



Board of Directors Meeting
Tuesday, October 15, 2025
MINUTES

1.0 Called to order at 6:35pm MT

Mike Walker, Chair
Roger Archambault, Director
Katrina Galas, Director
Philippe Gauthier, Director
Elmar Heger, Director
Dylan Hughes, Director
Gail Niinimaa, Director
Ntala Quintilio, Director
Julia Ransom, Director
Roger Soane, Director
Assia Turenne, Director

Regrets: Doug Hannum, Director

Non-voting: Kerry Dankers, CEO

2.0 Welcome and Introductions of Board members

Each board member introduced themselves.

3.0 Declaration of Conflict of Interest

A round table was conducted to declare any general conflicts of interest.

D. Hughes, E. Heger, A. Turenne, K. Galas, J. Ransom had no conflicts of interest to declare.

Potential or perceived conflicts declared: M. Walker is on the board of CSI-Pacific, N. Quintilio is currently the Executive Director of Biathlon Alberta, R. Archambault is the VP of Performance Services at INS Quebec, R. Soane is the CEO of Whistler Sport Legacies, P. Gauthier has a son competing in biathlon, G. Niinimaa biathlon caching courses, and K. Dankers is on the Saskatchewan Games Council Board.

4.0 Consent Agenda:

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Moved by K. Gala, seconded by J. Ransom that the consent agenda be approved.

5.0 Board Chair interviews and Committee Structure

Mike provided background on the structure for committee formation and thoughts on the work for the year ahead. The committee matrix was reviewed.

6.0 Screening Renewal Form

Kerry explained the process for returning and new board members.

7.0 Any other business

IBU Executive Board: discussion regarding Mike as a potential candidate at the Congress in 2026.

8.0 Establish the Board meeting schedule for the 2025-26 year

Suggestion for regular meetings on a Monday at 6 pm Mountain Time/8 ET/5 PT, every quarter in accordance with the schedule in the meeting materials. Additional meetings could be called for special subject matter.

The schedule was reviewed and some amendments made.

9.0 Scheduled in-camera session

No in-camera session required.

10.0 Next meeting November 25, 2025 at 6 pm MT.

11.0 Adjournment 7:19pm MT/3:19am CET