



## WECOSS Leadership Committee Meeting Minutes

**Monday, December 8, 2025 | 1:00 p.m. – 3:00 p.m.**

**Co-Chairs:**

Eric Nadalin - Director of Public Health Programs, WECHU

Nicole Sbrocca – Chief Executive Officer, Canadian Mental Health Association – Windsor-Essex County Branch

**Present:** Anastasia Adams (Welcome Centre), Jenny Bradt (WECHU), Alexis Erickson (WECHU), Eric Nadalin (WECHU), Dr. Mehdi Aloosh (WECHU), Kelly Barill (WECHU), Michelle Bloomfield (CSC Providence), Michelle Oake (City of Windsor), Dana Paladino (City of Windsor), Jean LaForge (MHC), Ciara Holmes (FSWE), Ron Sheppard (WFHT), Nicole Sbrocca (CMHA-WECB), Lori Kempe (Children First), Erica Bassakos (WEOHT), Kim Willis (CMHA-WECB), David Connor (WPS), Alison Malott (Peer Representative – WECOSS-LC), Michael Akpata (Town of LaSalle), Jason Woods (LPS), Amy Visser (weCHC), Maryum Chaudhry (WEC-Housing Corporation).

**Regrets:** Amy Lofaso (WECDSB), Dr. Ayodeji Akinlaja (WRH), Rio Anzolin (WRH), Sebastien Di Pietro (Di Pietro Drugs), Wita Cross (SOAHAC), Yves Mainville (CSC Providence), Superintendent Paolo DiCarlo (WPS), Kuljeet Kalsi (WRH), Stephen Lynn (City of Windsor), Karen Waddell (House of Sophrosyne), Jennifer Cline (WEC-Housing Corporation), Jennifer Vale (Ontario Health), Kristen Stockford (RE:ACT), Michael Brennan (Positive Pathways), Slav Pulcer (Essex-Windsor EMS).

**Recorder:** Kelly Barill

| Agenda Items |  | Action Items & Decisions |
|--------------|--|--------------------------|
| 1.0          | <p><b>Welcome and Introductions</b></p> <ul style="list-style-type: none"> <li>• <b>Co-Chair Announcement</b> – Email sent out to WECOSS-LC to announce that Nicole Sbrocca will be new Co-Chair for the committee. Thank you again to Nicole for stepping into this position.</li> <li>• <b>Roundtable Introductions</b> – Welcome to all.</li> </ul>   |                          |
| 2.0          | <p><b>Approval of Agenda</b></p> <ul style="list-style-type: none"> <li>• Approved.</li> </ul>   |                          |
| 3.0          | <p><b>Review of Action Items from October 27<sup>th</sup>, 2025:</b></p> <ul style="list-style-type: none"> <li>• Reach out to Eric Nadalin if interested in or to submit nominations for the vacant Co-Chair position for the WECOSS Leadership Committee (All) – Complete and new Co-Chair onboarded. Thank you again to Nicole Sbrocca.</li> <li>• Provide operational definitions for the types of substance use-related emergency department visits reported on the new monthly information bulletins (WECHU) – Complete.</li> <li>• Share survey with WECOSS-LC members following the</li> </ul> |                          |

