



BC Athletics Board of Directors Meeting – April 30, 2019
Fortius Sport & Health/Athlete Development Centre, BC Athletics Boardroom
Minutes

Attending in person: Jim Hinze, Vice Chair; Brian McCalder, President/CEO; Chris Winter, Technical Manager Track & Field; Clif Cunningham, Technical Manager Road and Cross Country Running

Attending by teleconference: Greg White, Chair; Ota Hally, Director Finance; Jordan Myers, Director Events & Promotion; Mark Harding, Director Marketing & Communication; James O’Kane, Director Zones 1 & 2; Jacob Emerson, Director Zones 3, 4 & 5; Sabrina Nettey, Run Jump Throw Wheel Coordinator (left the meeting at 7:21pm); Sam Collier, Manager Registration and Membership Services

Regrets: Tyler Heisterman, Director Programs & Technical Development; Jasmine Gill, Director Zones 3, 4 & 5; Darren Willis, Director Zone 6; Cathy Johnson, Director Zone 7 & 8; Katelynn Ramage, Female Athlete Director; John Gay, Male Athlete Director; Jennifer Brown, Coaching Education Coordinator; Richard Lee, Coach, BC Endurance Project

1. Meeting was called to order at 6:02pm.
2. Introductions were made.
3. No additions to the agenda.
4. **Adoption of the agenda** – J. Hinze/M. Harding – Passed
5. **Approval of the Board of Directors Minutes of:**
 - a. January 26, 2019 – Circulated. Motion to approve – J. Hinze/M. Harding – Passed
 - i. Mark requested that the action items from the committee reports be highlighted in the minutes. Shannon noted the minutes going forward would include this.
6. **Receipt of the Executive and BCA Committees meeting minutes of:**
 - a. Road Running Committee Meeting minutes of February 27, 2019 – Circulated
 - i. Items of Note
 1. Road Running Committee wishes to reduce the hosting grant for the provincial championships and provide the ribbons and metals at no cost. Would be a policy change and recommending to the

Board for voting and implementation as soon as possible. Brian noted that for the staff it would simplify the paperwork and speeds up the process to provide the hosting grant. It was noted the recommendation to the Board was unanimous with the committee. Motion to amend the sport hosting grant to include medals and ribbons as well as to reduce the sport hosting grant. – J. Meyers/G. White – Passed

- b. Officials Committee Meeting draft minutes of March 23, 2019 – Circulated
 - i. Items of Note
 - 1. Jim Hinze noted that he sent an email to all the Zone Directors, asking them to talk to the Clubs for recruitment of officials. New workshops are coming up.
 - 2. Also noted that the Officials wanted their own logo, as Track & Field and Cross Country have their own division. Officials thought they should have their own as well. However, after speaking with Brian, will be staying with the BC Athletics logo and clothing will have “Official” under the logo.

7. Business arising from the minutes

- a. January 26, 2019 Board Meeting
 - i. BC Athletics Website – Requested Adam Stacey of Trackie present staff with recommendations on the upgrading/format/look of the BC Athletics website and estimated costs.
 - 1. Brian noted he’s heard back from Adam who has asked BC Athletics staff to look over his recommendations. Will be scheduling a conference call with him in the next week or two to discuss the suggested changes. Mark noted he looked at the email from Adam and suggested adding breakdown of cost. Brian noted that would be part of the discussion as estimated costs were requested. Brian suggested Mark join the call with Adam.
 - ii. Masters – Rules for Records – Meeting and discussion with Jake Madderom, Chair, BC Athletics Masters Committee. Agreement reached. See Masters under Programs and Technical Development.
 - 1. Brian noted that at every AGM for the last few years, the Masters have asked about the rules on records. Brian met with Jake and have come to an agreement on wording. As BC Athletics is a branch of Athletics Canada, will be following along with Athletics Canada rules for record and amending accordingly to reflect BC Athletics and will also make other changes and additions that might be specific to BC, to recognize BC native and BC all comers records. Providing an interim step to put together information for a full list of rules for records. Provided to the Board under New Business.

8. Correspondence

- a. viaSport – PSO Evaluation 2018

- i. Annual Core Funding – Increase of \$4,645.00 on core funding (for a total \$303,730.00), due to scoring of 4's in all categories.
- ii. Enhanced Excellence Funding (supports the BC Endurance, BC Throws and BC Sprints/Hurdles Projects) – Applied for \$100,000 and received \$90,000 which is an increase of \$10,000. Bump up in funding will provide the ability to deliver more service to the targeted athletes and their personal coaches.

