



## Minutes

Board of Directors Meeting

Monday, December 2, 2024

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### 1. Call to Order at 6:04pm MT

#### In attendance:

Mike Walker, Chair

Katrina Galas, Director

Doug Hannum, Director

Kristy McGregor-Bales, Director

Gail Niinimaa, Director

Ntala Quintilio, Director

Mandy Tran, Director

#### Non-voting:

Kerry Dankers, CEO

Gillian Gowling, Athlete Rep

Regrets: Philippe Gauthier, Julia Ransom, Peter Pekos, Logan Pletz

### 2. Declaration of Conflict of Interest as per the Agenda: None

### 3. **Consent Agenda**

Approval of Minutes from October 16, 2024

Approval of Operations Report.

**Moved by Gail Niinimaa, seconded by Ntala Quintilio that the consent agenda be approved.**

**Carried**

4. **Review of Risk Register:** Mike discussed the need for a standing agenda item for the Board to review part, or all of the Risk Register on a regular basis to ensure our Risks remain updated. Various Committees can review areas of risk within their purview, with the Finance and Audit Committee having the overall responsibility for the register.

5. **Appointment of a Board Vice-Chair:** Mike presented the rationale for selecting a Vice-Chair.

Points of discussion: succession planning, we have a large enough number of directors, represent Biathlon Canada, and improve potential for success on IBU Executive Board and committees.

It was suggested that this role could be added to the bylaws as an option so that it doesn't get lost going forward. Support was expressed for this role. Suggestion to pen a position description for role clarity.

Mike to update the role description for Board Chair and include a description for an optional Vice-Chair.

Action to form a process via the nominations committee for IBU Executive Board and Technical Committee nominations.

6. **Financials Variance Report:** Kerry presented the financials as of October 31, 2024.

7. **Committee Structure** [15 minutes] Mike presented the proposed Committee Structure and key committee deliverables for 2024-25, as described in the committee report.

8. **Future of Sport Commission Submission:** Kerry led discussion on the main elements that should be included in a Biathlon Canada submission to the Future of

Sport in Canada Commission that is conducting hearings and receiving submissions of the next two months.

Kerry will draft a submission to the FSCC on behalf of Biathlon Canada and will send to board members for feedback.

9. **Any other business:**

Canadian athletes in Finland saved a life. As a Board we will follow up with recognizing these athletes.

Discussion around IBU rule of being lapped and having to stop racing. Canada's men relay team were pulled by mistake and then allowed to continue and given an apology. There is an opportunity to put forward a rule change. Gail and Ntala to explore next steps.

10. **Scheduled in-camera session**

Moved by Ntala Quintilio, seconded by Doug Hannum that the Board move in-camera.

11. **Next Board meeting: March 17, 2024**

12. **Adjourned at 7:51 pm MT.**