

Sovereign Lake Nordic Club
Board of Directors Meeting
September 28, 2022 (by videoconference)



MINUTES

Meeting chaired by Cyndy Flores

Call to order: 7.01 PM

Present: Cyndy Flores, Rob Oxenham, Hugh Seaton, Tara Fulop, Marshall Moleschi, Dren Maloku, Sue Cairns, Troy Hudson, Malcolm Devine

Regrets: Ted Angen

Others: Jacqueline Akerman

1. Approval of Agenda

Agenda approved.

2. Approval of Minutes of Previous Meeting (June 22, 2022)

Approved.

3. Head Coach Report

Jacqeline Akerman provided an update on Programs:

- There has been a lot of change over the past year, since Jacq joined as Head Coach. While there were some issues with changes in roles and responsibilities with a Head Coach in place, overall the transition has gone well. Jacq emphasized the need for a succession plan to ensure future changes in personnel go smoothly.
- The new hires (Erik Schryer, Jessica Roach and Deirdra Frank) are all doing well in their new roles.
- Academy, Post-secondary and High School programs are running well, with good testing results showing that participants are improving as training continues.
- Registration for Programs varies, with some Programs (e.g., Masters XC) almost full and others lagging behind. However, Troy pointed out most of the registrations for the other programs happen through October, so there is still plenty of time to fill spaces. There may be difficulties filling the Academy program, since it has been difficult to recruit out-of-Province students.
- Generally (not just in XC) there is an issue with girls aged 13 or 15 dropping out of sports activities, in part due to a lack of peers in their groups (suggested that girls should make up at least 30% of groups to avoid this). SLNC has received a grant of \$3 K to encourage girls/non-binary athletes to stay with their sport group and we are looking for matching funds to strengthen our efforts in this area.
- On behalf of the Board, Marshall offered the Board's support in communication efforts to help support Programs.

4. New Business

(a) Strategic Plan

There was a lengthy discussion of the draft Strategic Plan, summarized below:

- Several members made positive comments about how the plan has come together and reflects much of the discussion at the three planning sessions that were held over the summer. While it is high-level, the work of the Board will be to develop the details and implement the required actions over the next 1-2 years.
- There was discussion of approving the Plan as it is and taking it to Members at the AGM. Following this, there would be an opportunity to meet with specific member groups for consultations on various parts of the plan.
- It was pointed out the Strategic Plan should be a living document to be updated (annually?) as needed.
- One suggestion was that the one-page summary really captured the essence of the plan and should be used to promote the plan.
- There was considerable discussion about whether this is the final Strategic Plan or a draft version, and how to proceed from here. Is there/will there be an opportunity for Board members and others to comment on the Plan? It was pointed out there are some technical errors in the document that need to be fixed.
- Concern was raised that there has been no engagement with club members and it was not appropriate to ask members for buy-in to a document they have not seen.
- Some members saw it has a very high-level document, more of a guiding document than a detailed plan.
- It was pointed out there is a need to distinguish between a Strategic Plan and Operational Plans (activities) carried out by Committees of the Board.
- The plan does not need to go back to the Consultant who worked with the Board for any revisions; the Board is free to make any changes itself.

Motion: That the Board accept the Strategic Plan as presented. **Motion carried.**

There followed some discussion from those who opposed the motion. Principal concerns included: lack of consultation with Members into the Plan; errors that need to be corrected in the Plan; the Plan was seen as too high-level with insufficient detail on specific goals and actions to be taken.

(b) Elections update

The terms of five Board members will be up at the AGM and there are five nominees for Board positions (some of whom are current Board members at the end of their term). Nominations close October 2.

(c) AGM Agenda

As circulated previously. Duration will depend on whether a vote on new Board members is required. AGM will be held virtually, not in-person.

(d) BOD meetings after AGM

Oct 24 – New BOD orientation

Oct 26 – BOD meeting

Nov 9 (tentative): Malcolm has requested a special BOD meeting with the Lodge Committee for a full discussion of the LC's plans.

5. Old Business

(a) Lodge Committee Terms of Reference:

Approved with one abstention and will be uploaded to SNLC website.

(b) **Motion:** That the Board approves the external financial report for the year ended May 31, 2022 as prepared by Romei Plummer LLP. **Motion approved** (previously, by electronic vote).

6. Finance Report

Hugh Seaton provided a brief oral report:

- \$41 K allocated to lodge replacement in 2022-23.
- Financing for the new Pisten Bully will be 50/50 SLNC equity and bank loan, unless the Gaming grant comes through.
- Grant of \$19 K received from RDNO towards the new Pisten Bully.

Motion: That the Board approves allocation of \$19 K for purchase of a snow bucket for the Pisten Bully.
Motion approved.

7. Committee Reports

(a) GM (Troy). All good, new staff in place and working well together. Fall work on lodge and trails underway and going well.

(b) Volunteer Committee (Cyndy). Will continue to highlight volunteers and their activities in member email blasts.

(c) Competitions (Marshal). Detailed report received, all planning for events and competitions going well. Considering applying to host XC Nationals in 2024 or 2026; no decision yet.

(d) Programs. See Head Coach report, above.

(e) Health and Safety. No report.

(f) Lodge Committee (Malcolm). Report received. Major activity at present is preparation for community engagement to solicit input from all users on new lodge requirements.

8. New Business

None

9. Next Board meeting: AGM, October 17, 2022.

10. Adjournment: Meeting adjourned at 9.01 PM.