|     |  |  |
|-----|--|--|
|     | <p>meeting to gather input on the action plan consultation results (WECHU) – Complete. Results were used to inform proposed framework and structure for new action plan, to be reviewed later in the agenda.</p> <p>Project-based action items from October 27<sup>th</sup>, 2025 will be reviewed during “WECOSS Working Group Updates”.</p> <p><b>Approval of Minutes from October 27<sup>th</sup>, 2025</b></p> <ul style="list-style-type: none"> <li>• Approved.</li> </ul>   |  |
| 4.0 | <p><b>Meeting Goals (Co-Chairs)</b></p> <ol style="list-style-type: none"> <li>1. Review proposed framework and structure for 2026-2030 action plan and vote on key decision-making items.</li> <li>2. Provide closing updates on 2025 Working Group projects.</li> </ol>  |  |
| 5.0 | <p><b>New Business</b></p> <p><b>Proposed Framework for 2026-2030 Action Plan</b></p> <ul style="list-style-type: none"> <li>• Eric Nadalin reviewed a presentation with the proposed framework and structure for the new action plan, set to be in effect over 2026-2030. A copy of the presentation will be shared with the minutes.</li> <li>• The proposed framework for 2026-2030 includes strategic foundations and action pillars.</li> <li>• Strategic foundations lay the groundwork necessary to implement the action pillars and include advocacy, data and surveillance, and equity, diversity, and inclusion.</li> <li>• The action pillars represent areas for the WECOSS to action work and deliver projects to the community. The action pillars for 2026-2030 include prevention and education and harm reduction. Given that other groups are prioritizing treatment and recovery and enforcement and justice work, these two areas have been omitted as unique pillars for the WECOSS.</li> </ul> <p><b>Discussion:</b></p> <ul style="list-style-type: none"> <li>• Jason Woods: What will communication look like between the WECOSS groups and the other groups prioritizing treatment and recovery and enforcement and justice?</li> <li>• Eric Nadalin: Eric is involved with the WECOSS, the MHASt group, the HART Hub groups, the Community Safety and Well-Being Plan, and other relevant groups. These groups are invited to WECOSS meetings to provide updates and the WECHU provides updates on WECOSS initiatives at partner meetings.</li> <li>• Jenny Bradt: Can include <i>lines of communication</i> when the Terms of Reference is updated.</li> </ul> |  |



|  |   |  |
|--|---|--|
|  | <ul style="list-style-type: none"> <li>• Option 3: 1% or 1/16 votes</li> <li>• <b>Option 4: 44% or 7/16 votes</b></li> </ul> <p><i>Per majority vote, Option 4 will be adopted as the vision statement for the WECOSS moving forward.</i></p> <p><b>Mission</b><br/>Members voted on the 2026-2030 mission statement for the WECOSS.</p> <ol style="list-style-type: none"> <li>1. <b>Option 1 (Current Mission):</b> To build effective community partnerships, sustain comprehensive community-level initiatives, and enhance the quality and range of programs or support services available to address substance use issues.</li> <li>2. <b>Option 2:</b> To strengthen community partnerships and deliver coordinated, evidence-informed initiatives that prevent substance-related harms and support community well-being.</li> <li>3. <b>Option 3:</b> To work together across diverse sectors to reduce substance-related harms and support people who use substances with dignity and respect.</li> <li>4. <b>Option 4:</b> To lead a coordinated, equitable response to the substance use crisis that improves health and well-being for all residents.</li> </ol> <p><b>POLL:</b></p> <ul style="list-style-type: none"> <li>• Option 1: 0% or 0/17 votes</li> <li>• Option 2: 41% or 7/17 votes</li> <li>• Option 3: 1% or 1/17 votes</li> <li>• <b>Option 4: 53% or 9/17 votes</b></li> </ul> <p><b>Discussion on Mission:</b></p> <ul style="list-style-type: none"> <li>• Nicole Sbrocca: Chose option 2 instead of option 4. Sees WECOSS as strengthening and coordinating.</li> <li>• Ron Sheppard: Chose option 4 for simplicity and a range of what fits under that statement.</li> <li>• Dana Paladino: Chose option 4, as it is simple and addresses substance use crisis. Minor recommendation to change the wording to <i>“To coordinate an equitable response to the substance use crisis that improves health and well-being for all residents”</i>.</li> <li>• Anastasia Adams: Going between Options 2 and 4. Likes the recommendation made by Dana to combine the two.</li> </ul> <p><i>Per majority vote, Option 4 will be adopted as the mission statement for the WECOSS moving forward. Members agreed to adjust the wording in Option 4 as follows: “To coordinate an equitable response to the substance use crisis that improves health and well-being for all residents”.</i></p> | <p><b>Decision</b> – Per majority vote, the mission statement for the WECOSS over 2026-2030 will be “To coordinate an equitable response to the substance use crisis that improves health and well-being for all residents”.</p> |
|--|---|--|

