



Board of Directors Meeting
Monday, May 12, 2025
MINUTES

1.0 Call to Order – meeting called to order at 18:08pm MT.

Philippe Gauthier, Director
Kristy McGregor-Bales, Director
Gail Niinimaa, Director
Ntala Quintilio, Director
Julia Ransom, Director
Mandy Tran, Director

Regrets: Mike Walker, Chair, Katrina Galas, Director, Peter Pecos, Director,
Doug Hannum, Director

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

2.0 Given Mike's absence, the Board must select a Chair for the meeting of
May 12, 2025

**Moved by Philippe Gauthier, seconded by Gail that Ntala Quintilio
act as chair on the board meeting be approved.**

Carried

3.0 Declaration of Conflict of Interest based on the proposed agenda

No conflicts declared.

4.0

Consent Agenda:

- Minutes: March 17, 2025
- Committee Reports
- Operations Report
 - Kerry provided a brief verbal update on the Organizational and High Performance Assessment
- Safe Sport Policy Update – update on terminology

Moved by Philippe Gauthier, seconded by Julia Ransom that the Consent Agenda be approved.

Carried

5.0

Athlete Report

Logan reported that Gillian and himself will be stepping down as athlete representatives and have submitted that in writing. Gillian and Logan will send out an expression of interest email to the athlete body for interest in the positions. Julia will hold an election as required.

The athlete reps submitted a letter to the meeting materials that included a summary of the World Cup athlete fees.

Julia commended the athlete reps for the work they had done over their tenures.

Question about the athlete fundraiser that would normally have been in the fall, but that was reported to be planned for the spring. Logan reported that there were no plans at this time.

Kerry gave special thanks to the athletes reps and pointed out that Logan, especially through his longer tenure, was able to be the athlete voice on the board and make an impact through projects and the work he had done.

6.0 **2024-25 Financials review**

Kerry reviewed the 2024-2025 financials to March 31 and the forecast and variance report.

No questions or comments on the financials or forecast and variance report.

7.0 **2025-26 Budget Assumptions**

* Mike Walker joined the meeting via phone.

Mandy reported that the finance and audit committee met last week and it was recommended that we do not present a provisional budget to the board at this time, but rather to present assumptions that represent the budget at a high level. This recommendation was due to delays in confirmations from the funding partners and the absence of a High Performance leader who will make decisions on the National Program expenses.

Kerry presented the 2025-26 budget assumptions. The provisional budget will be provided prior to the next board meeting and the final budget will be presented in August for approval.

Moved by Mike Walker, seconded by Julia Ransom that the budget assumptions be received.

Carried

8.0 **2025-27 Operational plan**

Kerry presented the two year operational plan that was submitted to Sport Canada. She indicated that this aligned with the funding application and that once the funding is confirmed, there may be some changes to what is feasible to be accomplished in the plan based on the final allotment.

Moved by Kristy McGregor-Bales, seconded by Mike Walker that the Operational Plan be received.

Carried

9.0 Strategic Plan

Kerry and Mike discussed starting the process of developing the Strategic Plan and Outlook for 2026–2034.

Sport Canada requires this planning and the IBU holds stock in it for their member nations. The strategic plan needs to be board lead with CEO involvement. Engagement and input from divisions, athletes and community will be part of the process.

10.0 Governance

Discussion around anticipated by-law changes at October AGM:

10.1 Athlete Representation on the Board

Discussion: athletes attend 3 of the meetings historically because of the competitive season. Logan suggested two options, we could move the meeting to earlier in the day in Canada so that the athletes reps could attend all meetings or the Athlete Director may be enough and athlete reps not required to be at all the meetings. Julia suggested that athlete reps attend meetings when they can. Kerry had done some work in speaking with other NSOs and found that many had athlete reps or an athlete council that liaised with the Athlete Director who was the sole attendee at the board meetings.

10.2 Cadet Representation on the Board

This had not been filled for several years. In recent years, cadets are more interested in officiating in biathlon.

11.0 Any other business

Gail: has been invited to a dinner with a high performance panel which includes Mark Arendz. She will report back on any valuable learnings.

12.0 Next Meeting: August 25, 2025 at 6 pm MDT

13.0 Scheduled in-camera session

**Moved by Mike Walker, seconded by Gail Niinimaa to move
in-camera be approved.**

Carried.

14.0

Adjournment at 19:38pm MT