



## 2021 ANNUAL GENERAL MEETING NOVEMBER 21, 2020

### BOARD REPORT

#### Board Meeting Schedule

1. December 5, 2020
2. January 27, 2021
3. April 28, 2021
4. July 28, 2021
5. September 27, 2021
6. October 27, 2021
7. November - upcoming

#### Board Member Attendance

Jason Bunston	5/6
Robin Campbell	6/6
Scott Currier	6/6
Petrina Dolby	6/6
Dean Hustwick	6/6
Meshell Lynch-James	5/6
Dayna Maaten	6/6
Brian McClelland	6/6
Patti Moore	6/6

#### Summary of Activities and Accomplishments

Following the 2020 AGM, the Board welcomed two new enthusiastic and capable members who strengthened an already highly skilled and professional governance body.

The Board has remained laser-focused on its strategic priorities of sport development, participation, competition and infrastructure, and all board members participated in committees designed to advance these priorities. I am very proud of the contributions of these members and their collective achievements this past year. I would like to highlight a few of these accomplishments.

One of our top priorities as an organization continued to be the strengthening of our sport safety net. Led by the Governance and Nominations Committee, we completed a new Safe Sport Policy with revisions to the complaint and appeals processes. Most importantly, we outsourced some of the dispute resolution processes to objective third-parties to engage

professional case managers, investigators and arbitrators to ensure disputes are addressed professionally and expediently. The introduction of the Safe Sport Levy late last year has allowed us to do this by generating a small new revenue stream dedicated to dispute resolution. These steps have reinforced Athletics Ontario as a national leader in Safe Sport.

The Board also continued its commitment to its professional staff, who work tirelessly for our members, especially since the beginning of the pandemic. Over the last few years the Board has worked closely with the CEO to establish a total rewards framework for staff that improves its competitiveness to attract quality candidates and our ability to retain our valuable employees. This year, the Human Resources Committee conducted a thorough market-based salary review which led to changes in job-level descriptions and compensation.

The Board has also worked with staff and members this past year to improve access to facilities, especially in light of the many COVID-19 operating restrictions. For example, collaboration with one municipality resulted in a pilot-project to increase access to an athletics facility for AO members, leveraging our reputation and insurance coverage. We have also been working very closely with Athletics Canada to develop options to increase dedicated athletics infrastructure in Ontario.

And finally, we continued to refine our membership matrix and policy to broaden flexibility and access across all membership ages and categories. The Board remains committed to broadening our membership significantly by expanding participation and related benefits to many more Ontarians.

On behalf of the Board of Directors, I would like to recognize the incredible contributions of our staff and the tremendous dedication, enthusiasm and patience of all of our members, especially during this pandemic. It has been a challenging year, but I believe we have collaborated very well and, through that process, have strengthened our organization and our sport.

Respectfully Submitted,

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