

# MINUTES

Regular Meeting of the Board of Directors of the Parkland Regional Health Authority was held at the Winnipegosis Curling Rink, Winnipegosis, Manitoba on November 29, 2010.

Present:	Mary Hudyma, Chair John Tichon Gerald Shewchuk Rowena Powell	Sharon Basaraba Pat Delaurier Anne Laquette	Monica Black Harry Showdra Robert Hanson Paul Overgaard
Guests:	Cheryl Osborne, Liaison, MB Health		
Staff:	Kevin McKnight Maggie Campbell	Duc Le	Mavis Wood Tracie Orisko (Recorder)
Regrets:	Alex Grimaldi		
Excused:	Bev Clearsky		

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## 1. CALL TO ORDER

Mary Hudyma, Board Chair, called the meeting to order at 11:00 am. She noted that Alex Grimaldi sends regrets to the meeting and that Bev had asked to be excused.

## 2. ADOPTION OF AGENDA

**MOTION 10-070      Black/Laquette**  
That the Agenda be adopted as presented.

**CARRIED**

## 3. MINUTES

### 3.1      Adoption – Regular Meeting October 25, 2010

**MOTION 10-071      Tichon/Shewchuk**

That the Minutes of the October 25, 2010 Regular Board meeting be adopted with the following changes:

10.1 Note that the “Acting Committee Chair, Harry Showdra” provided a verbal report.

**CARRIED**

**3.2      Business Arising From Minutes**  
None.

#### 4. DELEGATIONS

None

#### 5. ITEMS FOR DECISION

None

#### 6. GOVERNANCE PROCESS

The board reviewed the following Governance Process Policies as part of its annual monitoring:

**6.1** GP-3 Governance Style (monthly)

The Board reviewed the evaluation summary for the October 25, 2010 meeting.

**6.2** GP-9 Board Committee Expenses

Deferred to January board meeting.

**6.3** Quarterly Tracking Tool

The Chair reviewed the 2<sup>nd</sup> quarter tracking tool.

It was noted that when items are referred to a committee for review, it be noted on this form. Therefore comments were added as follows:

GP14 – Referred to Program and Planning for review of wording.

E3 – Referred to Regional Medical Advisory Committee for review.

**6.4** Board By-Law Review

The board reviewed By-Law #1.

**MOTION: 10-072 Tichon/Showdra**  
**That Board By-Law #1 be approved as presented.**

**CARRIED**

The board reviewed By-Law #2

**MOTION: 10-073 Showdra/Delaurier**  
**That Board By-Law #2 be approved as presented.**

**CARRIED**

#### 7. PRESENTATIONS

**7.1 STRATEGIC PLANNING**

Maggie Campbell, Director of Program & Planning reviewed the final draft of the Strategic Plan for 2011 – 2016 and the Strategic Priorities with the board.

The board thanked Maggie for her work on the Strategic Plan. Once the document becomes public, each advisory council will get copies of the plan.

**MOTION 10-074 Showdra/Powell**

**That the board accepts and endorses the Strategic Plan submission to Manitoba Health.**

**CARRIED**

**8. Board Education:**

8.1 Board Evaluation Questionnaire

The board was reminded to complete and hand in their Questionnaire.

**9. ITEMS REQUIRING BOARD APPROVAL**

9.1 Medical Credentialing

A listing of the Medical Staff Privileges was submitted to the Board for approval.

**MOTION 10-075**

**Delaurier/Basaraba**

That the Board approve the renewal of medical staff privileges for Dr. Gilbert Bretecher at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-076**

**Overgaard/Tichon**

That the Board approve the renewal of medical staff privileges for Dr. Mark Clark at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-077**

**Overgaard/Basaraba**

That the Board approve the renewal of medical staff privileges for Dr. Sandra Clark at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-078**

**Powell/Overgaard**

That the Board approve the renewal of medical staff privileges for Dr. Linda Du Toit at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-079**

**Shewchuk/Black**

That the Board approve the renewal of medical staff privileges for Dr. Fred Fjeldsted at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-080**

**Tichon/Showdra**

That the Board approve the renewal of medical staff privileges for Dr. Blair Hrabarchuk at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-081**

**Hanson/Overgaard**

That the Board approve the renewal of medical staff privileges for Dr. Scott Kish at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-082**

**Overgaard/Hanson**

That the Board approve the renewal of medical staff privileges for Dr. Sandra Lofgren at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-083**

**Showdra/Delaurier**

That the Board approve the renewal of medical staff privileges for Dr. Allan Lysack at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-083**

