



2022 ANNUAL GENERAL MEETING NOVEMBER 20, 2022

BOARD REPORT

Board Meeting Schedule

1. December 16, 2021
2. January 26, 2022
3. April 30, 2022
4. July 27, 2022
5. September 14, 2022
6. October 22, 2022
7. November 09 – Upcoming (as of date of report)
8. December 3–4, 2022 – Upcoming (as of date of report)

Board Member Attendance

Stephanie Anselm	5/6
Robin Campbell	5/6
Scott Currier	5/6
Petrina Dolby	5/6
Dean Hustwick	6/6
Meshell Lynch-James	5/6
Brian McClelland	6/6
Patti Moore	6/6
Dayna Ward	4/6

Summary of Activities and Accomplishments

Following the 2021 AGM, Stephanie Anselm was welcomed to the Board of Directors as a new, passionate and highly capable member to help fill the skills void created by the departure of Jason Bunston.

As always, I am very proud of the many accomplishments by the Board and staff this year. At each AGM, I like to emphasize the Board's focus on strategic priorities. And this year was no different. However, late last year we decided that it was time to take a fresh look at our objectives, priorities and overall direction. So we embarked on a collaborative strategic planning process that culminated last month with the Board's approval of a new, dynamic Strategic Plan for Athletics Ontario that is being unveiled at this year's AGM. I would like to thank the many members throughout the organization that contributed to the planning process and the development of the plan itself.

The Board, with tremendous guidance by its Governance Committee, continued its ongoing review and modernization of its governance and policy frameworks. Renewed terms of reference for Board and operating committees are being finalized to clarify roles and responsibilities and to enhance effectiveness. Various policies, including Governance, have been updated and new guidelines established. Athletics Ontario has also been working very closely with Athletics Canada and the other

provincial and territorial athletics associations (Branch Council) on various policy initiatives, including *Safe Sport* and *Transgender, Gender Diversity and Inclusion*.

This year I was elected as the Branch Council Chair to provide new leadership in coordinating regular and collaborative national meetings and discussions between Athletics Canada and the Branches. We are all working together to discuss issues, share ideas and best practices, and to build a strong and vibrant sport support network from coast to coast to coast. We are also very pleased with ongoing discussions with Athletics Canada and several municipalities to refine options to increase dedicated athletics infrastructure in Ontario.

With professional advice from its HR Committee, the Board has continued to refine the total rewards framework to strengthen the organization's ability to retain and attract skilled and capable staff members. This year, the focus has been on performance management and incentive programs. Our Finance Committee has also continued to guide continuous improvement in financial reporting and oversight. And finally, our Risk Management Committee remains vigilant in scanning our organization and the sport environment for risks, evaluating the related probability and impacts, and recommending critical mitigation strategies.

Unfortunately, again this year, Athletics Ontario has been forced to invest far too many resources responding to complaints between members and related appeals and legal challenges of disciplinary decisions. These activities deflect our focus and divert our precious funds from much more important and valuable programs and services for our members. Earlier investments in the improvement of our policies, procedures and processes, as well as the creation of our Safe Sport Levy, have positioned us well to address these matters. Nevertheless, they impact the entire organization negatively and we must continue to strive for a healthier and more collaborative environment through education as well as dealing harshly with inappropriate behaviour. That is why we are offering a pre-AGM educational session this year entitled *Developing a Safe Sport Culture 101*. This session will identify the essentials of building effective organizations and creating a safe and competitive culture that allows teams to pursue athletic excellence. I strongly encourage everyone to attend this virtual event.

I want to conclude this report by expressing the Board's enormous appreciation for the tremendous commitment and hard work of each and every one of our dedicated staff members. In a regular year, they work tirelessly every day to operate Athletics Ontario and to support our many valuable members. But for almost three years, they have also had to manage the many additional challenges and added stress of the pandemic. For all of this we are grateful.

And finally, I want to conclude this report by thanking all of our many members for your continued passion, participation and support.

Respectfully Submitted,

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