



**2024 Annual General Meeting**  
**Monday, October 7, 2024**  
**Virtual Meeting w/optional conferencing**

**MINUTES**

The Interlake-Eastern Regional Health Authority Board of Directors held its ninth Annual General Meeting virtually. Approximately 128 were in attendance virtually from across the region.

Cyndi Typliski, Vice Chair of Interlake-Eastern RHA's board of directors was the Master of Ceremonies. Cyndi took a moment to explain the authority of the Interlake-Eastern RHA Board of Directors:

The Interlake-Eastern RHA is established and governed under The Health System Governance and Accountability Act. Members of the regional health authority Board are responsible for the region's management and affairs. Directors are to act honestly and in good faith with a view to the best interests of the regional health authority and the health region.

The RHA Board develops governance strategies including policies and procedures to ensure an effective and integrated approach to local health care systems.

The Board, CEO and Leadership Team are collaborative and innovative in ensuring effective health practices within a fiscally responsible environment. It is our priority to work in partnership with communities.

**Call to Order**

Michele Polinuk, Chair of Interlake-Eastern RHA's board of directors called the 2023 Interlake-Eastern RHA Annual General Meeting to order at 2:00 p.m.

Ferdinand Funk, Interlake-Eastern RHA, Regional Spiritual Care Coordinator led the opening prayer.

Debbie Fiebelkorn, Interlake-Eastern RHA's board of director and Co-chair of the Indigenous Health Committee acknowledged First Peoples and Traditional Territories.

*"Interlake-Eastern Regional Health Authority (RHA) delivers services on First Nation Treaty Territories 1, 2, 3 and 5 and on the homeland of the Red River Métis Nation. We respect that First Nations treaties were made on these territories and acknowledge past and current day harms and wrongs.*

*Interlake-Eastern RHA also acknowledges its responsibility under the treaties to commit to actions. This includes actions in: addressing jurisdictional discrimination and systemic racism, growing cultural competency capacity, implementing an anti-racism action plan, addressing health equity gaps, increasing the number of Indigenous employees, building Indigenous patient advocacy services, and increasing access to traditional healing.*

*Interlake-Eastern RHA offers an accountability promise to report annually on its reconciliation journey actions and outcomes."*

Cyndi Typliski, Vice Chair of Interlake-Eastern RHA's board of directors acknowledged all who have joined.

**Board Chair Report**

Michele Polinuk, Board Chair, took a moment to acknowledge and introduce her colleagues on the Board of Directors and the Senior Leadership Team.



In addition, she took a moment to acknowledge efforts of outgoing Board of Directors.

Departing the board in the period of reporting were Lynette McDonald and Tammy Hagyard-Wiebe. On behalf of the Board, the Board Chair thanked Lynette and Tammy for their service.

Michele Polinuk, Board Chair provided a high-level overview of the region's progress and achievements and over the past year.

#### Interlake-Eastern Health Authority Region

The regional map speaks to the expanse of the region of 61,000 square kilometers. The region encompasses one-third of Manitoba's provincial parks and it offers beaches, rivers, forests and lakes for recreation opportunities. This means the demand for health service delivery increases in the summer months.

- According to Manitoba Health, Seniors and Long-Term Care, the population of the Province as of June 2023 was 1,450,000 people. With 137,000 residents, Interlake-Eastern RHA is home to 9.5 per cent of Manitobans.
- We are fortunate in that we are a culturally diverse region. According to 2021 census data, more than one in four residents (28 per cent) of Interlake-Eastern RHA self-identify as Indigenous compared with the provincial average of 18 per cent.
- There are 24 communities in the region with registered Manitoba Métis Locals. A historically-Métis settlement, St. Laurent is a community in which the Michif French language is spoken.
- The French influence in this area and in St. Georges and neighboring communities sees these unique parts of the region designated French language service areas.
- The Icelandic influence can be seen and heard along Highway 6 from Lundar to Gimli and north to Riverton.
- Arborg, Gimli and Whitemouth are currently home to newcomer populations that support the local agricultural industry and who travel frequently between Canada and homelands in Central and South America.
- There are 17 Hutterite colonies located across the health region. And throughout the region, we have newcomers from Africa, Syria and Ukraine.
- Contributing to this cultural diversity are the workers and physicians from the Philippines, India and elsewhere who seek out and fill positions in Canada.
- These recruits contribute greatly to maintaining health system operations. And the variety of these cultures contributes to the vibrancy of communities within the region and within our facilities.
- We have a greater proportion of people aged 50 and over in the region compared to Manitoba and this demographic is growing. According to population projections to 2030, the region is projected to experience a 13 per cent population increase. The most noticeable change is higher counts of residents in the 65 and older age groupings.