**Laquette/Tichon**

That the Board approve the renewal of medical staff privileges for Dr. Trina Mathison at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-084**

**Powell/Overgaard**

That the Board approve the renewal of medical staff privileges for Dr. Mike Penrose at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-085**

**Showdra/Tichon**

That the Board approve the renewal of medical staff privileges for Dr. J. Paul. Potoski at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-086**

**Showdra/Overgaard**

That the Board approve the renewal of medical staff privileges for Dr. Murray Van Alstyn at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-087**

**Black/Delaurier**

That the Board approve the renewal of medical staff privileges for Dr. Anthony Wiens at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-088**

**Hanson/Basaraba**

That the Board approve the renewal of medical staff privileges for Dr. Pieter Willemse at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-089**

**Showdra/Shewchuk**

That the Board approve the renewal of medical staff privileges for Dr. David O'Hagan at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-090**

**Showdra/Tichon**

That the Board approve the renewal of medical staff privileges for Dr.

W. G. Warrion at the Dauphin Regional Health Centre.  
**CARRIED**

**MOTION 10-091**

**Showdra/Tichon**

That the Board approve the renewal of medical staff privileges as submitted for Dr. Francois Marais at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-092**

**Delaurie/Overgaard**

That the Board approve the renewal of medical staff privileges and specific privileges as submitted for Dr. Lisa Monkman at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-093**

**Powell/Overgaard**

That the Board approve the renewal of medical staff privileges and specific privileges as submitted for Dr. S. Sandhu at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-094**

**Tichon/Hanson**

That the Board approve the renewal of medical staff privileges and specific privileges as submitted for Dr. T. Jason Scott at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-095**

**Black/Hanson**

That the Board approve the renewal of medical staff privileges (Consultant – Nephrology) for Dr. Barry Cohen at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-096**

**Black/Shewchuk**

That the Board approve the renewal of medical staff privileges (Consultant – Diagnostic Radiology) for Dr. Gerald Coueslan at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-097**

**Powell/Overgaard**

That the Board approve the renewal of medical staff privileges (Consultant – Diagnostic Radiology) for Dr. Harold Fung at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-098**

**Hanson/Showdra**

That the Board approve the renewal of medical staff privileges

(Consultant – Diagnostic Radiology) for Dr. Geoffrey Kindle at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-099**

**Hanson/Black**

That the Board approve the renewal of medical staff privileges (Consultant – Diagnostic Radiology) for Dr. Iain Kirkpatrick at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-100**

**Showdra/Tichon**

That the Board approve the renewal of medical staff privileges (Consultant – Diagnostic Radiology) for Dr. David Lysack at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-101**

**Hanson/Basaraba**

That the Board approve the renewal of medical staff privileges (Consultant – Diagnostic Radiology) for Dr. Bruce Maycher at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-102**

**Powell/Overgaard**

That the Board approve the renewal of medical staff privileges for Dr. Sheila Menard at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-103**

**Showdra/Hanson**

That the Board approve the renewal of medical staff privileges (Consultant –Gynecology- Itinerant Specialist) for Dr. Johan Helms at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-104**

**Tichon/Basaraba**

That the Board approve the renewal of medical staff privileges (Consultant – Locum Coverage - Surgery) for Dr. Albert Ahweng at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-105**

**Overgaard/Basaraba**

That the Board approve the renewal medical staff privileges (Consultant – Diagnostic Radiology) for Dr. Bittoo Malik at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-106**

**Overgaard/Powell**

That the Board approve medical staff privileges (Consultant – Diagnostic Radiology) for Dr. Neesh Malik at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-107**

**Hanson/Basaraba**

That the Board approve the renewal of medical staff privileges for Dr. Sara Scott at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-108**

**Hanson/Showdra**

That the Board approve the renewal of medical staff privileges for Dr. Jillian Ungarian at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-109**

**Showdra/Shewchuk**

That the Board approve the renewal of medical staff privileges (Consultant – Urology - Itinerant Specialist) for Dr. Dave Maharajh at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-110**

**Overgaard/Showdra**

That the Board approve medical staff privileges for Dr. Johan Rauch at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-111**

**Hanson/Delaurier**

That the Board approve the renewal of medical staff privileges (Dental) for Dr. Mike Cuthbert at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-112**

**Hanson/Basaraba**

That the Board approve the renewal of medical staff privileges (Dental) for Dr. Peter Doig at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-113**

**Hanson/Shewchuk**

That the Board approve the renewal of medical staff privileges (Dental) for Dr. Elizabeth Dunsmore at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-114**

**Powell/Overgaard**

That the Board approve the renewal of medical staff privileges (Dental) for Dr. Mike Pernarowski at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-115**

**Hanson/Basaraba**

That the Board approve the renewal of medical staff privileges (Dental) for Dr. D. Schramke at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-116**

**Black/Powell**

That the Board approve the renewal of medical staff privileges (Dental) for Dr. Sigurjon Sigurdson at the Dauphin Regional Health Centre.