9. Reports:

- a. Chair of the Board of Directors – Greg White
 - i. Written Report circulated
 - 1. Items of Note
 - a. Changes of leadership, at ViaSport with the new Director starting May 7th, as well as a new CEO at Athletics Canada as of mid April. BC Athletics has a long-term relationship with the new Director of ViaSport and will be meeting the new CEO for Athletics Canada at their AGM at the end of May.
 - b. Vice Chair of the Board of Directors – Jim Hinze
 - i. Written Report circulated
 - 1. No items of Note
 - c. Directors Reports:
 - i. Zone Directors
 - 1. Zones 1 & 2 – James O’Kane
 - a. Verbal Report provided
 - i. Speaking to clubs regarding officials and trying to compile a list with numbers and accomplishments for meets that have started. Talking with a few coaches as well.
 - ii. Question was asked about how the 55+ Games hosted in Kelowna for Track & Field was coming along and if a Committee has been struck. James noted Marilyn Bend is lead with the Club and asked if he should have her report to someone at BC Athletics. Brian recommended she liaise with BC Athletics regarding officials, competition director for sanctioning and post event submissions, with additional liaison with other parties required. Hands on approach will be required and will need to be maintained right to the end of the games. James noted he will have Marilyn contact Brian and Brian noted he will direct her and provide information to the Senior Games Society.
 - 2. Zones 3, 4 & 5 – Jasmine Gill/Jacob Emerson
 - a. Verbal Report provided

and current assets close to \$400,000. Covers well for short term liabilities of just over \$100,000. Robust and healthy balance sheet.

- b. Profit and Loss has a general trend of low revenues budgeted across the board but nothing alarming. With revenue down, expenses are also down, some of which are a direct link to the revenue, others with some intention of controlling expenses. Net income budget was targeted in the positive of \$30,000 but actual is a net deficit of \$38,000 at this time, however is subject to final audit adjustments.
- c. Brian commented on the current year operations, speaking to significantly larger dollar amount variances (not the percentages) and noted notes have been included at the bottom.
 - i. Leadership revenue off of operating budget by \$8800 due to the cancellation of club and sport event and workshops. Revenue is not realized in this budget but is rescheduled into the new budget year.
 - ii. RJTW revenue missed by \$6400. Number of presentations direct deliveries not realized as well as sponsorship for RJTW materials and equipment also not realized.
 - iii. In province competitions, \$14,300 variance due to timing for receipt of championship entry fees. Will go back and look at what was received in the current financial year to be sure the appropriate portion of the Track & Field, Road Running and Cross Country entry fees are received. Will be proposing amendment to the Cross Country scheduled with the return to BC for the entry fees and awards.
 - iv. Marketing and Promotion, above cash sponsorship target, off on the value in kind (recorded as income but goes out as an equal amount on expenditures). Up \$8,000 over budget for cash, but down \$37,000 for value in kind. Need to look at programs and see how BC Athletics can bring on additional sponsors, even if value in kind, to raise dollar value of merchandise relative to finances but as a value add to participants in events.
 - v. Special programs, adding \$4750 for BC out of cash sponsorship line, which brings down to \$6,000 off

the target. Special programs are ones that include team fees for a shortfall of \$6400.

- vi. Biggest is the membership revenue dollar value, off target by \$41,000. This includes all membership types plus day of event membership revenues. Brian suspects they may have been too aggressive around the estimate of the numbers. \$23,000 relates to overall membership excluding day of event membership. Reasons include the timing receiving membership revenue due to when clubs have their registration weekends. Often times the registration weekend will happen post Easter and if Easter is in April, the revenues miss the March deadline for the financial year. Comparing membership revenue ending March 2018 to March 2019, \$12,000 difference on year to date. Likely due to late registration drives by clubs. Sam noted, that over the last 27 years, it really depends on when Easter happens and when the schools pick up track. Always a roll of the dice to see what is going to come in and when. If Easter is in March then staff have a better handle on it. However, memberships are up, as are school memberships, so the numbers are going in the right direction.
- vii. Athlete development, particularly Track & Field camps, not meeting overall target by about \$6500. Initiatives for BC throws summit and inaugural Cross Country Camp were very successful. Looking to repeat and will look at adding other event areas to those clinic schedules.
- viii. For expenses, some staffing expenses will be picked up in the new financial year given adjustments to salaries were recorded after March 31. Will be corrected in audit and next financial year.
- ix. Committee meetings didn't spend \$74,000 so money was saved there. Total administration also saved. Brian noted both can vary from year to year depending on the number of in person meetings held. BC Athletics has now subscribed to video conferencing which also may make communicating face to face with Board and Committee members more effective. Administration can vary too

depending on things that come to staff. Overall under budget by \$18,000.

