

Officers

In accordance with the OCFP's by-laws and policies, the Board of Directors appoints the Officers, who must be current members of the Board.



President

Dr. Jobin Varughese has held several leadership roles in the healthcare sector: he is a Family Physician who also works an administrator within medical education, currently serving as Interim Assistant Dean of Primary Care Education for the School of Medicine at Toronto Metropolitan University (TMU). Dr. Varughese completed medical school in the Caribbean followed by residency and a fellowship in Geriatrics in Michigan, before returning home to Brampton where he has been practising for the last 14 years.

He has practiced in Fee For Service clinics, Family Health Teams and Family Health Organizations, as well as a hospitalist, in rehab. Dr. Varughese was medical director in long-term care (LTC) during the pandemic, where he saw first-hand how much support LTC residents need during a crisis. At the same time, Dr. Varughese was Site Director for McMaster Family Medicine Residency program supporting a different kind of resident – medical learners –for eight years. His varied experiences give him perspective into the challenges that family physicians are facing in numerous areas of practice and from several perspectives.



President-Elect

Dr. Eric Wong is an academic family physician with an active family practice and special interests in medical education. He is Professor, Associate Chair, and Faculty Development Director in the Department of Family Medicine, Schulich School of Medicine & Dentistry, Western University.

He has held various educational leadership roles and currently serves as the Clinical Director for Practice Ready Ontario, a practice ready assessment program for internationally trained family physicians administered by Touchstone Institute and Medical Director for the Thames Valley Family Health Team operating in the counties of Oxford, Elgin, and London-Middlesex.

He's trying to visit all the National Parks and National Park Reserves in Canada. He's at 33/48 and trying to improve that to 36/48 this year!



Secretary-Treasurer

Dr. Ilan Shahin completed his undergraduate degree at McGill University before remaining at the institution to complete a concurrent medical degree and Master of Business Administration. Following his studies at McGill he made his way to the University of Toronto to complete residency. Since the completion of his formal education Dr. Shahin accepted a position as a Health Innovation Fellow at Women's College Hospital, forming part of an internal incubator for projects within the hospital system. Continuing along the path of innovation, Dr. Shahin co-founded CounsultLoop, an e-referral platform and wait time directory. He remains active as a thought leader in digital health and entrepreneurship. From a research perspective, Dr. Shahin was a founding member of Li Ka Shing Institutes' Toronto Health Organization Performance Evaluation where he co-authored several academic publications as well as a book. Dr. Shahin has been a committed board member with OCFP since 2021 and currently works in urgent care in Peel region.

OCFP Board Slate for 2025-26

Directors

New Directors – There are no new Directors on the Board Slate this year. Recruitment for next year will begin in early 2026.

Board Composition – In accordance with the OCFP's by-laws and policies, the Board is made up of 13 to 16 Directors and up to 25% of those may be non-physicians. For 2025-26, the Board will be made up of 15 Directors (including the Officers named above).



Dr. Firas Al-Dhaher attended the University of Western Ontario for his undergraduate studies and for his medical school. He completed his residency training in Family Medicine at Western University in 2007. Since graduation, Dr. Al-Dhaher has practiced comprehensive rural family medicine in Petrolia, Ontario, at the Central Lambton Family Health Team, as well as Hospitalist and Emergency Medicine at Bluewater Health. He has led the Petrolia Family Medicine Training site from 2010 until recently, and serves on the Advisory Committee at the Department of Family Medicine as the Adjunct Faculty Representative, and at the Rural Ontario Medical Program. He has a strong interest in rural medicine, physician leadership, and resident education.



Dr. Jennifer Bondy attended Queen's University for her undergraduate studies, followed by Western University for a Masters in Epidemiology and Biostatistics and medical school. Dr. Bondy completed her Postgraduate Medical Training at McMaster University. Her clinical roles and experience include over a decade in family medicine as well as a dedication to providing medical services to people experiencing homelessness. Aside from clinical practice, Dr. Bondy dedicates time to teaching and research through her roles as an Adjunct Assistant Clinical Professor at University of Windsor and an Adjunct Professor in the Department of Family Medicine at Western, where she is the Academic Director of Undergraduate Family Medicine for the Windsor Campus. Finally, in addition to her role as a board member with the OCFP, Dr. Bondy lends her time and expertise to Amplify Care in Kitchener as a Physician Advisor, and the Board of Health of the Windsor Essex County Health Unit. Former leadership positions include work with the Windsor-Essex OHT, Erie-St. Clair Primary Care Action Table of the COVID-19 Non-Hospital Pandemic Planning Committee, and the AFHT Board of Directors, amongst others. Currently, Dr. Bondy is the medical director for Windsor Shelter Health, and practices at several shelters and drop-in centres for people experiencing homelessness in Windsor, Ontario.