**CARRIED**

**MOTION 10-117**

**Basaraba/Hanson**

That the Board approve the renewal of medical staff privileges for Dr. Jacobi Elliott at the Grandview District Hospital.

**CARRIED**

**MOTION 10-118**

**Overgaard/Basaraba**

That the Board approve the renewal of medical staff privileges for Dr. Hendrina Fourie at the Grandview District Hospital.

**CARRIED**

**MOTION 10-119**

**Overgaard/Powell**

That the Board approve the renewal of medical staff privileges for Dr. Fayeze Gouda at the Grandview District Hospital.

**CARRIED**

**MOTION 10-120**

**Tichon/Powell**

That the Board approve the renewal of medical staff privileges (Locum) for Dr. J. Honniball at the Grandview District Hospital.

**CARRIED**

**MOTION 10-121**

**Showdra/Powell**

That the Board approve the renewal of medical staff privileges for Dr. Safaa Tawfik-Helmy at the Roblin District Health Centre.

**CARRIED**

**MOTION 10-122**

**Powell/Delaurier**

That the Board approve the renewal of medical staff privileges for Dr. Mohammed Almdhem at the Roblin District Health Centre.

**CARRIED**

**MOTION 10-123**

**Powell>Showdra**

That the Board approve the renewal of medical staff privileges for Dr. Khaled Alnihsi at the Roblin District Health Centre.

**CARRIED**

**MOTION 10-124**

**Hanson/Powell**

That the Board approve the renewal of medical staff privileges for Dr. Shokry. Eskandar-Gergies at the Roblin District Health Centre.

**MOTION 10-125**

**Powell/Black**

That the Board approve medical staff privileges for Dr. Ali Khaleifa at the Roblin District Health Centre.

**CARRIED**

**MOTION 10-126**

**Powell/Hanson**

That the Board approve medical staff privileges for Dr. Ammar Almalky at Roblin District Health Centre.

**CARRIED**

**MOTION 10-127**

**Hanson/Showdra**

That the Board approve the renewal of medical staff privileges for Dr. Theo Marx at the Swan Valley Health Centre.

**CARRIED**

**MOTION 10-128**

**Basaraba/Tichon**

That the Board approve the renewal of medical staff privileges for Dr. Mohinder Singh at the Swan Valley Health Centre.

**CARRIED**

**MOTION 10-129**

**Black/Delaurier**

That the Board approve the renewal of medical staff privileges for Dr. Gene Theodore at the Swan Valley Health Centre.

**CARRIED**

**MOTION 10-130**

**Tichon/Powell**

That the Board approve the renewal of medical staff privileges for Dr. Wayne Wickert at the Swan Valley Health Centre.

**CARRIED**

**MOTION 10-131**

**Showdra/Hanson**

That the Board approve the renewal of medical staff privileges for Dr. P. Christo. Le Roux at the Swan Valley Health Centre.

**CARRIED**

**MOTION 10-132**

**Shewchuk/Delaurier**

That the Board approve the renewal of medical staff privileges for Dr. Fawzy Gergis at the Swan Valley Health Centre.

**CARRIED**

**MOTION 10-133**

**Shewchuk/Showdra**

That the Board approve the renewal of medical staff privileges and Schedule B privileges as submitted for Dr. Nivine. El Gwaidy at the Swan Valley Health Centre.

**CARRIED**

**MOTION 10-134**

**Powell/Showdra**

That the Board approve the renewal of medical staff privileges (Consultant – Diagnostic Radiology) for Dr. G. Coueslan at the Swan Valley Health Centre.

**CARRIED**

**MOTION 10-135**

**Basaraba/Hanson**

That the Board approve the renewal of medical staff privileges (Consultant – Diagnostic Radiology) for Dr. W. Harrison at the Swan Valley Health Centre.

**CARRIED**

**MOTION 10-136**

**Black/Overgaard**

That the Board approve the renewal of medical staff privileges (Consultant – Diagnostic Radiology) for Dr. H. Fung at the Swan Valley Health Centre.