- x. Leadership expense down as did not have the sport coach and club coach workshops as facilities were not available or too few registrations. Moved to new financial year, under expenditure estimate for Coach Education.
 - xi. RJTW was the same. Will be some adjustments relative to payroll as well as fewer resources, equipment and manuals needed to be purchased.
 - xii. In provincial competitions, regional series and championship grants yet to be paid out. Regional series did not happen. Slightly under costs for Whistler 50.
 - xiii. Team programs reduced team costs. No cost for marathon and half marathon. Might allow budget and include para athlete support. Appears under athlete development budget line.
 - xiv. Special programs, is for uniforms, and BC Summer Games adjustment will come in uniforms area as inventory has yet to be factored in to YE financials. Good amount of stock remaining. Waiting on dollar value. Will adjust overrun to some degree. Trying to keep within the 20-25,000 range. Spend 35,700.
 - xv. Awards/recognition primarily over by the officials, however any overages with officials or BC endurance project covered by deferred revenue retained year over year to offset cost.
- d. Brian reminded the Board that he is open to questions and requests for clarification at any time. He also noted he can provide minutia detail if requested.
- e. Events & Promotions – Jordan Myers
- i. Written Report provided
 - 1. Items of Note
 - a. Second joint PSO Race Directors Conference hosted the second week of March with good attendance and a number of great takeaways. Improvements were made since the first year and more learning on what can be done better. Great resource for race organizers and would be good to see the event continue.
 - b. Brian commented that this was a great step forward for race directors and need to put together a Track & Field Race Directors event as well, which was echoed in the

meeting with John Cull. Brain recommended doing so before the hosting of the 2022 Summer Games.

- f. Administration & Planning – Brian McCalder
 - i. No Report provided
 - ii. Strategic Plan – No update at this time.
 - 1. Need to start looking at the 2021/2024 Strategic Plan and how to proceed in developing it.
 - iii. Human Resources
 - 1. Canada Summer Jobs Update – Confirmed support for 2 summer job placements. \$4,411.00 ea. / \$8,822.00 (increase of \$2,080 from 2018)
 - a. Currently advertising for the position with a deadline for this Friday. Start date of May 13th but no applications have been received yet. Ad also circulated to all post secondary institutions as well as posted on the BC Athletics website.
- g. Membership Report – Sam Collier
 - i. Written Report circulated
 - 1. Items of Note
 - a. Sam noted the number of memberships noted in the report were reversed. The number of membership entered for the 2018 membership year as of April 16, 2018 was 5,218 and the number of membership entered for the 2019 membership year as of April 16, 2019 is 5,353.
 - ii. Approval of Individual Memberships – Circulated
 - 1. Motion to approve the list of individual memberships received from January 18, 2019 to April 16, 2019 as provided – G. White/J. Hinze – Passed
 - iii. Approval of School and School District Club Memberships – Circulated
 - 1. The list of school circulated need to be approved as well as Revelstoke Secondary School, Aspengrove School and Kamloops/Thompson School District #73.
 - a. Motion to approve the 2018/2019 school and school district club memberships – J. Myers/M. Harding – Passed
 - iv. Approval of Club Memberships – Circulated
 - 1. Sam noted the only new club renewal to approve is the East Kootenay Track & Field Club.
 - a. Motion to approve the list of 2019 club membership renewals, including those which are complete (meeting all requirements) and those pending completion of their requirements – G. White/J. Myers – Passed
 - 2. Sam noted there are two new club applications, one for Lake Country MultiSport (Run) Club, who has completed all requirements and Sam has received no comments back to date;

and one for Speed Squad Track & Field Club, who is pending completion of their requirements.

