



Board of Directors Meeting
June 10, 2026
MINUTES
5pm PDT / 6pm MDT / 8pm EDT

1.0 Call to Order 6:02pm MT

Mike Walker, Chair
Roger Archambault, Director
Katrina Galas, Director
Philippe Gauthier, Director
Doug Hannum, Director
Gail Niinimaa, Director
Ntala Quintilio, Director
Julia Ransom, Athlete Director
Roger Soane, Director
Assia Turenne, Director

Non-voting: Kerry Dankers, CEO
Guests: Pascale Paradis, Athlete Representative; Ken Davies, BiCan
Accounting for item 4.0
Regrets: Elmar Heger, Director, Dylan Hughes, Director

2.0 Declaration of Conflict of Interest *based on the proposed agenda*

Directors have not declared any conflicts of interest for this meeting.

3.0 **Consent Agenda:**

- *March 18, 2026 Minutes*
- *Operations Report*
- *Committee Updates*

Moved by Philippe, seconded by Roger A. to approve the consent agenda.

4.0 **2025–26 Financials review**

K. Davies presented the 2025–2026 pro forma financials to April 30.

5.0 **2026–27 Budget**

K. Dankers presented the 2026–27 provisional budget, including the assumptions and what we know about the announced federal funding for NSOs (information in Operational Update). The final budget will be presented in August for approval.

Moved by Philippe, seconded by Roger A. to approve the 2026–27 provisional budget.

6.0 **Athlete Representative Report**

P. Paradis verbally presented the athlete report. Reporting that there is promising progression in performance for the team. Equipment has improved and is in the mix with the rest of the field. 10% decrease in shooting likely due to having the range close in Canmore for a big portion of the training season. The biggest struggle is finances for athletes and likely the reason for early retirements. Challenges also include changes in coaching and staffing changes. Having a plan in place and continuity to build a system to develop athletes and keep them at a high level.

We are in the process of election for the athlete co-representative. There are 4 athletes interested in putting their names forward.

Philippe: How has the team perceived the changes? The decentralized program is perceived very well by the athletes. A little more difficult

for the three senior national team athletes. It makes sense for where the program is.

Philippe: What is missing for performance? Money is the biggest problem. Because our training is so many hours (2000 hrs/year), having to be in Europe long term, makes having a job nearly impossible. Depth of athlete pool is a problem.

7.0 2026-27 Operational plan

Kerry presented a progress report on the two-year operational plan that was submitted to Sport Canada in 2025.

8.0 Strategic Plan

Kerry updated the board on the process of developing the Strategic Plan and Outlook for 2026-2030 and discussion on the way forward with a working group to finalize the plan.

9.0 Governance

Seeking approval of the proposed Terms of Reference for the Risk and Strategy Working Group.

Moved by Roger A, seconded by Roger S. to approve the Terms of Reference for the Risk and Strategy Working Group.

10.0 Board Nominations and Succession

Discussed the identification of a Board Chair to succeed Mike in October 2026. Request for directors to meet with Mike about their interest.

Discussed constitution of a Nominating Committee for the 2026 Board elections. This needs to begin very soon.

11.0 Any other business

Discuss the recent developments in facilities challenges

11.1 Recent developments in Quebec biathlon

Roger A. and Philippe gave an update on recent challenges in Quebec.

11.1.1 Overview of the challenges currently facing the FQB, through the closure of the Valcartier range.

11.1.2 An assessment of what these challenges mean for Biathlon Canada, including the associated risks and potential long-term impacts.

The approach is to request a longer notice period at Valcartier of 4-6 years, so that FQB could move programming to another location which would need to be assessed and developed. Biathlon Canada to inform Sport Canada to discuss with the Minister of National Defense.

11.2 *Recent development with the Canmore Nordic Centre*

Kerry updated the board on recent developments with snowmaking equipment which could mean no snowmaking this fall and therefore no Frozen Thunder in future years. Kerry also updated the board on the approach to campaign for provincial funding to renew the snowmaking system.

12.0 **Next Meeting:**

12.1 *Next Board Meeting: August 24, 2026 at 6 pm MDT*

12.2 *Annual Meeting: October 7, 2026 at 6 pm MDT*

13.0 **Scheduled in-camera session**

no session required

14.0 **Adjournment**