**CARRIED**

**MOTION 10-137**

**Hanson/Overgaard**

That the Board approve the renewal of medical staff privileges (Consultant – Diagnostic Radiology) for Dr. G. Kindle at the Swan Valley Health Centre.

**CARRIED**

**MOTION 10-138**

**Black/Powell**

That the Board approve the renewal of medical staff privileges (Consultant – Diagnostic Radiology) for Dr. avid. Lysack at the Swan Valley Health Centre.

**CARRIED**

**MOTION 10-139**

**Black/Showdra**

That the Board approve the renewal of medical staff privileges (Consultant – Physical Medicine) for Dr. C. Johnson at the Swan Valley Health Centre.

**CARRIED**

**MOTION 10-140**

**Powell/Black**

That the Board approve the renewal of medical staff privileges (Dental) for Dr. A. Maxwell at the Swan Valley Health Centre.

**CARRIED**

**MOTION 10-141**

**Black/Basaraba**

That the Board approve the renewal of medical staff privileges (Dental) for Dr. L. Matthews at the Swan Valley Health Centre.

**CARRIED**

**MOTION 10-142**

**Black/Basaraba**

That the Board approve the renewal of medical staff privileges (Dental) for Dr. S. Sigurdson at the Swan Valley Health Centre.

**CARRIED**

**MOTION 10-143**

**Powell/Showdra**

That the Board approve the renewal of medical staff privileges (Consultant – Diagnostic Radiology) for Dr. G. Coueslan at the Roblin District Health Centre.

**CARRIED**

**MOTION 10-144**

**Basaraba/Hanson**

That the Board approve the renewal of medical staff privileges (Consultant – Diagnostic Radiology) for Dr. W. Harrison at the Roblin District Health Centre.

**CARRIED**

**MOTION 10-145**

**Black/Overgaard**

That the Board approve the renewal of medical staff privileges (Consultant – Diagnostic Radiology) for Dr. H. Fung at the Roblin District Health Centre.

**CARRIED**

**MOTION 10-146**

**Hanson/Overgaard**

That the Board approve the renewal of medical staff privileges (Consultant – Diagnostic Radiology) for Dr. G. Kindle at the Roblin District Health Centre.

**CARRIED**

**MOTION 10-147**

**Black/Powell**

That the Board approve the renewal of medical staff privileges (Consultant – Diagnostic Radiology) for Dr. David Lysack at the Roblin District Health Centre.

**CARRIED**

**MOTION 10-148**

**Showdra/Delaurier**

That the Board approve the renewal of medical staff privileges for Dr. Michael Hanna at the McCreary-Alonsa District Health Centre.

**CARRIED**

9.2 Advisory Council Membership

Board Liaison Sharon Basaraba reviewed the 2010 membership for the Regional Health Advisory Council. The following was noted:

- Liz Dano, Gloria Paziuk, Steve Wilson have all stepped down from the Advisory Council
- Kayla Luky has agreed to sit on the Advisory Council.
- Gwen Ketel will chair the RHAC for 2011.

**MOTION 10-149**

**Basaraba/Powell**

That Kayla Luky be appointed to the Regional Health Advisory Council for the 2011 cycle.

**CARRIED**

Board Liaison Gerald Shewchuk reviewed the 2010 membership for the Regional Mental Health Advisory Council. The following was noted:

- Brenda Neuhofer has stepped down from the Advisory Council
- Father Brent Kuzyk, Connie Safronetz & Barb St. Goddard & Audrey Stotski have agreed to sit on the Advisory Council.
- Marvin Fried will Chair the RMHAC for 2011

**MOTION 10-150**

**Shewchuk/Delaurier**

That Father Brent Kuzyk, Connie Safronetz and Barb St. Goddard be appointed to the Regional Mental Health Advisory Council for the 2011 cycle.

**CARRIED**

**MOTION 10-151      Shewchuk/Showdra**

That Audrey Stotski be appointed to the Regional Mental Health Advisory Council for 2011 cycle.

**CARRIED**

The Chair thanked all of the Board Liaisons for both Councils for their work in recruiting new members. New members will be notified immediately.