|     |   |  |
|-----|---|--|
|     | <p><b>Values</b></p> <ul style="list-style-type: none"> <li>Proposed values for the 2026-2030 action plan included collaboration, coordination, compassion and dignity, evidence-informed decision-making, accountability and transparency, and innovation.</li> <li>Eric Nadalin: Evidence informed decision-making may be redundant, since data and surveillance is a strategic foundation.</li> <li>Ciara Holmes: Anti-stigma and the component around advocacy are valuable.</li> <li>Eric Nadalin: Can perhaps add anti-stigma reference to compassion and dignity value. No objections from group.</li> </ul> <p><b>Next Steps: Summary of Year 1 (2026) Action Plan Activities:</b></p> <ul style="list-style-type: none"> <li>Finalize action plan based on group feedback</li> <li>Revamp wecoss.ca to reflect new plan</li> <li>Public communication of new plan</li> <li>Rebuild Terms of Reference</li> <li>Solidify membership, roles, and responsibilities</li> <li>Lay groundwork for the strategy by setting up systems to implement strategic foundations</li> <li>Determine and prioritize projects under action pillars</li> </ul>   |  |
| 6.0 | <p><b>Standing Items</b></p> <p><b>Opioids and Substances Data Review</b></p> <ul style="list-style-type: none"> <li>Jenny Bradt provided a data presentation (see attached meeting presentation). <ul style="list-style-type: none"> <li>WECHU and WECOSS dashboard have this data listed as well.</li> <li>Monthly information bulletins to WECOSS partners continue to be distributed. Additional information has been included in the bulletins.</li> </ul> </li> <li>Dr. Mehdi Aloosh: Unusual to see spikes in overdose in December. Have colleagues noticed anything unusual in what we are seeing?</li> <li>Anastasia Adams: Some people experiencing drug poisoning, but do not call EMS to get help due to fear and stigma. <ul style="list-style-type: none"> <li>Erica Bassakos: Perhaps each community partner could capture this data as they come across it.</li> <li>Anastasia Adams: The Welcome Centre has its own internal system for collecting this data.</li> </ul> </li> <li>Dr. Mehdi Aloosh: Statistics are valuable, as they help us to have a better understanding of the issues our community is facing.</li> </ul> <p><b>Homelessness and Addiction Recovery Treatment (HART) Hub Update</b></p> <ul style="list-style-type: none"> <li>Formal launch was in late November.</li> <li>Referrals are coming in.</li> </ul> |  |

|  |  |  |
|--|--|--|
|  | <ul style="list-style-type: none"> <li>• CMHA has two staff on site with inpatient clients. Four are waiting to be housed at House of Sophrosyne and Brentwood.</li> </ul> <p><b>Mental Health and Addictions Sector Table (MHASt) Update</b></p> <ul style="list-style-type: none"> <li>• Ciara Holmes: Established warm hand off procedure. Fifteen organizations are looking at adopting this. Two are already using it.</li> <li>• Data dashboard is being developed to include wait times for services.</li> <li>• Nine agencies are using Ocean e-Referral and six are looking to be onboarded.</li> </ul> <p><b>WECOSS Working Group Updates</b></p> <p><b>Harm Reduction (A. Adams)</b></p> <ul style="list-style-type: none"> <li>• Reducing Substance Use Stigma Policy Template was created for community organizations that work with or support people who use substances.</li> <li>• Two e-learning modules have been developed and can be found at <a href="http://www.wecoss.ca">www.wecoss.ca</a> and <a href="https://learn.wechu.org">https://learn.wechu.org</a> <ul style="list-style-type: none"> <li>○ Module 1 is targeted to all staff at community organizations.</li> <li>○ Module 2 is targeted to policy leads at community organizations.</li> </ul> </li> <li>• A workshop for policy leads was held on Nov. 26<sup>th</sup> at Caboto, facilitated by the WECHU and the Welcome Centre. There were 30 participants and 94% indicated they plan to implement or recommend the implementation of the policy template.</li> <li>• Social Media Campaign launched on the WECHU’s social media channels from Oct 1<sup>st</sup> – Dec 16<sup>th</sup>, consisting of 8 distinct messages that promote empathy, compassion, and respect for those who use substances.</li> </ul> <p><b>Prevention and Education (J. Bradt/K. Willis)</b></p> <ul style="list-style-type: none"> <li>• 7 workshops were delivered on youth substance use prevention topics between April and September.</li> <li>• Attended 11 community events to share youth substance use prevention information. 100% reported improved awareness.</li> <li>• WECHU is creating updated policy recommendations, including an e-learning module, for schools on addressing tobacco, vaping, and nicotine use at school.</li> </ul> <p><b>Treatment and Recovery (J. Bradt)</b></p> <ul style="list-style-type: none"> <li>• Opioid agonist therapy webinar for frontline service providers held November 28<sup>th</sup>. Webinar was facilitated by Jen Burton from VON and a peer speaker who shared their personal experience. 50 participants in attendance.</li> <li>• 94% of evaluation respondents either strongly agreed or</li> </ul> |  |
|--|--|--|

agreed they intend to apply the concepts discussed during the webinar.

