



Rowing Canada Aviron
BOARD OF DIRECTORS MEETING
June 14, 2021

ZOOM VIDEO CONFERENCE

MINUTES

Attendance:

Carol Purcer, President
Tom Hawker, Treasurer, Director
Carol Hermansen, Provincial Director
Peter McClelland, Director
Marisha Roman, Director
Douglas Vandor, Athlete Director
Jennifer Walinga, Director

Staff

Terry Dillon, CEO
Sid Murdoch, Secretary

1. Call to Order

The meeting was called to order by Carol Purcer at 4:00 p.m. PDT.

CEO Terry Dillon provided the following territorial acknowledgement:

It is appropriate that we begin by acknowledging that the District of Saanich lies within the territories of the ɫəkʷəŋən (lay-kwung-gen) peoples represented by the Songhees and Esquimalt Nations and the WSÁNEĆ (weh-saanich) peoples represented by the Tsartlip (Sart-Lip), Pauquachin (Paw-Qua-Chin), Tsawout (Say-Out), Tseycum (Sigh-Come) and Malahat (Mal-a-hat) Nations. The First Peoples have been here since time immemorial and their history in this area is long and rich.

2. President's Opening Remarks and Approval of Agenda (Resolution to Approve)

MOTION #1: Board Meeting Agenda

Moved: Peter McClelland Seconded,

That the Board Meeting agenda, June 14, 2021, be approved.

CARRIED

3. Declaration of Conflicts of Interest

None.

4. Review and Approval of Previous Minutes

4.1 May 7 - 9, 2021 (*Resolution to Approve*)

MOTION #2: Board Meeting Minutes

Moved: Jennifer Walinga Seconded,

That the Board Meeting Minutes, May 7 - 9, 2021, be approved.

CARRIED

DIGE was a major area of focus by the Board at the previous meeting – an important component of RCA’s strategic plan.

It was noted that the practice of not including the seconder’s name in the minutes was adopted by the RCA Board in 2013.

5. President’s Report (Purcer)

Attended the following meetings:

- An RCA Safe Sport Webinar led by Marisha, Jennifer Fitzpatrick and Adam Klevinas – very well presented with good attendance by our membership.
- Canadian Henley Regatta Committee meeting where it was determined the event could not be held again this year due to limitations as a result of the pandemic.
- Rules of Racing Working Group - 5 WG sub-committees were tasked with editing different sections of the rulebook and a 3 column chart was created that included the current version, suggested changes and rationale behind the changes. One more meeting will be held in June followed by the distribution of the changes in July and a request for feedback from the membership.
- An RCA Human Resources Committee meeting where we discussed and agreed on ways to recognize RCA staff for their exemplary work during this difficult year.

6. Policies, Updates and Reviews

6.1 RCA Directors and Officers Conflict of Interest Policy & Annual Declaration

The Board is currently completing the 2021 Conflict of Interest Declaration Form.

The RCA Governance Policy will be reviewed next.

7. Treasurer’s Report – (Hawker) - *In Camera*

MOTION #3: *In Camera*

Moved: Peter McClelland Seconded,

That the Meeting be moved *In Camera* to discuss financial matters.

CARRIED

7.1 March 31, 2021 Financial Update

MOTION #4: Out of In Camera

Moved: Carol Hermansen Seconded,

That the Meeting be moved *Out of In Camera*.

CARRIED

Treasurer Hawker was thanked for providing the Board with clear and thorough financial reports.

8. Diversity Inclusion and Gender Equity (DIGE)

- RCA is supporting 3 different grow rowing pilots with a focus on opening our sport more widely to the community. This includes an urban rowing project, coastal rowing and an all board rental project.
- RCA is celebrating Pride month and t-shirts related to that are almost sold out.
- Our Finance and Admin Coordinator, Sukhraj, was nominated for the COC emerging leaders program.
- RCA webinars have been held recently with a focus on inclusion.
- RCA's staff book club focusses on books related to diversity and inclusion.
- This is the last year of the \$140,000 diversity and inclusion program. Other funding may also be available and options for programming are under review in advance.
- The RCA Web Registration System will be updated to reflect gender terms other than male / female.

9. CEO Report (Dillon)

9.1 Covid19 Update (Community and HP)

- The Canadian Henley and Canadian Masters Championships will not be held this year due to continuing restrictions around the pandemic.
- Working with Rowing BC on hosting some events this fall.
- The National Rowing Championships will still be held although scaled back with minimal travel.
- Head of the Charles will be held and RCA will work with those that wish to attend.
- There will be a hybrid, in person National Conference in January to be held in Victoria and we are currently assessing the financial risk around that. An event in Victoria will provide more control and also allow us to celebrate the Olympics with local National Team members.