**10. MONITORING**

The board received and reviewed a status update for progress on the following Ends Policies as part of its annual monitoring:

	<b>Ends Policy</b>	<b>Rating:</b>
<b>10.1</b>	<u>E3 Healthy Lifestyle Choices: Maternal Health &amp; Newborn Health</u> The board reviewed this Ends Policy.	<b>Reasonable Progress been achieved</b>
	<b>Executive Limitations</b>	
<b>10.2</b>	<u>EL2 Volunteer &amp; Staff Treatment</u> The Board reviewed the Executive Limitation The board would like to see the next work-life pulse survey has higher	<b>Partial Compliance</b>

	rankings for decision making and communication.	
<b>10.3</b>	<u>EL4 Financial Condition (Quarterly to September 30<sup>th</sup>)</u> The Board reviewed EL4 with the VP Corporate  Significant change to 4.5 - both positive and negative numbers were calculated for bank balances.	<b>Partial Compliance</b>

## 11. INFORMATION REQUESTED BY THE BOARD

### 11.1 Finance Committee Report

The Committee Chair provided a verbal report on the following:

- Financial Projection for the year ending March 31, 2011
- Capital Projects Status Report
- Audit Services

### MOTION 10-152      **Overgaard/Showdra**

That the proposal from Meyers Norris Penny be accepted and that Meyers Norris Penny be appointed auditors for the Parkland Regional Health Authority for the next five years.

**CARRIED**

### MOTION 10-153      **Overgaard/Showdra**

That Gerald Shewchuk be appointed to the Finance Committee.

**CARRIED**

The next Finance Committee meeting will take place on January 31, 2011 at 10:00am in Grandview.

### 11.2 Program and Planning Committee Report

The committee chair provided a written report on the following:

- Board Retreat Jan 14/15, 2011
- Reviewed Board Evaluation Form
- GP 14 – Policy on Board Linkages with Other Organizations
- Evaluation of Educational Events
- Board Meeting Sites

The Board received the written report.

### 11.3 Community Relations Committee Report

The Committee Chair provided a written report on the following:

- Regional Health/Mental Health Advisory Councils

The written report was received by the board.

### 11.4 Chair Report

The Chair provided a verbal report on the following:

- Council of Chairs for November was cancelled
- Chairs were asked to submit a list of topics for discussion with the Chair

- Submitted a form on the board requests for the appointment process
- Accountability Monitoring Form needs completion by January 15<sup>th</sup>.

#### 11.5 Executive Committee Report

The Chair provided a verbal report noting:

- Met on November 9<sup>th</sup> with the CEO.

#### 11.6 REGIONAL MEDICAL ADVISORY COMMITTEE

- E3 October Monitoring report will be forwarded to the new Physician Practice Council
- Diagnostic Services of Manitoba

#### 11.7 Executive Management Committee Report

The CEO reviewed the items in the written report provided.

- Organization Re-Design
- Physician Assistant
- Physician Recruitment
- Accreditation
- Financial Position
- RIS/PACS
- Strategic Plan/Health Plan
- Provincial Throne Speech
- Physician Privileges
- Winnipegosis

### 12. **INFORMATION**

The Chair referred to the “Nice” to Know Items/Information Requested by the Board.

#### 12.1 Media Clippings

All board members were emailed information throughout the month.

### 13. **SELF EVALUATION**

#### 13.1 Monthly Evaluation Form

Board members were reminded to fill out and submit the monthly evaluation form.

#### 13.2 Round Table

Board members provided comments on board related items.

#### **MOTION:10-155**

#### **Delaurier/Basaraba**

That Rowena Powell be excused from the January 31<sup>st</sup>, 2011 board meeting.

**CARRIED**

### 14. **UPCOMING MEETINGS**

#### 14.1 January 14 & 15 – Annual Board Planning Session - Dauphin

**14.2** March 10 & 11, 2011 – Effective Governance for Quality & Patient Safety Winnipeg

**15. STIPEND AMOUNT FOR MEETINGS**

Program & Planning Meeting – 1 hour  
Community Relations Committee Meeting – 1.5 hours  
Executive Committee - 2 hours  
Today's Board Meeting – Full Day

**16. IN-CAMERA ITEMS**

**MOTION 10-155**                      **Showdra/Basaraba**

That the meeting resolve into Committee of the Whole In-Camera with Board Members and CEO present.

**CARRIED**

- 16.1** Minutes of October 25, 2010
- 16.2** Board Nominations
- 16.3** Accreditation
- 16.4** Draft response to Swan River Delegations

**MOTION 10-156**      **Hanson/Showdra**

That the meeting rise from Committee of the Whole In-Camera.

**CARRIED**

**MOTION 10-157**      **Tichon/Shewchuk**

That the In-Camera Minutes of October 25, 2010 be approved.

**CARRIED**

**15. ADJOURNMENT**

**MOTION 10-158**                      **Overgaard/Black**

That the meeting be adjourned at 3:50pm.

**CARRIED**

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Mary Hudyma, Chairperson

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Kevin McKnight, Secretary