- a. Motion to approve the Lake Country MultiSport (Run) Club, pending comments coming back and Speed Squad Track & Field Club, who is approved pending completion of their requirements and any comments that require further actions – J. Hinze/J. Meyers – Passed
- h. Marketing & Communications – Mark Harding
 - i. Marketing Plan Update to April 2019 – Circulated
 1. Items of Note
 - a. Mark asked for feedback at the last Board of Directors meeting and followed up by sending out a survey. From the seventeen respondents, the top three most popular areas were to increase social media, complete a website revamp and produce an electronic newsletter. Also high was to increase more corporate sponsorship. Mark noted there has been an increased uptake in social media, including more social media outlets but in need of a communication policy. Have narrowed down to a few items and making progress on those items.
 - i. Programs & Technical Development – Tyler Heisterman
 - i. Director, Programs & Technical Development – Tyler Heisterman
 1. No Report provided
 - ii. Introductory Programs – Run Jump Throw Wheel and Junior Development – Sabrina Nettey
 1. Written Report circulated
 - a. Items of note
 - i. Able to host first BC Athletics Spring Break Track & Field Camp. Had some high performance athletes out each day. Fun event and participants interested in continuing with Track & Field programs.
 - ii. Beginning upgrading for RJTW Coach Developer.
 - iii. Junior Development Pentathlon Championships hosted by Golden Ears Athletics and Ocean Athletics is hosting the Junior Development Track & Field Championships.
 1. Sabrina brought forward the question on the rule regarding the relays as in the JD manual, only club relays are eligible for Championship medals and mixed teams may receive club medals. Sabrina clarified that club, mixed and unattached teams can compete and may receive medals but only one club has ever offered their own medals

to the participants. Therefore unofficially mixed and unattached teams do not receive medals. Looking to the Board for direction. Sabrina also noted that this doesn't affect all age groups as they don't use this rule at the Jamboree nor is it used at the National Championships. The rule is that if they are allowed to compete, they are eligible for a medal. On in JD is there a rule that only clubs are eligible for Championship medals.

- a. Brian commented that the JD Committee likes this rule as there is a feeling amongst the Junior Development Committee that unattached people should be members of clubs. Brian noted that the opinion amongst staff, is anyone who enters the Championship and is qualified, is not committed to run for their club team, and should be eligible to form teams, run in the relay and be awarded Championship medals.
- b. Sabrina noted the issue was raised at the last JD Committee meeting and the consensus was that the only way it would change was if the Board of Directors felt that this rule should not be in place.
- c. Greg noted he likes consistency across all the age groups.
- d. Brian noted they have never had any objection from relay teams in the Jamboree and there are a collection of athletes that are not members of a club that participate in relay events.
- e. It was asked if, to set national record, it has to be the same club? It was answered that it doesn't have to be. National teams come together and don't have to be the same club as long as they are running under the National banner.

- f. It was also noted that athletes that age are excited to run the race and want a medal. They may be disappointed with not getting a medal and may be a reason why they don't do it again. Cam noted that parents do call the office and kids are worried. They cannot afford to join the clubs. Do not want to encourage being a part of a club to get a medal.
 - g. Agreement by the rest of the Directors. It was confirmed that the Board has the right to make a rule change and present it to the members at the AGM for ratification. If the membership did not agree, it could be dealt with at the AGM. However up until the AGM, if it was overturned, the rule is valid by approval of the Board until the AGM. Therefore it would be relevant now going into the JD events held over the next few months at the Provincial Championship level.
 - h. It was asked if the AGM may have more club representation and it was noted that there could be. However this would give opportunities in the short period of time until the AGM.
 - i. Motion to change the current rule to allow any relay teams, and individuals that form a team, who enter the JD Championships, to be eligible for Championship medals. – J. Emerson/J. Hinze – Passed
 - i. It was noted Brian will communicate the change to the JD Committee as well as prepare a new piece to be circulated to the Clubs.
- iv. Sabrina noted the recommended name change for Track Rascals, which will be dealt under New

Business. Sabrina noted the survey results had been circulated and the Junior Development age group provides alignment though the opinion on the Track Rascals was mixed. Greg noted this was a National initiative.

iii. Track & Field – J.D. to Masters

1. Junior Development – Darren Willis, Director Liaison

a. No Report provided

2. Track & Field (15 to 35 yrs) – Chris Winter

a. Written Report circulated

i. Items of Note

- a. A lot of events happening. Over the past few months a couple of special programs took place including the BC Sprint/Hurdle Project Warm Weather Camp in Las Vegas which was attended by twenty athletes, six coaches and one chiro member. Overall very successful camp and looking to continue in the future.
- b. Received \$10,000 in funding to support the BC Throws Project, which was spent on the 2018 BC Throws Summit and for additional athlete expense grants for equipment, competitions, and training camps to targeted athletes.
- c. BC Team criteria has been posted for about a month now. This is the first year that Selection Trials will be held, which will take place at the BC Athletics Track & Field Jamboree in Kamloops the beginning of July, which takes place three weeks in advance of the Nationals.
- d. AAP has been awarded and the money disbursed. Working with the Track & Field Committee to finalize and post the criteria for the 2019/2020 cycle. Will then be with the subcommittee to review and recommend to the full committee for review and approval.