#### Addressing the gaps in Health Equity

The burden of disease in Interlake-Eastern RHA varies between the geographic zones and between age groupings, gender, and income ratios. This example of diabetes prevalence indicates how significant this illness is among populations in our region and northern RHA compared to the rest of Manitoba. Our region shows rates from 13.5 % to 28.5% of people experiencing diabetes. These rates are almost twice as high as the provincial average.

#### Governing Style

We have adopted a governing style that helps us maintain focus on always improving as an organization.



### Work of the Board

As board members, we review: organization’s performance reports, organizational risks, financial overviews, quality and risk reports, organizational accountability standards, strategic steering committee progress, and responsible for hiring, oversight and evaluation of CEO.

In addition, the board recruits and hires the CEO who is accountable to the board.

### Our Strategic Plan

The Interlake-Eastern RHA strategic plan is a very important aspect of the board’s responsibility. Across all Service Delivery Organizations, we are moving towards an annual update of the plan to better reflect the changing needs of health care.

The strategic plan is a living document and the Board constantly reviews it to address new realities and provincial strategies.

### Working with Government

- October 2023, the new government was sworn in, with the Canada’s first elected First Nations premier.
- Shortly after, all regional health authority chief financial officers, chief executive officers and board chairs met with Premier Kinew and Minister of Health, Seniors and Long-Term Care Uzoma Asagwara. The priorities of this government were made clear. Budget 2023 was released at the end of the year with an emphasis on ‘healing healthcare’. Among the priorities identified to us were:
  - Emergency Department performance,
  - Primary and community care,
  - Indigenous health and addressing health equity gaps,
  - Health Workforce culture, retention, recruitment and training.

### Annual Strategic Planning Review

This is the time of year the board consults on strategic planning with community, stakeholders, other organizations and elected leaders. Once a date for this annual strategic planning session is determined we will send out invites and it will be posted on social media.

### Accreditation 2023

Last year was an accreditation year for us. Ten surveyors traveled to 28 different facilities in the Interlake-Eastern Health Authority, they assessed over 3,100 criteria in 22 standards across all program areas. We met 92% of these standards and achieved Accredited status.

Our accreditation report is available online at [www.ierha.ca](http://www.ierha.ca) under “About Us” and “Publications and Reports”. Click on [Accreditation Reports](#)

### Tell Us – Compliments & Concerns

At Interlake-Eastern RHA, we are committed to serving you with respect, care and compassion. We are here to listen and respond to your needs. We offer a number of ways to communicate with us through our Tell Us line <https://www.ierha.ca/forms/compliments-and-concerns/> or by phoning 1-855-999-4742.

In closing, the Board Chair extends a huge thanks to all staff and physicians in our region as they are essential to our personal and collective well-being.



In addition, an extended thanks to our community members who show up, questioning, identifying issues, offering suggestions, and for notes of thanks. It is all important to our process and we look forward to our continued work together.

C. Typliski, called on the Board Chair to provide the 2023 Chair’s Award for Excellence in Customer Service.

### **2023 Chair’s Award for Excellence in Customer Service**

Michele Polinuk, Board Chair announced this year’s winners for the Chair’s Award for excellence in customer service. This award provides the Board of Directors with an opportunity to publicly acknowledge staff who are an inspiration to their colleagues. Nominations can be put forth by any employee of the region.

