



Board of Directors Meeting  
Tuesday November 25, 2025  
**MINUTES**

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1.0 **Called to Order at 6:02pm MT**

Mike Walker, Chair  
Roger Archambault, Director  
Katrina Galas, Director  
Phillippe Gauthier, Director  
Elmar Hagar, Director to join while meeting is in progress  
Doug Hannum, Director  
Dylan Hughes, Director  
Gail Niinimaa, Director  
Ntala Quintillio, Director  
Roger Soane, Director  
Assia Turenne, Director

Non-voting:  
Kerry Dankers, CEO;

Regrets: Julia Ransom, Athlete Director

2.0 **Declaration of Conflict of Interest as per the Agenda, if any**

Mike will step down as chair for item 11 and K. Galas will act as Chair at that time.

3.0 **Consent Agenda**

- Minutes: October 15, 2025

- Operations Report
  - Performance Assessment Report – Ron Wuotila
- to compete for international medals by leading a comprehensive and unified high-performance system that develops champions

**Moved by R. Archambault, seconded by R. Soane that the consent agenda be approved.**

### **Committee Reports**

- 3.1 Revenue Generation Committee Chair P. Gauthier updated the board about the work that the committee has been undertaking including a stewardship plan, value proposition development, Giving Tuesday Campaign and bringing more champions into our tent. P. Gauthier asks the board to identify a BiCan champion within their networks or idea to bring to the Committee and staff.

### 4.0 **Review of Risk Register**

Risk 10 is “The state of the Canadian Sport System and the resulting expectations of our funding partners hinders our ability to focus on strategic goal achievement.” Discussion was had regarding possibly upgrading this risk to address impacts of final recommendations from the Future of Sport in Canada Commission.

R. Archambault advised the Directors to review the Canadian Sport Policy as well as the initial report of the Future of Sport In Canada Commission.

### 5.0 **Financials Variance Report**

Kerry presented the financials variance and forecast report as of October 31. No major variances to report.

### 6.0 **Registration Fees**

Kerry presented the second phase of registration fee increases for approval. This proposal is part of a phased approach to bring the fees to a level that is appropriate for inflation since prior to 2012.

**Moved by Katrina , seconded by Philippe that the registration fees be established as presented for 2026–2027 be approved.**

## 7.0 **Dispute Resolution & Appeal Policy Amendment**

Kerry presented the amendments to the Dispute Resolution & Appeal Policy to update an increased rate for appeal and minor language updating.

**Moved by R. Soane, seconded by D. Hughes that the amendments to the Appeal Policy be approved.**

## 8.0 **Strategic Planning**

Kerry updated the Board on the planning process and what to expect at the planning session on November 29, 2025. Emma Percy from Lumina Consultants will be facilitating the strategic planning session. We will receive a pre-read this week to prepare in advance.

## 9.0 **Committee Structure**

9.1 M. Walker recapped the individual discussions with Directors and presented the proposed Committee Structure and key deliverables for 2025–26. He thanked all of the Directors for their engagement during the meetings and for those who have accepted chairing the committees.

**Moved by D. Hughes, seconded by N. Quintilio that the following Directors be appointed as committee chairs for 2025–26:**

- Finance and Audit: Assia Turenne
- Human Resources and Compensation: Roger Soane
- Marketing and Revenue Generation: Phillippe Gauthier
- Nominations: To be determined in 2026
- Governance and Ethics: Doug Hannum

- 9.2 Discussion on establishing a “Risk and Strategy Working Group” chaired by Roger Archambault to address the increasingly serious consequences of a number of interrelated risks and how our new strategic plan can address them.

10.0 **IBU Executive Board Nomination**

K. Galas has taken over acting as Chair for this section.

As discussed at the last Board meeting, Mike has been asked to run for the IBU Executive Board at the 2026 Congress. It is important that he has the clearly expressed support of Biathlon Canada well in advance of the election to help him to mount an effective campaign.

**Moved by R. Soane, seconded by P. Gauthier that Biathlon Canada nominate Mike Walker for the 2026 IBU Executive Board elections. M. Walker abstained.**

**M. Walker has taken the Chair position back over.**

11.0 **Any other business**

11.1 **Director/CEO Communications**

11.1.1 Committee Chairs

11.1.2 Directors

11.1.3 CEO to CEO

12.0 **Scheduled in-camera session**

In-camera session not required.

13.0 **Next Board meeting**

- 13.1 Selection of an alternate day of the week to have [Board meetings](#) as Julia is not available on Mondays and Tuesdays. K. Dankers to circulate a meeting poll for March. Wednesday seems to be approved for the following meetings.

13.2 Next meeting in March 2026

13.3 Choose date for Board Orientation for new board members,  
optional for returning members. Set for Dec 15, 6pm MT

14.0 **Adjournment 7:49pm MT**