



2018 ANNUAL GENERAL MEETING BOARD REPORT - NOVEMBER 18, 2018

Board Meetings:

1. December 9, 2017
2. January 31, 2018
3. March 21, 2018
4. June 2, 2018
5. August 26, 2018
6. October 23, 2018
7. November 6, 2018

Board Members & Meeting Attendance:

Chadi Azzi	(4.5/7)
Sarah Boyle	(6/7)
Nicole Clarke	(5.5/7)
Scott Currier, Director-at-Large ¹	(4/4)
Petrina Dolby	(7/7)
Lisa Ferdinand, Chair	(7/7)
Dean Hustwick, Vice Chair	(7/7)
Brian McClelland, Secretary	(7/7)
John Stevenson	(7/7)
Ross Ste-Croix, Executive Director (Ex-officio) ²	(2/7)
Paul Osland, Chief Executive Officer (Ex-officio) ³	(5/7)

Summary

The Board continued to move forward with its transition plans for the Association, as per the 2014-2018 Strategic Priorities. These priorities covered four (4) major areas: Participation, High Performance, Competition and Leadership. Details regarding progress and accomplishments in all four (4) areas can be found in the 2014-2018 Strategic Report and the 2017-2018 AO Annual Report.

The Board's top focus during the first quarter of 2018 was to secure a new senior staff member to lead the Association. In an effort to streamline this process and limit the amount of time the role was vacant, the Board assumed direct control of the search and hiring process from the HR Committee. In addition, the Board continued its search for a new Board Treasurer – an individual with a professional accounting designation.

AO Board Committees (Executive, Finance, Governance, Human Resources, Risk Management and Quest for Gold) were reviewed and changes made to ensure each committee was functioning adequately:

- The Executive Committee is made up of the elected Board Officers (Chair, Vice Chair, Secretary and Treasurer) and meets between Board meetings to decide on any matters required. All decisions of this Committee are ratified at the next scheduled meeting of the Board. The Executive met once in 2018 to provide an orientation for the new CEO and AO Treasurer in the summer.
- The Finance Committee met once formally and individual members met with the new Treasurer several times to provide an orientation with respect to the financials (monitoring, budget development & reporting). The new Treasurer also spent time connecting with the AO Auditors in order to complete the 2017 - 2018 Financial Statement.
- The Risk Management and Quest for Gold Committees were moved to the operations side of the business, key representative Board members appointed to each Committee, and both are now led by the new CEO.
- As the Board assumed direct responsibility for the CEO hire, the HR Committee dealt with staff matters, which included review of staff performance document, conducting exit interviews and mediation activities.

¹ Scott Currier was appointed by the Board as a Director at Large in June to fill the role of Treasurer.

² Ross Ste-Croix's last day with AO was February 2, 2018

³ Paul Osland started with AO on April 2, 2018.



The Board review the 2014-2018 Strategic Cycle, which is being reported on at this AGM, and spent several months developing the new 2018-2021 Strategic Priorities, which is also being presented to the membership at the AGM.

Finally the feels that a Results-based & Policy Governance style board (a balance between setting clear direction for the organization; allowing staff to managing objectives established by the Board and utilizing policies, set by the Board, that establish organizational objectives) is the right balance for providing greater oversight while allowing staff to achieve their goals.

Issues

Meeting Items

- Board Workplan
- Board Committees Terms of Reference Amendments
- Policy Development / Amendments as part of the ON Sport Recognition
- Legal Matters
- Development of AO 2018-2021 Strategic Priorities
- Risk Management
- Championship Hosting
- Disciplinary Matters
- Budget Development
- Board Succession Planning

Accomplishments

- Amendments to PnP (Competition)
- Amended all Board Committee Terms of Reference
- Developed four (4) new policies as per ON Sport Recognition Program: (1) Code of Conduct for Parents & Families; (2) Social Media; (3) Screening; and Anti-Doping
- Implemented Risk Management training for staff and Board
- Hired a new CEO, Paul Osland
- Appointed a Director-at-Large to act as AO Treasurer
- Finalized 2019-2020 operational budget
- Developed AO 2018-2021 Strategic Priorities
- Completed 2014-2018 Strategic Report and 2017-2018 Year-end Report
- Regular quarterly Financial Reviews

Goals Not Yet Met

- Regular Operational Plan reports
- Board work plan schedule details

Near-Term Plans

The Board will:

- continue to improve upon its governance process by ensuring all new Board members are provided proper annual orientation, brought up to speed on AO activities and short-term goals in a timely manner; and
- structure board meeting business to ensure transactions conducted at each meeting is directly related to measuring progress and achieving AO's new strategic priorities.

Respectfully Submitted,

Lisa Ferdinand
Athletics Ontario, Chair