



Rowing Canada Aviron
BOARD OF DIRECTORS MEETING
March 9, 2022
4:00 p.m. PST / 5:00 p.m. MST / 7:00 p.m. EST

Via Zoom 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
Sid Murdoch, Secretary

Presenters:

Dina Bell-Laroche, SportLaw Group
Michelle Kropp, SportLaw Group

1. President's Opening Remarks and Territorial Acknowledgement

President Purcer opened the meeting at 4:00 p.m. PST with a territorial Acknowledgement.

2. Approval of Agenda (*Resolution to Approve*)

A report on the National Training Centre was added to the Treasurer's section.

MOTION #1: Board Meeting Agenda

Moved: Lindsay Bergen Seconded,

That the Board Meeting Agenda, March 9, 2022, be approved as amended.

CARRIED

3. Declaration of Conflicts of Interest

- Director Walinga declared a perceived conflict of interest with Own the Podium and ITP Sport and may need to recuse herself from Board decisions regarding these two organizations.
- Athlete Director Bergen declared a potential conflict of interest as a result of her employment with the Canadian Institute for Sport.
- Director Thornton declared a perceived conflict of interest regarding correspondence received and will recuse herself from any decisions by the Board during that section of the meeting.

4. Review and Approval of Previous Minutes

4.1 January 28, 2022 (Resolution to Approve)

Under attendance, the CEO was moved from the Board section to the RCA Staff section.

MOTION #2: Board Meeting Minutes

Moved: Jennifer Walinga Seconded,

That the Board Meeting Minutes, January 28, 2022, be approved as amended.

CARRIED

4.2 February 9, 2022 (Amendments to the Motions)

The following motions were amended:

Motion to Amend, February 9, 2022:

MOTION #3: Senior High Performance Coach

Moved: Carol Hermansen Seconded,

That we install a respected Senior High Performance Coach in the environment to balance power by ensuring psychological safety and gender balance.

Amended Motion:

MOTION #3: Senior High Performance Coach

Moved: Tom Hawker Seconded,

That RCA will enhance gender equity and diversity in coaching in its current hiring practices.

CARRIED

Motion to Amend, February 9, 2022:

MOTION #4: Expert Support

Moved: Jane Thornton Seconded,

That we solicit expert support for our National Team Athletes, Staff and Board for trauma care and that our National Team Athletes are provided with clear avenues and access to third party support (RCA Athlete Director, Board Member, ITP, Counsellor, Legal Counsel) to balance power in any situation following the rule of two.

Amended Motion:

MOTION #4: Expert Support

Moved: Tom Hawker Seconded,

That we provide support for our National Team Athletes, Staff and Board for trauma care with clear avenues and access to third party support and that the rule of two is required to be followed.

CARRIED

Motion to Amend, February 9, 2022:

Motion to Amend:

MOTION #6: External 360 High Performance Review

Moved: Carol Hermansen Seconded,

That we secure an independent, external 360 high performance review in order to capture and honour all stories and experiences, and to identify gaps and opportunities in process and structure (OTP can help).

MOTION TABLED for additional discussion at a future meeting.

Amended Motion:

MOTION #6: External 360 High Performance Review

Moved: Jennifer Walinga Seconded,

That we secure an independent, external 360 high performance review in order to capture and honour all stories and experiences, and to identify gaps and opportunities in process and structure.

MOTION TABLED for additional discussion at a future meeting.

CARRIED

4.3 February 13, 2022 (Resolution to Approve)

MOTION #3:

Moved: Tom Hawker Seconded,

That the In Camera minutes be removed to make the minutes more concise, and recirculated to the Board.

CARRIED

4.4 February 20, 2022

Minutes to be circulated when complete.

5. President's Report

- Presented Jim Minards with his lifetime achievement award in St. Catharines.
- Attended the RowOntario Town Hall meeting.
- Attended a full day planning meeting with the Royal Canadian Henley Regatta Commission.
- Attended the COC Update meeting with the Minister of Sport. Topics included Russian athletes attending future games, and they are asking for input from the NSOs.
- Attended the RowOntario Erg Championships at Ridley College.
- Attended the COC Summer Caucus Meeting - CEO Dillon is on the Executive Committee.

5.1 Correspondence

MOTION #4:

Moved: Carol Hermansen Seconded,

That the meeting be held In Camera to discuss correspondence received.

CARRIED

MOTION #5:

Moved: Carol Hermansen Seconded,

That the meeting be held Out of In Camera.

CARRIED

6. Treasurer's Report (Hawker)

MOTION #6:

Moved: Tom Hawker Seconded,

That the meeting be held In Camera to discuss financial reports.

CARRIED

7. Task Force Report (Walinga)

8. CEO Report

MOTION #7:

Moved: Tom Hawker Seconded,

That the meeting be held Out of In Camera.

CARRIED

9. Adjournment

The meeting was adjourned at 6:30 p.m. PST.