



**ROWING CANADA AVIRON
ANNUAL MEETING
September 18, 2025
at 5:30 p.m. PDT**

Via Zoom Conference

MINUTES

ATTENDANCE:

Board of Directors:

Carol Purcer, President
Mike Bryden: Interim Chair, Director at Large
Lindsay Bergen, Athlete Director
Tracey Black, Director at Large
Charles Minett, Director at Large
Jane Stamp, Director at Large
Derek Ventnor: Provincial Director, Treasurer

RCA Staff:

Jeff Powell, CEO
Jen Fitzpatrick, Director of Partnerships and Sport Development
Alethia Clarke, Member Services Manager

Scrutineer:

Jeff Lay

The following members in good standing participated in the online voting process and cast their ballots by 12 Noon PDT, September 17, 2025:

<u>Member Club or Association</u>	<u>Weight</u>
Alberta Rowing Association	1
Argonaut Rowing Club	6
Association Québécoise d'Aviron	1
Aviron Knowlton / Knowlton Rowing	2
Branksome Hall Rowing	2
Brentwood College School	3

Brock University Rowing	2
Brockville Rowing Club Inc.	1
Burnaby Lake Rowing Club	4
Burnstown Rowing Club	2
Calgary Rowing Club	5
Canadian Henley Regatta Joint Commission	1
Canadian Henley Rowing Corporation	1
Canadian Indoor Rowing Association	1
Canadian Secondary Schools Rowing Association	1
Canadian University Rowing Association	1
Cascadia Regatta Association	1
Central Ontario Rowing Association	1
City of Welland	1
Claremont Sports Institute Rowing Academy	2
Club d'aviron de Boucherville	3
Club d'aviron de Laval	3
Club d'aviron de Montréal / Montreal Rowing Club	4
Club d'aviron Terrebonne-GPAT	3
Club d'aviron Waterloo	1
Club d'aviron de l'Université de Montréal	2
Cornwall Rowing Club	1
Deep Cove Rowing Club	4
Dominion Day Regatta Association	1
Don Rowing Club	4
Durham Rowing Club	3
Edmonton Rowing Club	4
False Creek Rowing Club	4
Fort Langley Community Rowing Club	2
Fort Langley Youth Rowing Society	2
Four Bridges Rowing Club	1
Gorge Narrows Rowing Club	4
Greater Victoria Youth Rowing Society (GVYRS)	4
Guelph Rowing Club	4
Haldimand Grand River Rowing Club	2
Halifax Rowing Club	4
Hanlan Boat Club	4
Havergal Rowing Club	2
Island Lake Rowing Club	3
Kamloops Rowing Club	1

Kennebecasis Rowing Club	3
Kingston Rowing Club	3
Labrador West Rowing Association	2
Lakeland Rowing Club	2
LaSalle Rowing Club	3
London Western Rowing Club	3
Manitoba Rowing Association	1
McGill University Rowing	2
Mic Mac Amateur Aquatic Club	3
Muskoka Rowing Club	2
Nanaimo Rowing Club	3
Niagara Falls Rowing Club	2
Nicomekl Rowing Club	2
North Star Rowing Club	3
OARCA Coastal Rowing	1
Ottawa New Edinburgh Club	3
Ottawa Rowing Club	5
Peterborough Rowing Club	4
Pinawa Sailing and Rowing Club	2
Prairie Fire Rowing Club Inc.	1
Queen's University Rowing	3
Quinte Rowing Club	2
Regina Rowing Club	2
Ridley College Rowing Club	2
Ridley Graduate Boat Club	2
Rockies Rowing Club	1
Row Nova Scotia	1
Row Ontario	1
Rowing British Columbia	1
Rowing Newfoundland	1
Rowing PEI	3
Rowing Prince Edward Island	1
Royal Military College	2
Saskatchewan Rowing Association	1
SFU Student Rowing Society	2
Shawnigan Lake Rowing Club	3
Somba K'e Paddling Club	2
St. Catharines Rowing Club	6
St. Catharines World Rowing	1

St. John's Rowing Club	3
St. Lawrence Rowing Club	2
St. Michaels University School	2
Sudbury Rowing Club	2
Thunder Bay Rowing Club	3
Thunder Rowing Crew	1
Toronto Sculling Club	1
University of Calgary Rowing Club	2
University of Toronto	2
University of Western Ontario Boat Club	2
Upper Canada College Rowing	2
Vancouver College Rowing	2
Vancouver Rowing Club	5
Victoria City Rowing Club	5
Victoria Rowing Society	1
Winnipeg Rowing Club	3

a. Call to Order & Territorial Acknowledgement

President Purcer called the meeting to order at 5:30 p.m. PDT and followed with a Territorial Acknowledgement.

b. Establishment of a quorum.

