



## AGM BOARD REPORT - NOVEMBER 18, 2017

### Board Members

Chadi Azzi  
Sarah Boyle  
Ania Ciesielski  
Nicole Clarke  
Joanne Davidson, Director-at-Large, Secretary  
Lisa Ferdinand, Chair  
Murray Haines, Treasurer  
Dean Hustwick, Vice Chair  
John Stevenson  
Erik Wachman

Ross Ste-Croix, Executive Director (Ex-officio)

### Board Meetings:

1. November 27, 2016
2. December 19, 2016
3. January 29, 2017
4. February 26, 2017
5. April 29, 2017
6. August 29, 2017
7. October 1, 2017
8. October 22, 2017
9. November 18, 2017

### Attendance at Board Meeting(s):

Chadi Azzi	(8/9)
Sarah Boyle	(7/9)
Ania Ciesielski	(8/9)
Nicole Clarke	(7/9)
Joanne Davidson, Secretary	(9/9)
Lisa Ferdinand, Chair	(9/9)
Murray Haines, Treasurer	(5/9)
Dean Hustwick, Vice Chair	(9/9)
John Stevenson	(8/9)
Erik Wachman	(4/9)
Ross Ste-Croix, ED (Ex-officio) <sup>1</sup>	(4/9)

### Summary

Since we last gathered for our AGM, the Board has continued to move forward with its transition plans for the Association, as per the 2015-2018 Strategic Priorities. These priorities cover four (4) major areas: Participation, High Performance, Competition and Leadership.

With the departure of our previous Executive Director in September 2016, the Board temporarily stepped back into a Management style board (direct management of operations) while seeking a new Executive Director (ED). As the new ED (Ross Ste-Croix) settled into his role, the Board resumed its transition to a Traditional style board (governing and overseeing operations through committees) on its way to a mixed style board: 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).

AO Board Committees (Executive, Finance, Governance, Human Resources, Risk Management and Quest for Gold) have developed new or amended existing policies (including the current amendments to the AO By-laws); monitored board performance; managed the OHPSI and Quest for Gold funding programs; established a risk management program for the association; and streamlined financial control systems. Further information on Board Committee work can be found in each of the committee reports contained in the AGM package.

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<sup>1</sup> Ross Ste-Croix started with AO on May 3, 2017



The board dealt with a number of major issues this year -- some of which are listed below. However, the Board's top focus was hiring and guiding the new Executive Director in his role. More specifically, in the development of an Operational Plan tied to the annual budget, approved by the membership.

## **Issues**

### Major Meeting Focus

- Board Workplan
- Board Committees Terms of Reference Amendments
- Policy Development / Amendments as part of the ON Sport Recognition
- Ontario Amateur Sport Funding
- Legal Matters
- AO Operational Plan Development/Review
- Risk Management Program
- CSIO Tier 1(OHPSI) and Quest for Gold Funding
- Championship Hosting
- Disciplinary Matters
- Quarterly Financial Review
- Budget Development
- Board Succession Planning

### Accomplishments

- Amendments to PnP (Competition), Finance, and Dispute Resolution policies
- Developed 9 new policies as per ON Sport Recognition Program
- Implemented new direction for HP performance and development programs
- Secured ON Amateur Sport Funding for 2017-2019 (replaces annual Government Base Funding)
- Approved new Risk Management Policy and implemented training for staff and membership
- Appointed Harassment Officers (one per gender) to independently administer harassment complaints
- Revised all Board Committee Terms of Reference to reflect changes in the organization
- Finalized 2018 operational plan
- Membership Matrix value proposition
- Secured Tier 1 funding for Ontario HP athletes for 2017-2018

### Goals Not Yet Met

- Consistent Quarterly Financial Reviews
- Full implementation of Organizational Transition
- Full implementation of AO Strategic Priorities 2015 - 2018 to Operational Plans

## **Near-Term Plans**

The Board will:

- continue to improve upon its governance process by ensuring all new Board members are brought up to speed on AO activities and short-term goals in a timely manner;
- reach out to the membership in a series of townhall style meetings to better understand the needs of, and communicate with, AO members; and
- structure board meeting business to ensure transactions conducted at each meeting is directly related to achieving AO's strategic priorities.

Respectfully Submitted,

Lisa Ferdinand  
Athletics Ontario, Chair