

Hello Rowing Canada Members,

Thank you for the opportunity to introduce myself as a candidate for a Director at Large position on the RCA Board of Directors.

I have been involved in rowing since 1982 as an athlete and coach in high school, university, club, provincial, national and masters programs. I was the head coach at Havergal College in Toronto from 1994 to 2001 and have been coaching and competing as a Masters athlete since 2004, rowing out of Toronto Sculling Club, a club I helped to establish. My rowing journey continues, as does my desire to 'give back'.

I believe this is a time of significant opportunity for Rowing Canada. A new CEO will be identified and onboarded and a new strategic plan will be developed. RCA has two important and related areas of focus: Members - provincial associations, clubs, and individual members; and National Team - Junior, U23, and Senior teams. Canada has a long history of rowing success. For Canada to be a successful rowing nation, the clubs, provincial associations and National Team should work effectively together and complement one another, led by RCA as a trusted partner.

Members have expressed concerns about insufficient consultation and dialogue and a lack of transparency between RCA leadership and members. Canada's presence and performance at the Olympics and the 2024 World Rowing Championships demonstrate a need for RCA leadership to conduct a high performance review.

I believe there is widespread agreement that change is needed. However, there are almost certainly differing opinions about what changes should be considered, and in what priority. There is an incredible amount of experience in the RCA membership base that can be helpful in defining a path forward for rowing in Canada. Increased engagement between RCA leadership and board with members will encourage open and transparent dialogue about the challenges and opportunities, and support alignment between RCA and its members in pursuing a path forward.

Until recently, I was the CEO at Payments Canada, a member-funded, not for profit corporation, and appreciate the importance of the member voice in guiding management and a board of directors. I have led industry-level transformational initiatives and have extensive experience in governance and change management. I have worked closely with organizations of all sizes, often with differing needs and strategic objectives, and have navigated difficult issues to successful outcomes. I am recognized as an inclusive, strategic, and dynamic leader and a strong partner.

I hope to bring my rowing and professional experience to support the RCA board and members at this pivotal time. I would like to thank the members who supported my nomination and to thank all RCA members for your consideration.

Sincerely,

Tracey Black