



## Board of Directors Meeting

Monday, May 29, 2023

### MINUTES

4pm PST / 5pm MST / 6pm CST / 7pm EST

**Total Time Allotted: 120 minutes**

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**1.0** Call to Order [2 minutes] 17h03 Mountain Time

Mike Walker, Chair

Anne Olszewski, Director

Colin Bell, Director

Gail Niinimaa, Director

Mandy Tran, Director (joins at point 3)

Ntala Quintillio, Director

Peter Pecos, Director

Jules Myer, Director.

Non-voting: Heather Ambery, CEO; Emma Lunder, Athlete Rep; Logan Pletz, Athlete Rep.

Regrets: Ron Pelletier, Director.

Absent: Kristy McGregor-Bales, Director; Katrina Galas, Director.

**2.0** Declaration of Conflict of Interest based on the proposed agenda [3 minutes] **Directors declared any conflicts of interest (if applicable)**

- Peter Pecos 9.0 as his daughter is eligible for fee rebate.

**3.0** Consent Agenda: [5 minutes]

- March 7, 2023 Minutes
- Operations Report
- Committee Updates
- Roger Archambault has officially resigned from the Biathlon Canada Board as of May 14, 2023 due to a conflict of interest with his new job. We thank Roger for his dedication to the sport.

Gail Niinimaa, Anne Olszewski: Motion to approve the consent agenda. Carried.

**4.0** Risk: **Motion to approve the Risk Management policy and framework** [10 minutes]

- Spoke about Risk Management workshop in Feb. Risk Mgmt policy is part of our actions resulting from the workshop.

Mandy Tran, Peter Pekos: motion to approve the risk management policy and framework. Carried.

Discussion:

- Good policy. Big commitment to keep this going.
- Thanks to F&A committee for all their work on this.

**5.0** Athlete Report [5 minutes] **Emma and Logan presented the athlete report.**

- Emma and Logan presented on their athlete report distributed prior to the Board meeting.
- Kudos from the board to the Athlete Reps for preparing the document.

**6.0** Pro-Forma 2022-23 Financials review **Heather reviewed the 2022-23 financials.** [15 minutes]

- Setting the stage: at the COC meeting the biggest topic of conversation amongst NSOs was funding scarcity – our challenges are shared across most NSOs.

Comments:

- We need to better manage expenses on tour when we start overspending.
- Budget "tightness" is getting worse as the effects of inflation and cuts take hold.

**7.0** Preliminary 2023–24 Budget **Heather reviewed the 2023–24 budget and assumptions. Motion to approve the provisional 2023–24 budget.** The budget will be reviewed again in September [15 minutes]

- Would OTP funding cut have happened if Nordic strategy was still ongoing?
- Hard for us to be strategic. How can we invest in our future and generate revenue?
- Need to get to a point with Rev Gen that we can bank on a certain amount of \$\$\$. We do not have this consistency in our current model.

Mandy Tran, Colin Bell. Motion to approve the provisional 23–24 budget. Carried.

The budget will be reviewed again in August 2023.

- Need to re-visit our business model so that we have predictable funding. Need to identify more opportunities for funding.

**8.0** Approval of 2023–24 Operational plan **Motion for the Board to receive the Operational plan.** [5 minutes]

Ntala, Gail. Motion to receive the Operational plan. Carried.

**9.0** Review Athlete Fees [10 minutes]

**9.1** Motion to allocate funds raised during "Stronger Together" to reduce athlete costs. **Logan and Emma shared results of Athlete feedback on this topic. Heather shared financial implications.**

Jules Myer, Ntala Quintillio. Motion to allocate funds raised during "Stronger Together" to reduce athlete costs. Carried.

**9.2** Discuss additional reduction towards athlete fees. **Heather shared options and financial implication.**

Discussion:

- Logan Pletz provided background on the World Cup athlete fees as distributed prior to the meeting.
- Colin Bell to set-up a call with Logan and Emma. Rev Gen to focus on 2-3 things we can do really well this year.
- Athletes are willing to assign an Athlete Rev Gen Leader and to have an athlete on sponsorship pitch meetings.

Athlete Fees:

- Until we have more clarity, let's delay the decision.
- The goal is that we can reduce fees. Let's have a set-date to make this happen.
- Minimum reduction would be 33% and we will decide if we can do more by the next Board meeting in August.
- We are excited to work more with the athletes to include them in fundraising and sponsorship efforts.

**10.0** Publication of Safe Sport Decisions [15 minutes] **Board decided on publication philosophy.**

- Board agrees to publishing the decision summary table.
- IBU through the BIU, Sport Canada, Abuse Free Sport, Divisions, and other relevant stakeholders will also be made aware of decisions posted.

**10.1** Safe Sport Case finding and publication **Heather and Mike presented on redacted Decision distributed.**

- Heather Ambery and Mike Walker will reconnect with counsel to approve summary report and will publish.

**11.0** Governance. Mike Walker shared governance updates and Sport Canada governance reform. [15 minutes]

**11.1** Board Nominations and Size

11.1.1 No replacement for the remainder of Roger Archambault's term

11.1.2 This year Ron Pelletier terms out, Roger Archambault resigns. Peter Pekos, Mandy Tran, Jules Myer, Kristy McGregor-Bales, Katrina Galas up for possible renewal.

**11.2** Discussion around anticipated by-law changes in the next two years:

Mike Walker reviewed the points below.

11.2.1 Athlete Representation on the Board

11.2.2 Election of the Chair of the Board

11.2.3 Size of the Board

11.2.4 Committee structure and other changes to align with the Canadian Sport Governance Policy.

11.2.5 Timing of changes and consultations

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

- How can the Board support athlete recruitment and Division biathlon activities? Heather will speak with Clay Whitman.

**13.0** Scheduled in-camera session [15 minutes]

Mandy Tran, Jules Myer: Motion to move into camera.

**14.0** Adjournment

NEXT MEETING: August 21, 2023.