



2020 ANNUAL GENERAL MEETING BOARD REPORT – NOVEMBER 22, 2020

Board Meetings (9 Official Meetings):

1. December 07, 2019 – Included Board Orientation and Election of Executive Officers
2. February 05, 2020
3. April 01, 2020
4. April 25, 2020
5. May 27, 2020
6. June 15, 2020
7. July 22, 2020
8. October 21, 2020
9. November 11, 2020

Board Members & Meeting Attendance:

Sarah Boyle	(6/9)
Jason Bunston, Vice-Chair	(8/9)
Robin Campbell	(8/9)
Scott Currier, Treasurer	(8/9)
Petrina Dolby	(9/9)
Dean Hustwick, Chair	(9/9)
Dayna Maaten	(8/9)
Brian McClelland, Secretary	(9/9)
Paul Osland, Chief Executive Officer (Ex-officio)	(9/9)

Summary of Activities and Accomplishments

The Board began the year once again with a comprehensive training session by an industry leader on good governance, reinforcing the Association's commitment to governance best practices and skills-based decision-making.

The Board continued its focus on its 2018-21 Strategic Plan which emphasizes four fundamental pillars: Sport Development, Participation, Competition and Infrastructure.

Athletics Ontario is committed to a culture and operating environment that promotes all of the positive opportunities and benefits of sport and will address as quickly as possible behaviours that conflict with this goal.

The focal point of the Board this year has been to strengthen the sport safety net through the development of an enhanced and consolidated policy manual with revised procedures for managing complaints.

To support this new process and the Board's commitment to enforcing its policies and codes of conduct, the Board has approved a new supplemental Safe Sport Levy that will begin with the 2020-21 membership renewals to establish a fund to cover the costs of professional case managers, investigators and arbitrators so that complaints and disputes can be addressed professionally and expediently.

Enhanced policies and a built-in funding mechanism combine to establish a formidable safety net for all Athletics participants and clearly positions Athletics Ontario as a national leader in Safe Sport, which has been a top priority for the Board of Directors in recent years.

With the decision of the Ontario Masters Association to dissolve, Athletics Ontario worked closely with the outgoing Executive to reassure OMA members that AO will continue to represent them very well and promote masters programs and services as an ongoing priority.

The development of a global pandemic created many challenges for Athletics Ontario, its staff and members like it has for the rest of society. The Board appreciates the tremendous efforts of our staff who responded quickly and have been working tirelessly to establish new communications opportunities for our members, new COVID-19 operating procedures and new events and activities to keep members engaged and active.

Like other years, the Board has invested considerable effort to promote board member vacancies and to attract, evaluate, interview and recommend qualified and diverse candidates for election at the Annual General Meeting. Based on recommendations made by the governance expert who spoke at last year's AGM, the Board has proposed some minor changes to enhance governance and oversight including the establishment of a new maximum of three three-year terms instead of the previous three two-year terms.

The Board's Human Resources Committee oversees HR initiatives and ensures they are aligned with the organization's priorities, organizational structure, vision and mission. Last year the Committee was deeply involved in the development and implementation of staff performance management and incentive programs. In 2020, partly due to COVID-19, there were no pressing needs for the Committee to meet. Two long-standing and deeply committed members completed their volunteer contributions to the committee and Athletics Ontario is grateful for their years of service. Thus far, one new member has been recruited to fill these vacancies.

Respectfully Submitted,

Dean A. Hustwick
President and Chair of the Board of Directors