



**Biathlon Canada Board of Directors Meeting**  
**Monday, March 17, 2025**  
**MINUTES**

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**1.0 Call to Order at 6:03 pm MDT**

Mike Walker, Chair  
Katrina Galas, Director  
Doug Hannum, Director  
Kristy McGregor-Bales, Director  
Gail Niinimaa, Director  
Peter Pekos, Director (joined at 7:06 pm MDT)  
Ntala Quintilio, Director  
Julia Ransom, Director

Regrets: Philippe Gauthier, Mandy Tran, Directors; Logan Pletz, Athlete Rep

Non-voting: Kerry Dankers, CEO; Gillian Gowling, Athlete Rep.

**2.0 Declaration of Conflict of Interest as per the Agenda**

None to declare

**3.0 Consent Agenda:**

- Minutes: December 2, 2024
- Operations Report
- Committee Reports

**Moved by Julia Ransom, Seconded by Kristy McGregor-Bales that the Consent Agenda be approved.**

**Carried**

**4.0 Canadian Safe Sport Program Adoption [Kerry – 20 minutes]**

Kerry presented the new Canadian Safe Sport Program with the Board being asked to approve the adoption of the CSSP, including the CCES adoption contract.

**Moved by Katrina Galas, Seconded by Ntala Quintilio that Biathlon Canada adopt the Canadian Safe Sport Program.**

**Carried**

**5.0 Governance and Ethics Committee (GEC) Terms of Reference**

The GEC developed a ToR for Board approval for the new standing committee included in the ByLaw changes at the October 2024 AGM.

**Moved by Doug Hannum, Seconded by Gail Niinima that the Terms of Reference of the standing Governance and Ethics Committee be approved.**

**Carried**

**6.0 Financial Variance Report as of January 31, 2024**

Kerry presented the financials as of January 31. Expenses are on track compared to the budget with minor variances. Biathlon Canada has also received a significant sport participation grant of \$660K from Sport Canada that will be partially disbursed this FY.

Kerry will also be presenting options to the Finance and Audit Committee for bookkeeping services to replace our retiring bookkeeper, Laurence.

**7.0 Review of Risks**

The Board discussed the risk of a Sport Canada funding delay due to the anticipated federal election, along with the impact of changes to reference level funding in 2025–26. It was proposed that the strategic reserve of \$300K be made available to the CEO to bridge the gap should Sport Canada funding be delayed, contingent on replenishing the fund once Sport Canada funding flows.

**Moved by Kristy McGregor-Bales, Seconded by Gail Niinima that the Board approves the use of the strategic reserve fund to bridge the gap should Sport Canada core funding be delayed in 2025, contingent on the CEO consulting the Finance and Audit committee on its use, and that it will be replenished upon receipt of Sport Canada core funding.**

**Carried**

8.0

#### **Participant Fee Increases**

Kerry discussed both the proposal for an interim fee increase and the proposal to establish a Working Group made up of Canadian Biathlon community members from clubs and divisions to examine future fee increases and fee structures.

**Moved by Ntala Quintilio, Seconded by Julia Ransom that an interim \$5 fee increase for all Biathlon Canada registered participants be approved for the 2025–26 year.**

**Carried**

**Moved by Katrina Galas, Seconded by Doug Hannum, that a biathlon community Working Group be established to examine future increases and fee structures.**

**Carried**

9.0

#### **Athlete Reps update**

Logan and Gillian will be stepping down at the end of this year. The Athlete Representatives and Athlete Director will be meeting over the

next couple of weeks to discuss replacements and a full season end update for the next Board meeting.

Biathlon Canada and the Board thanked Logan and Gillian for their work as athlete representatives.

10.0 **Other Business**

Gail – Emma Lunder is retiring at the end of this season; Beckie Scott is the new CEO of Nordiq Canada; Tomi, an IBU representative, was in Canmore to tour the venue prior to the para-biathlon World Cup in December 2025.

Mike gave an update on the National Championships, which were also attended by Kerry, Peter, and Philippe in Valcartier. Weather was excellent on racing days with good conditions. Organization of the event was done well and looking forward to hosting Canada Winter Games in 2027.

Kerry gave a further update on the Invictus Games.

11.0 **Next Meetings:**

- Next Board Meeting Monday May 12, 8 pm EDT/6 pm MDT/5 pm PDT
- Annual Meeting planned for Wednesday, October 15, 2025 at 6 pm MDT.

12.0 **Scheduled in-camera session**

**Moved by Doug Hannum, Seconded by [Ntala Quintilio](#) that the Board move to an in-camera session.**

**Carried**

13.0 **Adjournment** at 7:58 pm MDT