| 7.2 | Year End Monitoring Report 2022: GP-8 Council Ownership Linkage | <p>GP-6 Council Planning Cycle and Strategic Agenda</p> <p>GP-28 Council Policy Development / Updating / Approval</p> | <p>The briefing report <i>Year End Monitoring Report 2022: GP-8 Council Ownership Linkage</i> was circulated to Council for review and approval.</p> <p>Lori Darragh, Senior Consultant, Policy & Public Initiatives, provided an overview of the report.</p> | <p>MOTION # 2023-03-23-23</p> <p>Moved by Irene Hamilton Seconded by Cheryl Link</p> <p>That the CRNM Council approve the monitoring report for GP-8 Council Ownership Linkage as showing reasonable evidence of compliance with policy.</p> <p>All in favour CARRIED</p> | |
| 7.3 | Year End Monitoring Report 2022: GP-20 Council Effectiveness Evaluation | <p>GP-6 Council Planning Cycle and Strategic Agenda</p> <p>GP-28 Council Policy Development / Updating / Approval</p> | <p>The briefing report <i>Year End Monitoring Report 2022: GP-20 Council Effectiveness Evaluation</i> was circulated to Council for review and approval.</p> | <p>MOTION # 2023-03-23-24</p> <p>Moved by Martha Ross Seconded by Kenneth Molloy</p> <p>That the CRNM Council approve the monitoring report for GP-20 Council Effectiveness Evaluation as showing reasonable evidence of compliance with policy.</p> | |

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| | | | Lori Darragh, Senior Consultant, Policy & Public Initiatives, provided an overview of the report. | All in favour CARRIED | |
| 7.4 | 2023 Interpretation: GP-8 Council Ownership Linkage | GP-6 Council Planning Cycle and Strategic Agenda GP-28 Council Policy Development / Updating / Approval | The briefing report <i>Interpretation of GP-8 Council Ownership Linkage</i> was circulated to Council for review and approval. Lori Darragh, Senior Consultant, Policy & Public Initiatives, provided an overview of the report. | Council held discussion. MOTION # 2023-03-23-25 Moved by Irene Hamilton Seconded by Cynthia Taylor That the CRNM Council approve the 2023 interpretation of GP-8 Council Ownership Linkage as presented. All in favour CARRIED | |
| 7.5 | 2023 Interpretation: GP-20 Council Effectiveness Evaluation | GP-6 Council Planning Cycle and Strategic Agenda GP-28 Council Policy Development / Updating / Approval | The briefing report <i>GP-20 Council Effectiveness Evaluation – 2023 Interpretation</i> was circulated to Council for review and approval. Lori Darragh, Senior Consultant, Policy & Public Initiatives, provided an overview of the report. | MOTION # 2023-03-23-26 Moved by Martha Ross Seconded by Irene Hamilton That the CRNM Council approve the 2023 interpretation of GP-20 Council Effectiveness Evaluation as presented. All in favour CARRIED | |

Staff members were excused prior to the start of the Closed Session with the exception of the CEO/Registrar, Executive Assistant and Coordinator, Policy & Public Initiatives

8.0 CLOSED SESSION

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| | | GP-17 Council Meeting Process and Minutes | The Council held a Closed Session from 3:53 pm to 4:30 pm Council held the Closed Session to discuss the following topic: <ul style="list-style-type: none"> • CEO/Registrar 6-month self-evaluation presentation | MOTION # 2023-03-23-27 Moved by Kenneth Molloy Seconded by Martha Ross That the CRNM Council move into a Closed Session. All in favour CARRIED | |
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9.0 DECISIONS FROM CLOSED SESSION

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| | | GP-17 Council Meeting Process and Minutes | | There were no decisions from the Closed Session to be brought forward to the public minutes. | |
| <p><i>The CEO/Registrar, Executive Assistant and Coordinator, Policy & Public Initiatives, excused themselves prior to the start of the Restricted In-Camera Session.</i></p> | | | | | |
| 10.0 RESTRICTED IN-CAMERA SESSION | | | | | |
| | | GP-17 Council Meeting Process and Minutes | <p>The Council held a Restricted In-Camera Session from 4:30 pm to 4:44 pm</p> <p>Council held the Restricted In-Camera Session to discuss the following topic:</p> <ul style="list-style-type: none"> • CEO/Registrar 6-month performance evaluation | <p>MOTION # 2023-03-23-28</p> <p>Moved by Kenneth Molloy Seconded by Martha Ross</p> <p>That the CRNM Council move into a Restricted In-Camera Session.</p> <p>All in favour CARRIED</p> | |
| 11.0 DECISIONS FROM RESTRICTED IN-CAMERA SESSION | | | | | |
| | Restricted In-Camera Session decisions to be brought forward to the public meeting minutes. | GP-17 Council Meeting Process and Minutes | | <p>The following decision from the Restricted In-Camera Session is brought forward to the public minutes:</p> <p>MOTION # 2023-03-23-01-RC</p> <p>Moved by Martha Ross Seconded by Dawn Harris</p> <p>That the CRNM Council approve that Deb Elias increase by one step on the CEO/Registrar salary scale from step 2 to 3 of the 2023 salary scale. This salary shall be in effect as of February 1, 2023.</p> <p>All in favour CARRIED</p> | |
| 12.0 ADJOURNMENT | | | | | |
| | | | Noah Gatzke, Chair, adjourned the March 23, 2023 Council Meeting at 4:44 pm | | |

APPROVAL OF March 23, 2023 COUNCIL MEETING MINUTES

Approved by
Council on June 8,
2023.



Noah Gatzke, Council Chair



Deb Elias, CEO/Registrar