The RCA Board of Directors appointed Jeff Lay as Scrutineer for the 2025 Annual Meeting.

The Scrutineer stated there were 142 total member clubs and associations in good standing recorded as of the voting registration deadline 21 days prior to the Annual Meeting – August 28th. Those members carried 320 weighted votes - a quorum is 161 votes.

100 members cast a ballot carrying 234 weighted votes; therefore, a quorum was present in accordance with paragraph 5.12 of the CARA By-Laws.

c. Report of the Scrutineer

- Notice of the Annual Meeting was sent to all members at least 21 days prior to the meeting;
- adequate explanation of the balloting procedure under the By-laws was provided to all members;
- All members in good standing had the opportunity to cast their ballot;
- Ballots were appropriately weighted according to each member's number of registered participants and coaches;

- Rowing Canada Aviron provided adequate information for members to make an informed decision;
- Members only cast their ballot once; and
- Voting opened August 29th and closed at 12 Noon PDT, September 17th, 2025.

d. Report of the President and Chief Executive Officer

Reporting at this Annual Meeting covered the affairs of the corporation for the period April 1, 2024 to March 31, 2025.

Rowing season highlights and reporting were covered, for the most part, in the Annual Report published in January 2025 for the 2024 calendar year

A full report on annual activities for 2025 will be included in the RCA annual report published in January 2026 in both French and English.

President Carol Purcer's Report:

I speak to you this evening, as President of Rowing Canada Aviron, for the last time. It has been my privilege and my pleasure to work closely with so many of you to grow rowing across Canada.

Since our last Annual Meeting, we have welcomed a new CEO to lead RCA. Jeff Powell has spent time since February learning about our organization, its people and its strengths as well as weaknesses, giving him a greater understanding about what makes us tick. I look forward to the changes that these insights will bring to move us to the next level.

I am most thankful for Jennifer Fitzpatrick and her commitment and hard work as Interim CEO. She was a calming presence and a capable leader through our time of change. Jen, you are deeply appreciated.

The future of sport in Canada will be one of change. RCA had the opportunity to be part of research conducted by the Future of Sport Commission. Their interim report highlights and confirms concerns in the system that we have talked about for awhile. It is suggesting that the creation of a new centralized sport entity to provide national leadership in sport and physical activity will be an important part of the solution. The next few years will be very interesting as the recommendations of this Commission unfold. We are taking every opportunity to have a voice in the changes as they unfold for Canada.

Our solid relationship with World Rowing enables us to respectfully bring forward topics and be advocates for change. With Tricia Smith as Vice President and Canadians on 5 World Rowing Commissions, Canada is recognized and respected when we speak as a delegate at Congress. This year we have worked closely with 3 other nations on a proposal to change the World Rowing Statutes in order to increase continental diversity at the Executive Committee level. We will soon learn

the outcome of this work at the World Rowing Ordinary Congress at the end of September.

As change is constant, it's vital to expand rowing opportunities at all levels to keep the sport strong. We should create accessible pathways for anyone interested in rowing, whether for competition or recreation, regardless of age. Also, to support the growth we need, we must continue to engage individuals as Coaches, Umpires, Administrators and Volunteers of our sport. The support system is run by those who commit their time and expertise to create opportunities for competition and recreation. Thank you for all you do in this regard. Your commitment is greatly appreciated.

Thank you to all who have supported the ongoing development of the National Training Centre. Over \$3 million has been raised through grants and donations, allowing for real change to happen to improve the project. Like any major project, it has not gone without impediments. Still, we continue to progress in the development of assets to ensure safe and accessible conditions for our National Team members and our aspiring young athletes through camps and training opportunities.

Reflecting on the past 8 years, we have successfully navigated the pandemic, created a harmonized safe sport approach and scaled the Rowing For All program nationwide through the Community Sport for All Initiative (or CSAI)– our ability to work together to move something forward was at the core of each of these successes. We need more of this as we move into the future to continue to grow a strong national sport organization.