- e. Currently working on the 10,000m Championships which is exciting and is going well. About a month and a half away and registration is now live.
- iv. Road and Cross Country – Clif Cunningham
 - 1. Written Report circulated
 - a. Items of Note
 - i. Been a very busy few months. The Race Directors Conference was held and 42 race directors attended, 2/3 from BC Athletics and 1/3 from Triathlon BC. 2020 Race Directors Conference scheduled for March 2nd. Will be planning for speakers and topics in June.
 - ii. Was consulting with out of province events on Handcycles Policy, in consultation with BC Wheelchair Sports, as local events were looking for guidance on policy development. Clif noted that BC Athletics, BC Wheelchair Sports and SBC Insurance classify Handcycles as cycling and under the jurisdiction of Cycling BC. This aligns with the national and international federations of both athletics and cycling. Handcycles are not to be included in a running event.
 - iii. Currently working on the Pacific Distance Carnival.
 - 2. Road Running Committee Report – Jordan Meyers
 - a. Update provided as part of Events & Promotions Report under Directors Reports.
- v. Masters – Track & Field/Road Running/Cross Country Running – Mark Harding, Director Liaison
 - 1. No Report provided
 - a. Mark noted there has been no meeting as there has not been enough people.
 - 2. Rules for Records – Circulated (see New Business)
- vi. Officials – Jim Hinze, Director Liaison
 - 1. No Report provided
- vii. Coaching – Jennifer Brown
 - 1. Written Report circulated
 - a. Items of Note
 - i. Robust schedule sent out for May. Initiatives happening in June and July, some of which will be linked to Harry Jerome International Track Classic.
- viii. Performance Hubs/Programs – Chris Winter/Brian McCalder
 - 1. BC Endurance Project – Richard Lee

- a. Written Report Circulated
 - i. Items of Note
 - 1. Chris Winter noted the 2020 Olympic criteria has just been posted by Athletics Canada.
 - 2. BC Sprints/Hurdles Project – Chris Winter
 - a. Update provided as part of Track & Field Report under Programs & Technical Development.
 - 3. BC Throws Project – Chris Winter
 - a. Update provided as part of Track & Field Report under Programs & Technical Development.
- j. Athletics Canada Update – Greg White & Staff
 - i. Athletics Canada
 - 1. Athletics Canada Award Nominations – Finalists yet to be announced
 - a. U18 (Dolly Gabri & Jarrett Chong)
 - b. U20 (Camryn Rogers & Anastas Eliopoulos)
 - c. Athlete of the Year (Christabel Nettey, Cam Levins, Rachel Cliff)
 - d. Athlete of the Year in Field Events (Christabel Nettey, Django Lovett)
 - e. Performance of the Year (Django Lovett, Cam Levins, Rachel Cliff)
 - f. Canadian University Athlete of the Year (Regan Yee)
 - g. Para-Athlete of the Year in Ambulatory Events (Nathaniel Riech, Ness Murby)
 - h. Para-Athlete of the Year in Wheelchair Events (Tristan Smyth)
 - i. Off Track Athlete of the Year (Cam Levins & Rachel Cliff)
 - j. Combined Events Athlete of the Year (Nina Schultz & Georgia Ellenwood)
 - k. Official of the Year (Jason Swan)
 - l. Development Coach of the Year (Bruce Deacon)
 - m. High Performance Coach of the Year (Ziggy Szelagowicz)
 - 2. Q: Any notes or meeting minutes from last meeting. Brian noted if there are, posted on AC website under the Governance Section, Meeting Minutes.
 - ii. Sport BC
 - 1. Sport BC Athlete of the Year Banquet: March 13, 2019
 - a. Awards:
 - i. Frank Stebner - Presidents' Award – Athletics
 - b. BC Athletics Winner:
 - Female High School Athlete of the Year
Taryn O'Neill – Okanagan Athletics

- c. Chair noted there were many nominees and thanked the staff for all their work on getting all the information on the nominees to Sport BC.