We had 22 outstanding nominations this year and every one of these individuals reflect the culture we’d like to build in this organization. It was difficult, but it was narrowed down the selection to 4 nominees:

- Ashley Braun, Registered Nurse, Medicine Unit, Selkirk Regional Health Centre. Ashley has been identified as a critical thinker and will act when she identifies needs and gaps.
- Karen Schreyer, Housekeeping Aide, Fisher Personal Care Home. Karen was nominated because she stands out as a role model by making residents at ease, mentoring new staff, ensuring a clean facility, and leading by example in stressful situations.
- Barb Ramsay, Palliative Care Volunteer Coordinator, Selkirk. Barb’s instrumental role as the lead of Camp Stepping Stones, a camp for children and youth who have experienced the death of a loved one, highlights her dedication and leadership. In addition to all the preparation for this camp and during camp weekend. She is the first to rise and the last to go to bed, ensuring everything runs smoothly. Barb invites and is always striving to improve and enhance the camp experience each year.
- Jamie Brown, Health Services Manager of Obstetrics, Patient Flow and Social Work, Selkirk Regional Health Centre. Jamie will drop everything to ensure staff feel supported and patients receive the best care and advocacy possible. She is a role model in attitude, knowledge, skill and leadership. Jamie is always looking for ways to bring awareness to inclusivity and equality in the workplace specifically for Indigenous people.

Thank you to this year’s winners, nominators, and nominees. How you choose to show up to work, what you bring to your workplace, and how you make the people around you feel good is inspiring to us all!

### **Public Health Report**

Interlake-Eastern Medical Officer of Health, Dr. Tim Hilderman provided an update on public health priorities.

### **Treasurer’s Report**

Murray Werbeniuk, Board Treasurer, introduced and acknowledged the Board of Directors of Finance and Audit Committee for their contributions over the past year.

The Finance committee meets at least 10 times on an annual basis to conduct in-depth reviews of the RHA’s financial status. This Committee reviews budgets prepared by management and recommends these budgets for approval by the Board.

The Audit committee is responsible for identifying external auditors for Board approval and together with the Finance Committee reviews the results of the annual external audit.



In addition, the Audit committee is also responsible for obtaining reasonable assurance that the Interlake-Eastern RHA has complied with laws, regulations and policies related to financial reporting and has established appropriate internal control processes.

Murray also acknowledged and thanked CEO, Marion Ellis and the other members of the senior leadership team for their involvement in and guidance on these committees.

Our AGM also provides us with opportunity for us to recognize Lorianne Kowaliszyn, the RHA's Lead of Corporate Services and Chief Financial Officer, as well as her finance team. With financial accountability being the backbone of health system sustainability, it is a regional and provincial priority. The finance team's contributions to our committees, our Board and the region are significant and we greatly appreciate them and their work.

Lorianne Kowaliszyn, Regional Lead, Corporate Services and Chief Financial Officer reviewed the Audited Financial Statements as at March 31, 2024 highlighting the past year's 2023/24 statement of operation, assets, liabilities, expenditures by program and type.

#### Highlights from the past year

- Fiscal 2024 saw continued support for stabilizing services within the region. Interlake-Eastern Regional health Authority experienced increased volumes of visits, services, and opening up additional inpatient over census beds to accommodate. Labour force vacancies across all services areas have had continued impacts on overtime and agency costs throughout the region.
- In addition, the Interlake-Eastern Regional Health Authority continued to receive enhanced funding from Manitoba Health, Seniors and Long-term Care for initiatives in long-term care as well as diagnostic and surgical areas.

#### 2024 Statement of Operations

- For the fiscal year ending March 31, 2024, Interlake-Eastern RHA incurred a deficit of just over \$323K, which was primarily a capital deficit of \$216K and a small operating deficit of \$107k.
- Revenue has increased approximately \$25.3M over fiscal 2023, which is related to global funding changes, collective agreement funding accruals, long-term care initiatives, as well as diagnostic and surgical initiatives. In addition, Interlake-Eastern Regional Health Authority also recognized \$2.1M in capital revenue related to various equipment purchases. Expenses also increased over the prior year by approximately \$26.1M, largely due to increased salaries, agency costs, Betel funding/cost increases and plant maintenance work. Salary increases were related to collective agreement impacts and increased overtime and agency costs that were utilized to mitigate vacancies within programs.

#### Assets

- Tangible capital assets, which include land, buildings and equipment, make up the vast majority of the assets, at 88%. Accounts receivables have increased slightly, from 3% in 2023 to 7% due to amounts not yet settled as of March 31, 2024 from Manitoba Health, Seniors, and Long-Term Care. As the receivables had not yet been settled, this also impacted the Interlake-Eastern Regional Health Authority's cash balance as at March 31, 2024 – representing only 1% of total assets whereas in 2023, this percentage was a bit higher at 5% of total assets. The allocation of the Region's assets is very consistent to what we have seen in prior years.

