



Rowing Canada Aviron
BOARD OF DIRECTORS MEETING
February 20, 2022
4:00 p.m. PST / 5:00 p.m. MST / 7:00 p.m. EST

ZOOM VIDEO CONFERENCE

MINUTES

Board of Directors:

Carol Purcer, President
Tom Hawker, Treasurer, Director
Carol Hermansen, Provincial Director
Lindsay Bergen, Athlete Director
Jane Thornton, Director
Jennifer Walinga, Director

Regrets:

Dana Thorne, Director

RCA Staff:

Terry Dillon, CEO

MINUTES

1. Welcome

President Purcer opened the meeting at 4:00 p.m. PST.

2. Territorial Acknowledgement

3. President's Opening Remarks

4. Approval of Agenda

[MOTION #1: Board Meeting Agenda](#)

Moved: [Tom Hawker](#) Seconded,

[That the Board Meeting Agenda, February 20, 2022, be approved.](#)

[CARRIED](#)

5. Declaration of Conflict of Interest

Athlete Director Bergen acknowledged her employment with the Canadian Institute for Sport.

The CEO noted a potential conflict of interest as related to correspondence received.

6. Letter to the Community (Resolution to Approve)

RCA Review Task Force:

The RCA Review Task Force was approved by the RCA Board on February 13, 2022.

The Board reviewed a document describing the work of the Task Force including mandate, objectives, structure, membership, authority and reporting.

MOTION #2: RCA Review Task Force

Moved: Tom Hawker Seconded,

That the RCA Review Task Force document be approved.

CARRIED

The letter from RCA to the rowing community was reviewed by the Board.

MOTION #3: In Camera

Moved: Tom Hawker Seconded,

That the meeting be held In Camera to discuss a communication.

CARRIED

MOTION #5: Out of In Camera

Moved: Tom Hawker Seconded,

That the meeting be held Out of In Camera.

CARRIED

MOTION #6: Ad Hoc Task Force

Moved: Jennifer Walinga Seconded,

To approve the establishment of the RCA Review Task Force to research, draft, and recommend to the Board a strategy for addressing and managing multiple concerns brought forward by stakeholders in late 2021 and early 2022 regarding the management and governance of the organization and constituted pursuant to the Board's authority set out in section 15 of the Bylaws and RCA's Governance Policy, Section 6 relating to ad hoc committees and working groups.

CARRIED

MOTION #7: Letter to the Rowing Community

Moved: Jennifer Walinga Seconded,

That the RCA letter to the rowing community be approved and that it be circulated to the community.

CARRIED

7. Letters of Concern

MOTION #8: In Camera

Moved: Tom Hawker Seconded,

That the meeting be held In Camera to discuss correspondence.

CARRIED

MOTION #9: Out of In Camera

Moved: Tom Hawker Seconded,

That the meeting be held Out of In Camera to discuss a communication.

CARRIED

8. CEO Update

RCA has initiated a trauma and triage program for national team athletes.

Important to keep our athletes, including retired athletes, apprized as to what form of treatments are available.

RCA could consider a review of when our benefits plan terminates following an athlete's retirement, include an extension of coverage for example.

The importance of ongoing support for RCA staff was also noted by the Board.

To keep up-to-date, the RCA staff leadership team is meeting on a daily basis.

Rowing New Zealand:

A former RCA coach has been hired in New Zealand and the issues around that were discussed. Our national team athletes will be updated.

National Team Athletes:

Additional athletes and coaches are coming into the national team environment and the team will be doing some training in Whistler, including returning athletes. A safe and healthy environment will be promoted by HP management.

Staff Hiring:

Plans are underway to hire additional female coaches to balance gender equity among RCA coaches and a job advertisement will be communicated.

Important when hiring a provincial coach that consideration is given to ongoing coaching within the province as a result of the loss of their coach.

There will be an additional announcement for U19 and U23 coaches.

There will also be an advertisement for a High Performance Director.

9. Adjournment

The meeting was adjourned by President Purcer at 6:15 p.m. PST.