As I come to a close, I want to thank Lindsay Bergen for her generous contribution to the Board over the past four years. Lindsay embraced her role as Athletic Director and her role as a Director of the RCA Board. Her participation on many key committees over this time, has been very insightful as well as helpful. Lindsay, please know your work has been impactful and appreciated.

I also, would like to thank Mike Bryden for taking on the role of Interim Chair of the Board. His grounded insights have been helpful as we have steered through the business of this year.

Also, I would like to thank the current Board Members and previous Board members I have worked with over the past 10 years. There is always so much to do and never enough time, but we have been impactful in a positive way.

I also express my appreciation to the RCA staff and their dedication to our sport and our organization. Connecting members to our staff over the years has been a point of pride for me, as their questions and concerns are always well received and addressed.

I also thank my husband Mike for his enduring support and encouragement of me in my “hobby”.

I will continue to fully participate, where needed, in growing rowing across Canada from the many aspects required to ensure a solid and bright future for our organization.

From the Interim Chair:

On behalf of the Board and the Canadian rowing community, Interim Chair Bryden thanked Carol for her dedication and service to RCA as President for the past 8 years.

CEO Jeff Powell's Report:

I've had the opportunity to meet and engage with a number of you over the last six months and look forward to connecting, or reconnecting, with many more in the months ahead.

Given the timing of my start, I'd like to spend my time tonight on more of a "State of the Union" and look ahead, rather than a recap of a year gone by.

As many of you will know, Sport in Canada is, as it always seems to be, at a pivotal moment. Funding has not changed across the system in twenty years, meaning NSO's are working with purchasing power that is roughly 50% of what it was. The system we are expected to deliver has only gotten more complicated during that time; with greater and greater unfunded mandates; anti-doping, safe sport, governance and coach education systems are all, properly, much more involved than they were.

Add to that the particulars of our sport in this time. I think it is no secret that our community has not been as cohesive over the last few years. At a time when unification and shared purpose might have served as a bulwark against these challenges we, with principled intentions from all, allowed ourselves to take a different path.

And yet, what I have been struck by as I have had the opportunity to visit clubs and regattas; board rooms and zoom calls; is a deeply, unwaveringly passionate group of rowers. One of the bits of lore that was passed down at the Winnipeg Rowing Club came from the Riley family; great founders, builders and skilled oarsmen in their own right. The line goes, "there is more to life than rowing....but not much". I have been struck again and again by how true that seems to be in our community and I can't help but think what could be accomplished if we settle on a common purpose.

So, what does that mean for all of us as we look forward?

Most importantly, I want to share with you that our senior staff met at the beginning of the month to finalize priorities around RCA's 2028 strategic plan. I will repeat my apology here that the delay is entirely my own as I have wanted to be clear, concise and meaningful with what we produce. The strategy is slated to go to the Board for their approval at the October meeting and for release shortly thereafter.

Without giving it all away, you should look for us to lean into specific efforts in the area of People (Coaches, Officials and Staff and Volunteers); Rowing (the Pathway from beginner to expert and from cradle to grave; the Technical Model; and the Competition Calendar); and Corporate (Governance, Financial Tools and Practices, and Human Resources). I am excited that we already have plans for specific initiatives in several of these areas that will roll out very soon after release.

I'd also like to reiterate my own commitment to the community and where, until or unless the Board tells me differently, I will be trying to spend my efforts. The four areas of focus for me will be:

1. Supporting our community cohesion; learning from you what is important and where we share common ground to move forward.
2. Working with the High Performance Director and his team to drive performance behaviors and resources to the National Team.
3. Thoughtfully and thoroughly navigate the NTC project to completion; making an honest evaluation of where we stand at every moment of the project and the costs and benefits to push towards the conclusion of the project. I will add a note here that we are due another NTC Project update which you will see coming up in the Fall.
4. Finally, and this is not unique to RCA, I am committed to building out not just the structures that support fiscal sustainability, but secure the financial resources to put those structures to maximum effect

I'd like to finish by thanking those that have repeatedly opened your doors, shared your thoughts and wishes for rowing in this country and, for the most part made me feel very welcome. It has been at times overwhelming, but made so much easier with your support and engagement. I am humbled by the opportunity to serve this community and I hope very much that our organization lives up to your aspirations for us and that you continue to put your hands up to serve and to counsel as we move forward.