#### Liabilities

- Asset retirement obligations, which now represents 4% of total liabilities and in 2023 represented 4% of total liabilities. Otherwise, the allocation of liabilities is consistent with prior years. Long-term debt, which is made up of loans held by Manitoba Finance's Treasury division, is the region's largest debt at 78% of total liabilities. These loans are funded by Manitoba Health, Seniors and Long-Term Care.



#### Expenditures by Program

- Expenses and allocations amongst the Interlake-Eastern Regional Health Authorities programs stayed fairly steady from one year to the next.
- Expenditures impacted by, increased nursing vacancies, overtime and agency usage, and increased emergency department visits.

#### Expenditures by Type

- Staff make up the bulk of the cost – 76%. These expenses were up \$25.6M from the prior year, increasing from 74% of total expenses to 76% of total expenses.
- Stable allocation of expenses.

The 2023/2024 fiscal financial report was concluded.

### **CEO Report**

CEO, Marion Ellis started by thanking everyone for their time and provided an overview of the year and a look at what is to come in the year ahead.

#### Priorities

- Increasing Access
  - Physicians
  - Nurse Practitioners
  - Surgery
- Increasing Capacity
- Workforce

#### Increasing Access: Primary Care – New Physicians

We attracted 45 physicians to the region last year. There is a mix of clinicians, locums and specialists.

- Clinical Practice Physicians
  - 10 of our new physicians are working in clinical practice.
  - Five of these are international medical graduates:
    - Dr. Ogugua – Pine Falls
    - Dr. Parisa - Stonewall
    - Dr. Mwango – Pine Falls
    - Dr. Ghanbari – Ashern
    - Dr. Manlulu – Pine Falls
    - Dr. Awopetu - Beausejour
- 7 locums – Selkirk Emergency Department
- 7 locums – regional hospitals
  - The 14 new locums are part of a pool of 64 Emergency Department locums that work across Manitoba taking call in emergency rooms on an as needed basis.
  - Instrumental in filling ED shifts
- 21 new specialists, accessible by referral
  - Psychology
  - Surgery
  - Psychiatry
  - Gastroenterology
  - Endoscopy
  - Anesthesiology

International Medical Graduates (IMGs) have come to work in the Interlake-Eastern Regional Health Authority in the current fiscal year. These physicians are now all working in community seeing patients.

- Dr. Bokhari – Arborg
- Dr. Mohammed - Pine Falls
- Dr. Agili – Eriksdale
- Dr. Merali - Pine Falls



- Dr. Egbagbe – Ashern

Increasing Access: Primary Care – Nurse Practitioners

Through the nurse practitioner float pool, 86 shifts have been worked in Interlake-Eastern Regional Health Authority. There has been a focus on supporting underserved communities in the region’s northwest with this primary care.

- In response to a physician departure from Sagkeeng First Nation, a complex medicine management clinic was established at Pine Falls Primary Care Clinic.
- Starting October 2023, a women’s health physician has been providing care in Lake Manitoba First Nation two days per month and in Ashern one day per month.
- The Ashern Hodgson & Area My Health Team (MyHT), Manitoba’s only Indigenous led My Health Team, expanded its service area to include Peguis First Nation.
- There have been 60 additional First Nation primary care provider visits in 2023/24 compared to the previous year.
- The My Health Team increased mental health worker support from 2.0 FTE to 3.6 FTE. This My Health Team provides mental health services to Ashern, Eriksdale, Pinaymootang, Lake Manitoba, Hodgson, Peguis, and surrounding areas.

Increasing Access: Primary Care – Surgery

Endoscopies performed in the Interlake-Eastern Regional Health Authority:

	<u>2022-23</u>	<u>2023-24</u>
Selkirk Regional Health Centre	3,410	5,673
Beausejour Health Centre	2,432	2,598
<b>Total</b>	<b>5,842</b>	<b>8,271</b>

- Cystoscopies performed in Interlake-Easter Regional Health Authority
  - Started offering procedures in June 2023
  - 427 performed by end of March 2024
  - From April to September 2024 there’s been 309 performed

Increasing Capacity – Transitional Care Unit

- 15 Bed Transitional Care Unit Bed opened, July 9, 2024.
- The unit is set up for short stays. The goal of the transitional care unit is to provide the best possible holistic care in a safe, respectful, welcoming and supportive environment, while people prepare to return home or move to a new place of residence.
- The unit is taking alternative level of care clients from Selkirk Regional Health Centre.
- It is located in the former hospital in Selkirk that has remained functional since hospital operations transferred to Selkirk Regional Health Centre in June 2017.
- The 15 beds will assist in improving patient flow within the region and provincially.

