



Board of Directors Meeting
Monday, November 28, 2022
MINUTES
4pm PST / 5pm MST / 6pm CST / 7pm EST

- 1.0** Call to Order [2 minutes] 17h02 MST
Mike Walker, Chair
Anne Olszewski, Director
Colin Bell, Director
Gail Niinimaa, Director
Katrina Galas, Director
Kristy McGregor-Bales, Director
Mandy Tran, Director
Ntala Quintillio, Director
Peter Pekos, Director
Roger Archambault, Director
Ron Pelletier, Director

Heather Ambery, CEO

Regrets: Jules Myer, Director
- 2.0** Declaration of Conflict of Interest based on the proposed agenda [2 minutes]
Directors to declare any conflicts of interest (if applicable)

– None.
- 3.0** Nordic Strategy Presentation with guest speaker and lead consultant on the
Nordic Strategy Phase 1 work: [Benoit Girardin](#) [60 minutes]

LBB Final Report

Nordic Strategy Ad Hoc Committee Recommendation

Moved by: Katrina Galas

Seconded by: Roger Archambault

That the Board of Directors approve the Phase 1 Nordic Strategy Report and support moving to Phase 2 of the MOU work plan.

Roger, Ron: Amend the motion: That the Board of Directors approve the Phase 1 Nordic Strategy Report. Carried, unanimously.

The agenda item, as written, changed as a result of Nordiq Canada pulling out from the Nordic Strategy

- The Nordiq Canada Board meeting was Wednesday, November 23, 2022. Nordiq Canada Board decided not to move forward to Phase 2 of the current MOU.
- They felt that there was not enough evidence that the benefits outweigh the risks. Nordiq feels they are in a good position with good momentum, so timing is not right.
- Therefore they chose the status quo over a single NSO model.

Discussion:

- The Board discussed the potential implications of stopping work on the Nordic Strategy as a result of Nordiq's decision. Some discussion topics included
 - Is there political risk from the sport partners?
 - Losing talent – staff, BoD etc.
 - impact on smaller divisions, and
 - increased competition between Nordic NSOs
- Will the LBB work be shared publicly? This is important. TBD after the Steering Committee meets.
- Biathlon Canada will alert the community to what has happened.
- Mike will convene the BiCan Nordic Strategy Subcommittee in the new year to examine some of the implications and consider a way forward.

Moved by: Peter

Seconded by: Ron

MOTION: That the Board of Directors approves Biathlon Canada pausing work on the Nordic strategy. Motion carried.

4.0 **Motion to approve the consent agenda** [5 minutes]:

- Board Meeting Minutes September 26, 2022
- Board Meeting Minutes October 18, 2022
- Committee reports
- Operational Report

Moved by: Kristy McGregor-Bales

Seconded by: Peter Pekos

Carried.

5.0 Budget Update [5 minutes]: Heather presented a modified budget and lite financial report. A more robust financial report will be shared in February.
Directors to ask any questions of Heather's report.

- Heather opened the floor to any questions and discussion. There were none.

6.0 Committee Structure and Priorities [5 minutes] **Discussion on any of the priorities proposed by Chair.**

- Roger will move to the Governance and Nominations Committee now that the Nordic strategy will be less active.

7.0 **Motion to approve the following Directors as Committee Chairs for two-year terms** [5 minutes].

Ron Pelletier – Nominations and Governance Committee

Gail Niinimaa – Human Resource and Compensation Committee

Colin Bell – Marketing and Rev Gen Committee

Mike Walker – Nordic Strategy Ad Hoc Committee

Mandy Tran continues to chair the Finance and Audit Committee as part of her two-year Board term.

Moved by: Ntala Quintillio

Seconded by: Roger Archambault

Carried.

8.0 COVID Vaccination Policy [5 minutes]

Motion to rescind the COVID Vaccination Policy. All Biathlon Canada sanctioned activities will follow local public health guidelines.

- Importance of following local health guidelines was discussed.

Moved by: Mandy

Seconded by: Gail.

Carried.

9.0 Any other business [5 minutes]

10.0 Annual Board Schedule and Running of Board Meeting [10 minutes]. **Discuss the proposed schedule (please send conflicts to Heather via email).**

- Efficient and Effective Board meetings: Directors to provide feedback on Mike's document on Board Procedures and Conduct
- Quarterly meetings with possibility for Ad hoc meetings
 - November 28, 2022 – Virtual
 - December 12 : Ad hoc meeting to approve signing the Abuse Free Sport Agreement with the Office of the Sport Integrity Commissioner (OSIC) and to approve updated Safe Sport policies that align with the agreement
 - February 25-26, 2023 – in-person, Canmore.
 - May 29, 2023 – Virtual: Opening 2023-24 budget, 22-23 YE pro-forma financials.
 - September 11, 2023 – Virtual. Final 2023-24 budget adjustments, 22-23 Audit approval, Annual Meeting preparations.

11.0 Scheduled in-camera session [15 minutes]

Motion to move in camera: Ron, Peter 18h50 MST

12.0 Adjournment [1 min]