10. New Business:

- a. Age Group Names – Proposed Rule Change and Recommendations
 - i. Membership Age Group Names – Tyke, Pee Wee, Bantam – Recommendation to change to:
 - 1. U14 (12 & 13 yrs) – replaces Bantam
 - 2. U12 (10 & 11 yrs) – replaces Pee Wee
 - 3. U10 (9 yrs) – replaces Tyke
 - ii. Items of Note
 - 1. Supported through a survey conducted by Sabrina Nettey where the majority of the responses favoured going to the U format.
 - 2. It was noted that this does not replace the competition structure for the Junior Development Competitions which has competition and recognition by Individual Age Groups. The Junior Development Committee was less supportive of going forward with the U format.
 - 3. It was also noted that this aligns with Athletics Canada and Branches (majority) in moving to common/similar terms so as to provide a common set of terminology that can be of value when looking for National Sponsors for Introductory Programs (i.e. RJTW and the BC Athletics Junior Development programs); and to have a common set of data and performances across Canada to measure LTAD effectiveness in performances at U18; U20; 20+ (Senior) age groups.
 - 4. It was noted that the membership age group name for Track Rascals (the BC Athletics age group name for 6 to 8 yrs old) would be retained at the present time.
 - iii. Motion to change the Membership Age Group Names of Tyke to U10 (9 yrs), Pee Wee to U12 (10 & 11 yrs) and Bantam to U14 (12 & 13 yrs) – J. Hinze/J. Meyers – Passed
 - 1. Brian noted he will move the initiative forward with Sam.
- b. Rules for BC Athletics Record
 - i. Extent of all the rules for records is several pages long so further review and amendments required to align properly with the Athletics Canada rules but also retain the ability to make variances appropriate for BC Athletics.
 - ii. Masters has brought up year over year. CMA rules not aligned with Athletics Canada. Rules state if not a member, and not a member of Athletics Canada, but are a Canadian Citizen, an athlete can set a Canadian Masters Record.
 - iii. Interim Recommendations – Circulated
 - 1. Will complete recommendations to be distributed at the next Board meeting.

2. Asked some questions around initiating a U23 category as Athletics Canada has done. BC Athletics does not currently do this and does not have mixed competitions as it relates to relays.
 3. Question was asked as to how difficult it is to administer and maintain records. It was noted that it was currently done annually for cataloguing and presentation at the AGM. Adding a few more and some changes should not be overwhelming.
 4. Interim approval requested to address the immediate concerns, as presented by the Masters Committee.
 - Motion to approve the proposed recommendations from staff understanding this is part one of several parts to come forward to form a full set of rules for records. Moved as presented – J. Hinze/M. Harding – Passed
 5. Chris commented that a U23 category sounded great. Also may want to look at Para records. May be very challenging but may want to move forward with inclusion eventually. Brian noted looking at para for the next version was number two on the list.
 6. Brian also noted for the records, one thing to note was the athlete for a BC native record, as the athlete must be a Canadian Citizen, members of BC Athletics but does not have to live in BC or Canada. If they have dual citizenship, to claim native records, they must declare Canada is the only country that they compete for nationally. In order to be recognized, must declare their competition flag for which they compete internationally. Brian further noted that when he met with Jake Madderom, Jake noted his support and would share this with the Committee.
- iv. Review of the BC Athletics Complaint Process
1. Recommendation that a review and updating be undertaken to align, as appropriate, with the Athletics Canada procedures as set out in the Athletics Canada Safe Sport Policy.
 - It was noted that this comes out of the discussion for the need to review the complaint process and have a way of dealing with those matters in such a way that they do not come to Brian and/or Greg as they do not want to be put in or accused of conflict of interest. Need to undertake an initiative to align with Safe Sport Canada and have within the PSO, an independent individual for complaints to go to with no perceived bias. Will take a collective group, maybe some Board of Directors, staff and individuals outside of the Board to form a group of three to five to look at this and make recommendations to the Board on how to move forward.
 - Noted that this was just given as information to the Board at this time. Will identify or consult with the Board as to

finding a Director, athlete, staff member and someone outside the Board to work on this. As there were members of the Board missing from the meeting, Greg noted he would reach out to the full Board to see if anyone was interested in participating.

11. Next Board of Directors meeting will be held on Wednesday, June 26, 2019 at 5:30pm.

12. Motion to Adjourn – J. Hinze/J. Emerson. Meeting was adjourned at 7:55pm.

Director Signature _____

Director Signature _____