Increasing Capacity – Selkirk Regional Health Centre Inpatient Unit & Emergency Department Expansion

- 2 new treatment rooms and one new treatment station in the Emergency Department. Integrated into patient use March 2024.
- Medicine Unit 3 – 18 Beds (private rooms) – first patient day was September 3, 2024.
- Medicine Unit 4 – 12 Beds (private rooms) – first patient day is expected to be November 1, 2024.



Increasing Capacity – Ashern Lakeshore General Hospital Inpatient Unit Expansion

- 26 inpatient beds total.
- 12 new inpatient beds – first patient day is expected to be February 1, 2025.
- All patient rooms are single bed rooms.
- Windows in each room optimize views for every patient.
- Includes enhanced palliative care room with attached family room.
- Reverse pressure isolation room that can accommodate bariatric patients
- New spiritual care space.
- New occupational therapy and physiotherapy space.
- Central care stations provide visible points of contact for staff, patients and families.
- New tub/bathing room.

Ashern Emergency Department Renovations:

- Expansion of emergency department to provide 8 more treatment spaces (5,400 sq. ft.).
- Negative pressure isolation room that can also accommodate bariatric patients.
- Dedicated interview/consult room.
- Hallway stretcher bays replaced with treatment rooms.

Workforce – Philippines Recruitment

- New recruits from the Philippines have helped to reduce our vacancy rates.
- 23 individuals have now settled in the Interlake-Eastern Regional Health Authority as part of the Philippines recruitment project.
- 20 are working as Health Care Aides and two are preparing to work as nurses. One more individual is confirmed to come to the Interlake-Eastern Regional Health Authority this month.

The support these individuals have received from communities where they are working has been incredible. New arrivals have settled in Ashern, Beausejour, Pinawa, Pine Falls, Selkirk and Teulon. We are grateful for the support and genuine concern extended to our staff and their family members to ensure they settle quickly and feel at home. Thank you to all those who donated furnishings and clothing and who continue to provide other kind supports to these individuals and families.

Workforce – Community Based Training - Micro-Credential Training

In response to growing health care aide vacancy rates, we developed community-based health-care aide micro-credential training. Training rotates around the region and is hosted in communities where we have higher vacancies. Training is three weeks long, it’s paid and it is specific to either personal care home work or community work in home care. We take a hands-on approach to recruitment for this training. HR staff knock on doors to speak with people who may be interests. They also post posters on community bulletin boards recognizing that not everyone has a cell phone or computer.

- In our pilot year, we offered Micro-Credential Health Care Aide training in:

-	2023	Fisher Branch, Seymourville (also targeting Manigotagan, Aghaming and Hollow Water First Nation), Selkirk (2 courses), Lac du Bonnet, Lake Manitoba First Nation	50 people graduated to work in long-term care and home care.
-	2024	Fisher Branch, Selkirk (2 courses), Lac du Bonnet and area, Eriksdale (postponed) Upcoming: Oakbank and Selkirk (November 2024)	26 trained to date





Training is making a difference in terms of reducing vacancy rates and making a difference in people’s lives.

We featured Harley, a graduate of the community based micro-credential health care aide program on the cover of this year’s annual report. She now works in home care. She saw the poster for training on the bulletin board in the gas station where she had been working. Harley is among local advocates for the training program. She is now in the process of bridging her training and expertise to become a certified health-care aide. So far, two graduates of this training program have become certified through the bridging program and another 10, including Harley, are enrolled. To read our annual report online at [www.ierha.ca](http://www.ierha.ca) > [Publications & Reports](#) > [Annual reports & financial statements](#).

