



Board of Directors Meeting
Wednesday March 18, 2026
MINUTES

1.0 **Called to Order at 18:03 MT**

Mike Walker, Chair
Phillippe Gauthier, Director
Elmar Hagar, Director
Doug Hannum, Director
Dylan Hughes, Director
Gail Niinimaa, Director
Ntala Quintilio, Director
Roger Soane, Director
Assia Turenne, Director

Non-voting:
Kerry Dankers, CEO

Regrets:
Roger Archambault, Director; Julia Ransom, Athlete Director

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

No conflicts declared

3.0 **Consent Agenda**

- Minutes: November 25, 2025
- Operations Report

Moved by Roger S, seconded by Katrina that the consent agenda be approved.

4.0 **Committee Reports** [20 minutes]

- 4.1 Finance and Audit Committee: Assia provided a verbal update

Philippe provided some comments about making this more of a priority and acting on the items on the list.

Moved by Assia, seconded by Dylan that the current Terms of Reference of the Finance and Audit Committee be reconfirmed.

- 4.2 Human Resources and Compensation Committee: Roger S. provided a verbal update

- 4.3 Marketing and Revenue Generation Committee: Phillippe provided a verbal update

Discussed the previous ask from the Revenue Generation committee to put forward an idea or contact to the board of who or what could help Biathlon Canada with revenue generation by the end of January. Low engagement was reported. Philippe asked for more engagement and support since revenue is the organization's biggest risk.

Motion by Roger S., seconded by Ntala that the committee reports be accepted.

5.0 **Review of Risk Register**

Review addressed in Finance and Audit Committee Update

- 6.0 **Financials Variance Report** Kerry presented the financials as of January 31, 2026 (Q3). The Finance & Audit Committee had reviewed the report in detail at their most recent committee meeting and are in support of the presentation.

7.0 **Directors and Officers Insurance** Kerry presented an option to provide more comprehensive coverage.

Moved by Doug, seconded by Elmar that the Directors and Officers Insurance plan option D be approved.

8.0 **Strategic Planning**

8.1 Kerry updated the Board on the planning process and outcomes of the consultations in November 2025. The consultation included that of the board, a session with the Divisions, an session with the Biathlon Canada staff as well as a further 1 to 1 session with Kerry and the facilitator. A primary draft has been prepared.

8.2 Discussion on next steps which include a committee of the board reviewing and giving further feedback and direction on the draft. The pillars proposed have remained consistent through the 3 stakeholder sessions, but more refining of the strategic vision overall is required.

8.3 Establish the Risk and Strategy Working Group with Roger Archambault as Chair. Roger will work with the working group to draft a terms of reference that can be approved secretarially by the Board before the next meeting. Mike and Roger to work on membership of the group as well.

Moved by Katrina, seconded by Elmar that a Risk and Strategy Working Group be established with Roger Archambault as Chair.

9.0 **Olympics Update**

Mike and Kerry gave updates on their lessons learned from attending the Olympics.

10.0 **Any other business**

Philippe: Biathlon in the East and Valcartier range need to be supported. Meetings between Biathlon Canada and Biathlon Quebec will continue. BiQC has a new Executive Director.

Elmar: Raised the issue that insurance may not support historical safe sport issue more than 5 years in the past.

11.0 **Scheduled in-camera session** Roger and Ntala

Moved by Roger S., seconded by Ntala that the Board move in camera.

12.0 **Next Board meeting**

12.1 The next meeting was scheduled for Monday May 25, 2026, however, at the last meeting we decided Wednesdays would be a better day of the week for now. Due to scheduling conflicts in May and early June, Wednesday June 10, 2026 is proposed and accepted.

13.0 **Adjournment**

The meeting was adjourned at 20:09pm MT