- New OAT resources along with the webinar recording can be found at <https://wecoss.ca/resource/for-service-providers>. Reach out to [substance@wechu.org](mailto:substance@wechu.org) for print resources.

#### **Enforcement and Justice (D. Connor)**

- Neighbourhood safety plans for City of Windsor were distributed at community events attended throughout the course of the year.
  - 82 plans were distributed between Oct. 9th and Nov. 13<sup>th</sup> at 3 different events.
  - 100% indicated they felt more confident in supporting safety related to substance use following a review of the plans.
- Facilitated a Trauma-Informed Care workshop for 28 first responders and service providers who serve communities in Essex County.
  - 100% indicated that the training adequately supported them in following through with trauma-informed practices.
- Addictions and Mental Health webinar to be held Dec. 16<sup>th</sup>.
- Community safety plans for Essex and Leamington are being developed. Launched a consultation survey in October, which was completed by 100 individuals. 4 focus groups were also conducted with 23 participants. Safety concerns highlighted were lack of county-based resources and barriers to transportation.
  - Two new topics added to both Leamington and Essex safety plans – human trafficking and intimate partner violence.
  - Evaluation will be created to measure the effectiveness of the safety plans.
- Will be hosting five additional workshops for first responders and service providers in Essex-County before March 2026.

#### **Peer Advisory Committee Update (J. Bradt)**

- Launched in Summer of 2025 and had 3 meetings so far.
- The PAC was engaged to provide input on the anti-stigma social media campaign and has participated in training and workshops.
- PAC will continue into 2026.
- Alison Malott: PAC is going very well. At recent meeting, group had a great speaker from CMHA.
- Alison Malott: Does anyone offer to distribute resources at Caldwell? Alison goes out once a month and can bring resources if necessary.
  - Nicole Sbrocca: CMHA has MMS out twice a month that can bring resources.



|     |   |  |
|-----|---|--|
| 7.0 | <p><b>Community Agency Roundtable (All)</b></p> <ul style="list-style-type: none"> <li>• Anastasia Adams: Funding and capacity for the women’s warming centre was not available this year. Sending individuals to H4. Welcome Centre has also started a food service website. Capacity to feed 120 people daily, but is not used regularly. Offering catering. See link for more details: <a href="#">Home - Welcome Centre Shelter Food Services</a></li> <li>• Kim Willis: CMHA is planning a mental health and substance use symposium, connecting our community. Symposium will be held on Monday, January 19<sup>th</sup>, in collaboration with community partners. \$50 per person. Dr. Ted Stokes will be speaking. Flyer will be emailed. See link for more details: <a href="https://windsor-essex.cmha.ca/events/connecting-our-community/">https://windsor-essex.cmha.ca/events/connecting-our-community/</a> <ul style="list-style-type: none"> <li>○ Lifeline Windsor project, another collaboration with community partners, has been launched. It provides signage along the riverfront and markers that can be used during an emergency. 13 compass service stations along the waterfront.</li> </ul> </li> <li>• Michelle Oake: Thanks everyone for all the amazing work. The Community Safety and Well-Being Plan (CSWB) works closely with WECOSS. The CSWB plan has been updated for 2026-2029. New focuses: 1) youth moving forward, addressing issues such as crime and substance use and 2) gender-based violence and intimate partner violence.</li> </ul> |  |
| 8.0 | <p><b>Summary of Action Items and Next Steps (Co-Chairs)</b></p> <ul style="list-style-type: none"> <li>• Finalize the 2026-2030 action plan using the feedback gathered and present the final draft at first meeting in 2026.</li> <li>• Determine next steps for action plan implementation starting in early 2026, in collaboration with this committee.</li> </ul>  |  |
| 9.0 | <p><b>Meeting Wrap-Up (Co-Chairs)</b></p> <ul style="list-style-type: none"> <li>• <b>Adjourned:</b> 2:40 p.m.</li> </ul>   |  |

**Next Meetings: TBD**

**Addendum:** Next meeting scheduled for Monday, February 9<sup>th</sup> from 1:00 p.m. – 3:00 p.m.