Dr. Jocelyn Charles graduated from the University of Western Ontario, completing both her undergraduate studies and medical school in London, Ontario. She completed her residency and an Academic Fellowship, focused on Health Care for the Elderly, through the University of Toronto. More recently she completed her Masters Degree in Health Practitioner Teacher Education, also at the University of Toronto. Since 1990, Dr. Charles has →

← been a dedicated, full-time family physician with the Division of Family Practice at Sunnybrook Health Sciences Centre and over the course of her impressive career. She has been tapped to take on several interim and permanent leadership roles at Sunnybrook including, Chief, Department of Family & Community Medicine from 2011 to 2017 and Chair, Medical Advisory Committee from 2017 to 2019. From 2011 to 2021, Dr. Charles was an Associate Professor in the Department of Family and Community Medicine, at the University of Toronto.

As a sought-after leader, Dr. Charles has held numerous roles locally, provincially, and nationally, including as Advisor for Primary Care for the Toronto Central Local Health Integration Network, the Primary Care Co-Lead for the North Toronto Ontario Health Team, the Clinical Lead for North Toronto Health Link, and the Chair of the Ontario Primary Care Council. Currently, Dr. Charles is a Professor in Department of Family and Community Medicine at U of T, holds a cross-appointment with the Dalla Lana School of Public Health and serves as the Medical Director and Program Chief at Sunnybrook's Veterans Program, in addition to her comprehensive family practice work with an added focus on care of the elderly.



David Courtemanche brings 25 years of senior administrative experience in the health and municipal sectors. He is the founding Director of the City of Lakes Family Health Team – an organization of 18 family physicians and interprofessional healthcare professionals providing primary care services to over 22,000 patients. He served in public office for almost a decade and, at 39 years old, became the youngest elected Mayor in the history of Sudbury. During that period, he served on the local Board of Health and led multiple community health initiatives including the Healthy Communities Strategy and the adoption of a 100% Smoke-free Bylaw.

A graduate of the University of Guelph, he majored in Political Studies and holds a Master's Degree in Leadership. He provides management consultant services via Leading Minds Inc – a leadership development firm established 1997 – serving numerous clients such as the Ontario Ministry of Health, the Canadian College of Health Leaders and the Northern Ontario School of Medicine University. He is LEADS Canada certified as well as a certified LEADS Canada Coach and has achieved the Canadian Health Executive (CHE) designation under the Canadian College of Health Leaders.



Dr. Nicole Desmarais acquired a Bachelor of Liberal Sciences at Laurentian University in Sudbury. She completed her medical studies at the University of Western Ontario. Dr. Desmarais made her way back to her hometown of Sudbury where she completed her Family Medicine Residency at the Northern Ontario Family Medicine Program. She is a Fellow of the Canadian College of Family Physicians, since 2007. For over 25 years, she has provided comprehensive, evidence-based, patient-centered care in her small community outside of Sudbury. She has worked at the Sudbury Public Health Unit, in a Francophone community health centre, a blended capitation system, and is currently working in the capitation model in the St-Joseph's Family Health Organization, which she co-founded in 2009.

Dr. Desmarais is an Associate Professor in the clinical services division of the Northern Ontario School of Medicine, and has educated and mentored medical students, physician assistants, and family medicine residents. She has participated as an examiner for the CCFP during the Francophone Family Medicine Simulated →

← Office Oral exams, and as a member of the selection committee for future family medicine residents at the NOSM.

Working within the capitation model at the St-Joseph's Family Health Organization, she has consistently demonstrated her commitment to patient-centered care. In May of 2022, she completed a Fellowship in Cognitive Behavioral Therapy. Additionally, she was selected by the Ontario College of Family Physicians (OCFP) to be part of the inaugural cohort of the OCFP Rotman Leadership Academy, where she has acquired invaluable executive leadership pearls, to elevate her leadership skills to the next level.