#### Workforce – Community Based Training - Licensed Practical Nurse Program (Fieldstone Ventures, Assiniboine College)

- 15 LPN students graduated in June of this year in Arborg.
- Locally offered training also helps us to fill vacant positions.
- Fieldstone Ventures, Assiniboine College and community representatives from Arborg have partnered with us to deliver another session of the License Practical Nurse program in Arborg’s Central Interlake Training Facility.
- All 15 graduates have been hired. 12 of them are working with Interlake-Eastern Regional Health Authority in, Arborg Ashern, Beausejour, Eriksdale, Fisher Branch, Gimli and Stonewall. The remainder have taken positions in WRHA and Northern RHA.

#### Workforce – Community Based Training - Licensed Practical Nurse Program (Assiniboine College)

- LPN course training sessions is in Beausejour starting January 2025.
- That training opportunity is full with 25 students.
- After that, there is a training session starting in Sagkeeng.
- The prep year for this training has started with 30 people in class.

#### Workforce – Community Based Training - Licensed Practical Nurse Program (Red River College Polytech)

- Red River College Polytech is offering a certified health care aide training course that started in September 2024 at the Selkirk campus.
- 17 students are enrolled and they will be graduating in January 2025.

#### Workforce – Community Based Training (School Divisions and Post-secondary Institutions)

- We are also meeting with school divisions and post-secondary institutions about offering the certified Health Care Aid program in regional high schools, with a plan to pilot the first class in the fall 2025.
- This program would see students graduate with a high school diploma and health-care aide certification, enabling them to enter the workforce immediately upon graduation.

#### Workforce - Staff racial climate survey

Manitoba has committed to acknowledging and confronting racism and other forms of discrimination across the health system. Last fiscal year, a staff racial climate survey was launched and all staff and physicians within the health system were asked to complete a survey.

- Twenty-two per cent (717) of Interlake-Eastern Regional Health Authority staff completed the survey.
- As a direct result of staff feedback, Interlake-Eastern RHA launched its anti-racism working group in December 2023.
- The four committees are focusing on:



- Interlake-Eastern Regional Health Authority anti-racism policy and process development
- review of existing policies through a racism lens
- cultural competency development for leaders and staff and racial competency for leaders
- development of leadership anti-racism development plan

It's our intent to launch the plan later this year.

Both the provincial and regional reports are posted online if you're interested in hearing what staff had to say.

**Provincial:** [https://sharedhealthmb.ca/files/RCS-Master-Report\\_final.pdf](https://sharedhealthmb.ca/files/RCS-Master-Report_final.pdf)

**Interlake-Eastern Regional Health Authority responses:** <https://sharedhealthmb.ca/files/rcs-report-ierha.pdf>

In closing, an acknowledgement went out to community investments in health care, Marion introduced Averill Stephenson, Executive Director of the Interlake Eastern Health Foundation. Averill joined the foundation on May 1, 2023. She just hosted the foundation's AGM last week where she oversaw the distribution of six endowment fund donations with a total of just over \$8,000 directed to Interlake-Eastern Regional Health Authority programs. Her work and that of the foundation board continues to make great advances in developing health related philanthropy in the region.

### **CEO Award for Community Leadership**

This year's CEO Award for Community Leadership goes to Yvonne Oxer, a retired register nurse.

Yvonne is a registered nurse who invested more than 50 years working in the health region, Yvonne suspended her retirement to help Interlake-Eastern RHA open its first transitional care unit. This new unit in Selkirk prepares people for their return home or for a move to a new place of residence.

It's was the CEO's pleasure to acknowledge Yvonne Oxer for this award.

The CEO report was concluded and there was an opportunity for questions to be submitted. Questions can be submitted via the chat on Microsoft Teams or via email at [info@ierha.ca](mailto:info@ierha.ca) at any time.

Cyndi Typliski, Vice Chair concluded the annual general meeting. Reminded participants to fill out the online survey that is shared in the chat to let us know how today's Annual General Meeting went for you, and that our annual report and other meeting documents can be found on our website at [www.ierha.ca](http://www.ierha.ca) under 'About us' and 'Annual General Meeting'. Annual General Meeting hard copies of any material reference today can be requested by calling 1-855-347-8500 or email [info@ierha.ca](mailto:info@ierha.ca).

### **Closing Remarks and Meeting Adjournment**

Ferdinand Funk, Interlake-Eastern Regional Health Authority, Regional Spiritual Care Coordinator provided closing prayer.

Michele Polinuk, Board Chair adjourned the meeting at 3:32 p.m.

Michele Polinuk, thanked everyone for joining and wished everyone a good day.