



## Board of Directors Meeting

Tuesday, March 7, 2023

### MINUTES

3pm PST / 4pm MST / 5pm CST / 6pm EST

**Total Time Allotted: 105 minutes**

---

- 1.0** Call to Order [2 minutes] The Chair called the meeting to order at 16h10.  
Mike Walker, Chair  
Anne Olszewski, Director  
Colin Bell, Director  
Gail Niinimaa, Director  
Katrina Galas, Director  
Mandy Tran, Director  
Ntala Quintillio, Director  
Peter Pekos, Director  
Ron Pelletier, Director  
Roger Archambault, Director - joins after 60 minutes.
- Non-voting: Heather Ambery, CEO; Tyson Wellock, DDHP.
- Regrets: Kristy McGregor-Bales, Director; Jules Myer, Director.
- 2.0** Declaration of Conflict of Interest based on the proposed agenda [3 minutes] **Directors to declare any conflicts of interest (if applicable)**  
– Peter Pekos: Daughter is on the IBU Team and daughters are on the FISU Team.
- 3.0** Consent Agenda: [5 minutes]
- November 28 minutes
  - December 12 Minutes
  - Operations Report

- Committee Updates

Email Approval: February 13, 2023: Gail, Jules: Motion to approve updated Safe Sport policies. Approved.

**No comments. Approved.**

**4.0** Risk discussion **Mandy to update Board on Risk Workshop.** [10 minutes]

- Productive risk workshop on Feb 27–28 in Canmore. Facilitated by Jason at Sport Law. COC funded the initiative.
- Participants: Mike Walker, Mandy Tran, Roger Archambault, Tyson Wellock, Heather Ambery, Assia Turenne (Finance and Audit Committee), Wendy Pletz (Division Representative).
- Addressed a comprehensive list of 14 risks through a series of prompts:
  - What is risk impact
  - What are current implications
  - What is likelihood and magnitude of the risk
  - What future actions can mitigate the risk
- Mandy shared the draft Risk Dashboard
- Next steps: 1) Discussing two remaining risks. 2) Share dashboard with the Board for May Board meeting. 3) Review and approve risk management policy. 4) review and prioritize future actions for each risk.
- Dashboard will be used as a standing Board meeting agenda item to review biggest risks.

**5.0** January 31, 2023 Financials **Heather to review the January 31, 2023 financials.** [20 minutes]

Heather reviewed the Jan 31 financial report distributed to the Board.

**5.1** Publishing Annual Financial Statements **Motion to publish the Financial Statements on our website since the 2014–15 audited statements and publish them publicly with Annual Meeting agendas in the future.**

- This is good governance practice to post

Mover: Mandy  
Seconded: Ron

Discussion:

- Already sharing the financial statements with the Divisions at the Annual Meeting.

**Carried. (Peter abstains)**

**6.0** Culture Review **Heather and Tyson to present the Culture Review Action Plan.** [30 minutes]

Heather and Tyson presented the Culture Review action plan to the Board.

Katrina Galas, Peter Pekos: Motion for the board to receive the Culture Review and High Performance review.

**Carried.**

**7.0** High Performance Update **Heather and Tyson to present a high performance update.** [20 minutes]

Tyson presented a High Performance Update to the Board.

Ron departs at 17h30.

Tyson departs.

**8.0** Any other business [5 minutes]

- Mike will send a letter to the IBU Cup organizers thanking them for a job well done and for their hospitality in Canmore.
- Nordic Strategy Steering Committee received a letter from Benoit with suggested public messaging wrapping up the project.
- Katrina Galas was named to the IBU Sustainability commission.
- No Canadian named on the IBU development commission.

**9.0** Scheduled in-camera session [10 minutes]

Ntala, Gail: Motion to move in camera. 17h53.

18h00 Heather departs

**10.0**           Adjournment

NEXT MEETING: May 29, 2023