Dr. Patricia Froese completed her undergraduate studies at the University of Hawaii at Manoa before pursuing medical school at the University of Ottawa and family medicine residency at McMaster University. She has provided comprehensive family medicine in Kitchener-Waterloo since 2017, as a part of an academic FHT since 2020. Beyond working in an office-based setting, she is a newborn hospitalist and works in long-term care facilities. Dr. Froese has held many leadership roles including being a member of the KW4 OHT Primary Care Leadership Action Committee, a director on the Centre for Family Medicine FHT Board, and the newsletter editor for the KW4 OHT Primary Care newsletter. Additionally, Dr. Froese is an Assistant Clinical Professor with McMaster University and enjoys teaching and mentoring medical students and residents. She was honoured to be selected as the McMaster University KW Preceptor of the Year in 2023.



Dr. Michael Gagnon completed his undergraduate studies at the University of Toronto and medical school in Ireland at the Royal College of Surgeons, followed by residency at Abington Memorial Hospital in Pennsylvania. Dr. Gagnon has practised family medicine at Bolton Family Health Organization since 2007, and, in addition to his clinical responsibilities, he is an active preceptor for rural family medicine residents. Since 2012, Dr. Gagnon has offered his leadership to Bethell Hospice as the Medical Director, with responsibility for policy and procedure program development. Further to his passion for care for those at the end of life, Dr. Gagnon has been a LEAP Facilitator, teaching Learning Essential Approaches to Palliative and End of Life Care. He is an assistant clinical professor for Toronto Metropolitan University medical school in the family medicine department. Dr. Gagnon has been a dedicated board member with OCFP since 2020, was the Medical Lead for the Central West Palliative Care Network from 2014 to 2018 and has participated extensively in the leadership of the Hills of Headwaters OHT along with the completion of multiple international medical missions over the course of his career. Today, Dr. Gagnon continues in his family practice while also holding responsibilities as a family medicine staff member at Headwaters Healthcare Centre.



Dr. Allen Greenwood attended the University of Western Ontario for his undergraduate studies in Physiology and Philosophy, followed by Simon Fraser University where he completed a Master of Business Administration and Queen's University for medical school. Dr. Greenwood completed his Family Medicine residency through UofT along with a fellowship in Emergency Medicine for rural Ontario Family Doctors. His clinical roles and experience include: urgent care and emergency room medicine, comprehensive family medicine in rural Ontario, →

← surgical assist, and more recently, combatting the pandemic as staff at Trillium Health Partners and Women's College Hospital in their respective COVID outpatient programs. Dr. Greenwood joined the board of Mississauga Health Primary Care Network in the spring of 2022.



Dr. Doug Gruner completed his medical school at McMaster University in Hamilton and attended McGill University for his family medicine residency program. With over 25 years' clinical work to his credit, Dr. Gruner began his career as an emergency room physician and lent his services to several communities in northern Ontario, prior to permanently setting roots in the Ottawa area. He currently works at the Bruyere Academic FHT as a clinician teacher and teaches at the University of Ottawa as an Associate Professor in the Department of Family Medicine. His area of expertise is refugee and immigrant health and his research and teaching involve innovative approaches to introduce Global Health and Refugee Medicine to medical learners. His passion for refugee health began while working in East Timor with the International Committee of the Red Cross in 1999. It was the resiliency of the refugees he saw and cared for while in Timor that would help shape and guide his career for the next twenty-five years. His advocacy and innovation have resulted in the creation of the Refugee Health Community Service-Learning program for medical students in 2005, the creation of the Ottawa Newcomer Health Clinic in 2008, he helped lead the fight to reverse the cuts to refugee health care from 2012-2015 and was the lead physician at refugee613 in Ottawa for the resettlement of Syrian refugees.

Dr. Gruner has published nearly a dozen research papers, contributed to a number of textbooks, made regular conference presentations and been the recipient of tens of thousands of dollars in grants while dedicating significant time to important international health work. Over the course of his career, Dr. Gruner has given back to his community through leadership and advocacy efforts, largely dedicated to ensuring the health of newcomers and refugees, including his three-year term as Director of Global Health at the University of Ottawa. Today, Dr. Gruner continues in his academic post while seeing patients at his practice at Bruyère Family Medicine Centre.