9.2 Staffing Update

MOTION #5: In Camera

Moved: Tom Hawker Seconded,

That the Meeting be moved *In Camera* to discuss Human Resources issues.

CARRIED

MOTION #6: Out of In Camera

Moved: Doug Vandor Seconded,

That the Meeting be moved *Out of In Camera*.

CARRIED

9.3 HP Update

RCA is celebrating great results from the recent Olympic qualifier – 3 for 3 successful boats including the men’s four, men’s single and men’s lightweight double.

9.3.1 Para Qualification

The PR3 mixed coxed four is headed to the Tokyo Paralympics after a win in the finals at the Final Paralympic Qualification Regatta.

The PR2 mixed double barely missed qualification, finishing a close third in the finals. There may be another option for this boat to qualify.

Both boats had strong results and we are proud of their performances.

9.3.2 Team Announcement

National Team athletes have been selected for their boats - an external announcement will be made later this month.

9.3.3 NextGen Teams

U23 team selection was based on dry land performances and radar testing due to pandemic travel requirements. Training camps are located in Ontario, Washington and British Columbia.

9.3.4 U19 Team

Junior team crews have been centralized in Ontario and in British Columbia. Crews will be named and different risk assessments will be required.

Safeguarding of U19 athletes was discussed.

It was noted that FISA has created safe sport guidelines and best practices with respect to protecting athletes.

9.4 Membership Update

9.4.1 Safe Sport

Safe Sport harmonization compliance is on track: August 1st for Provincial Rowing Associations and February 15th for member organizations.

9.4.2 Rules of Racing

The Rules of Racing Working Group will have the revised set of rules ready for Board review prior to the November meeting.

9.4.3 Row to Tokyo

Events included the 7,500 km Challenge, National Come and Try day, viewing parties, national sock campaign, a supporter apparel kit and an additional marketing strategy to be announced.

9.5 OARCA Application Update

The Open Aviron Rowing Coastal Association (OARCA) has requested a change to their original membership application. They will continue to be a special association but would like to also have coastal rowing programming including the ability to register participants within the RCA Web Registration System. This will allow the association to run LTR programs and coastal rowing events. Many of the participants will also be registered with an RCA rowing club prior to joining the OARCA program.

The addition of programming will be operationally sanctioned by RCA.

10. Director (Roman)

10.1 Safe sport, Board Governance & Director Responsibilities

Adam Klevinas has been an amazing resource as we respond to more complicated questions from the membership. Important that we continue to inform, communicate and educate as we move towards our February goal of member harmonization.

The Safe Sport Working Group has also been a positive experience.

11. Athlete Director (Vandor)

11.1 NTC Athletes Report

Olympic qualification was a very positive experience on the team as our athletes progress towards Tokyo. This is a testament to the structure that was set up by high performance team staff and the hard work by our athletes.

12. Provincial Director (Hermansen)

12.1 Provincial Advisory Council (PAC) Report

A PAC meeting was held last week. We recognize that there is covid fatigue within our provinces.

Next meeting is in September where rowing programs and revenue will be discussed.

National Come and Try day is coming up and most of our provincial associations are involved.

12.2 Nominating Committee Update

Call for Expressions of interest went out in May with applications due by July 26th.

13. Director (Walinga)

13.1 Alumni Rowing Association Terms of Reference (*Resolution to Approve*)

The Board reviewed the Terms of Reference for the Alumni Rowing Association.

It was noted that the list within the *Purpose* section is not ranked.

Initially it is important to create the opportunity for alumni to come together and race and build momentum and capacity around that.

Members of the Association must also be registered with an RCA rowing club.

Organizing and getting alumni involved in the support and development of rowing is an important aspect of the Association.

MOTION #7: Alumni Association Terms of Reference

Moved: Marisha Roman Seconded,

That the Rowing Canada Aviron National Team Alumni Association Terms of Reference be accepted as of June 14, 2021.

CARRIED

14. Director (McClelland)

14.1 NTC Project Update

MOTION #8: In Camera

Moved: Jennifer Walinga Seconded,

That the Meeting be moved *In Camera* to discuss the National Training Centre.

CARRIED

MOTION #9: Out of In Camera

Moved: Peter McClelland Seconded,

That the Meeting be moved *Out of In Camera*.

CARRIED

15. Next Board Meetings – 2021

15.1 July 12th

15.2 September 23, 2021 – Annual Meeting

16. Adjournment

The meeting adjourned at 6:10 p.m. PDT.