Finally, a word to, and about, my colleagues at Rowing Canada, some of whom I have known since my very first stroke. It has been a deep privilege to work with you these last several months; to learn about what you do and your deep care for it. I can share that there are people here who are among the very best at what they do in sport in Canada. In a system absolutely straining for relief, they are striving greatly to serve you and move the sport forward.

In particular, I'd like to single out Jen Fitzpatrick who has been a steady, knowledgeable hand as I have careened about trying to get up to speed. I cannot thank her enough for her guidance these last few months on what seems like a daily basis. We are more fortunate than we may know that she has dedicated herself to our sport, and I want her to know how important she is to our continued success.

e. Annual Financial Statements and report of the Auditor

Treasurer Derek Ventnor's Report:

The audited statements were presented in detail to the membership 1 week ago. This presentation will be a brief, high level overview including some of the goals set by Treasurer Ventnor when he took over the position in the fall of 2023.

Audit Standard:

The 2024 - 25 audit is an unqualified or clean audit. RCA has maintained very good processes, strong internal control and financial management. This ensures we are maintaining proper auditing standards for an organization such as RCA as an NSO.

Projects Completed:

Over the past 15 months, RCA has reformatted its statements at a transactional level for the NTC Project. It is important that the bookkeeping for the project is separate from RCA's High Performance Program. This has clarified the flow of funds in and out of the NTC Project and improved financial transparency.

The presentation of financial reports was also reformatted to make it more accurate with respect to reporting and how RCA manages transactions on a daily basis.

RCA's approach to budgeting has also been modernized in particular as related to quarterly reporting.

The Treasurer thanked Finance Manager Carla Soares, Interim CEO Fitzpatrick and CEO Powell for their important contributions with respect to these improvements.

Voting at the 2024 RCA Annual Meeting:

There was 1 question considered by the membership along with the Election of Directors and Athlete Director.

f. Appointment of Auditor

Motion #1: Appointment of the Auditor

Moved by: Canadian Secondary Schools Rowing Association

Seconded by: Canadian Henley Joint Commission

That RCA appoint Doane Grant Thornton LLP, Chartered Accountants as auditors for the year ending March 31, 2026 at a fee to be decided by the Board of Directors.

MOTION CARRIED.

g. Election of Directors: Athlete Director and President

Under the terms of Section 11 of the RCA By-Laws, the RCA Nominating Committee submitted to the Membership, an initial slate of candidates for the Board of Directors to be elected at the 2025 RCA Annual Meeting.

In accordance with By-law 11.6, members in good standing were able to resubmit nominations or submit further nominations for election to the Board of Directors, provided such nominations meet the eligibility requirements set out in By-law 9.3 and are received by the registered office of RCA in the form set out in By-laws 11.7 and 11.8 no later than 30 days prior to the Annual Meeting (August 19, 2025).

We note that the final closing date for further nominations passed and none were received.

Candidates for Election - Final

Athlete Director - to a term to end at the 2029 Annual meeting: The National Team Athletes nominated Aaron Lattimer to this position and Aaron has confirmed his intention to stand for election. In accordance with By-law 11.4 of the RCA Bylaws, the Nominating Committee endorses the nomination of Aaron Lattimer.

Aaron has been acclaimed to the role of Athlete Director.

President - to a term to end at the 2029 Annual Meeting: The Nominating Committee conducted an open call for Expressions of Interest and reviewed potential candidates for the positions.

For the position of President, two candidates were endorsed by the Nominating Committee as noted below (sorted in alphabetical order by last name):

- Tracey Black has submitted her intent to let her name stand for election. The Nominating Committee supports the nomination of Tracey Black for election to the position of President based on her expertise and experience.
- Mike Bryden has submitted his intent to let his name stand for election. The Nominating Committee supports the nomination of Mike Bryden for election to the position of President based on his expertise and experience.

Voting Results for the position of President:

Tracey Black: 141 weighted votes
Mike Bryden: 93 weighted votes

Tracey Black is elected as President to the RCA Board of Directors.

Mike Bryden will continue his role as Director at Large on the RCA Board for the remainder of his term.

Congratulations to Aaron Lattimer on his new role as the Athlete Director.

Congratulations to Tracey Black - we look forward to your contributions as President leading RCA over the next 4 years.

RCA National Conference and Semi-Annual Meeting

RCA's National Conference and Semi-Annual Meeting will be held virtually next year from January 23rd to 25th, 2026. Keep watch for further details via email, social media and on our website - rowingcanada.org

The meeting was adjourned by the President at 6:15 p.m. PDT.