Steven Lewis completed his undergraduate degree at University of Ottawa and went on to attain his Juris Doctor at University of Windsor before being called to the Bar of Ontario in 2013. Following his education and articling, Steven began his career as a Judicial Clerk at the Ontario Superior Court of Justice before taking his first health-focused role at Cancer Care Ontario as Legal Counsel and Accessibility Advisor. Outside of his legal focused work, Steven has lent his talents to the Smithsonian Institute in Washington D.C. as their Online Education Manager. In addition to his work with OCFP, Steven volunteers with several organizations including but not limited to, Rugby Canada, International Association of Accessibility Professionals, and Human Resources Professionals Association. Currently Steven is Senior Legal Counsel and Accessibility Lead at Capital One Bank (Canada).



Dr. Taylor Lougheed completed his undergraduate studies at the University of Guelph before moving on to Queen's University to complete his medical degree and a Master of Science in Healthcare Quality. He completed his Family Medicine residency at the University of Toronto and additional training in Emergency Medicine at the University of Ottawa. Over the course of his career, Dr. Lougheed has practiced emergency medicine, sports medicine, and family medicine while also previously serving on the →

OCFP Board Slate for 2025-26

← Ontario Consent and Capacity Board. He is an assistant professor at the Northern Ontario School of Medicine University, and is a clinical supervisor in the North Bay Regional Health Centre. Dr. Lougheed has been asked to make dozens of presentations and has co-authored several manuscripts, many of which focus on the use of cannabis in medical practice. In addition to his board responsibilities with the OCFP, Dr. Lougheed also serves with the Children's Aid Society of the District of North Bay and Parry Sound, North Bay Physicians Local Education Group, CAEP Antiracism and Anticolonialism Committee and many others. Dr. Lougheed lives and works in North Bay where he practices sports medicine at North Bay Sport Medicine and emergency medicine at North Bay Regional Health Centre (NBRHC). He is the current Chief of Emergency Medicine and President of the Medical Staff at NBRHC.



Dr. Kim McIntosh completed her undergraduate degree at the University of Western Ontario and medical school at McMaster University, followed by the Rural Family Medicine Residency Program at the University of Toronto and in Orillia. Since completing her formal education, she has provided comprehensive primary care in a community practice inclusive of 10 years in emergency medicine, 20 years of obstetrical care, ongoing in-patient and community comprehensive care and teaching through several universities' Faculty of Medicine appointments. Dr. McIntosh was formerly the OCFP's successful nominee to the Provincial Primary Care Advisory Table, the North Simcoe Muskoka LHIN Couchiching Sub-Region Lead, and the Program Medical Director – Medicine, Flow, Integrated Care, Covid Response – at Orillia Soldiers' Memorial Hospital (OSMH). Presently, Dr. McIntosh serves her community as a comprehensive care family physician, as the Physician Lead for the Couchiching Ontario Health Team (COHT), as Chief of Staff at OSMH, and as a Board Member of the Couchiching Family Health Team.

Board of Directors Locations and Terms of Office:

Name	Location	Term of Office	Name	Location	Term of Office
Dr. Jobin Varughese President	Brampton	2024-26 2-yr appointment	Dr. Patricia Froese	Kitchener	2023-26 2 nd term
Dr. Eric Wong President-Elect	London	2024-26 2-yr appointment	Dr. Michael Gagnon	Bolton	2023-26 2 nd term
Dr. Ilan Shahin Secretary-Treasurer	Toronto	2025-26 1-yr appointment	Dr. Allen Greenwood	Toronto	2023-26 2 nd term
Dr. Firas Al-Dhaher	Petrolia	2024-27 1 st term	Dr. Doug Gruner	Ottawa	2023-26 2 nd term
Dr. Jennifer Bondy	Windsor	2024-27 2 nd term	Steven Lewis	Toronto	2023-26 2 nd term
Dr. Jocelyn Charles	Toronto	2024-27 2 nd term	Dr. Taylor Lougheed	North Bay	2024-27 2 nd term
David Courtemanche	Sudbury	2023-26 1 st term	Dr. Kim McIntosh	Orillia	2025-28 2 nd term
Dr. Nicole Desmarais	Sudbury	2024-27 1 st term			