

XCSO Board Meeting: April 4th, 2018

Attendees: Richard Lemoine, Thom Lyon, Ken Norris, Al White, Patricia MacDonell, Maureen Kershaw, Denis Charette, Kelly Sinclair, Angus Carr

Regrets: Amy Wheeler-Reich, Steve Howard

Staff: Liz Inkila, Katja Mathys

1. Review/approval of agenda

Motion to approve agenda

Moved by Katja Mathys, seconded by Al White

2. Review/approval of minutes of March 7, 2018

Motion to approve minutes of March 7, 2018

Moved by Patricia MacDonell, seconded by Denis Charette

3. Business arising from minutes

- Speaker for AGM on recruitment and retention, please bring forward

Reports

4. Chair (Richard)

- HR review continues, very close to be finished. Would like to reserve April 18 for a special Board meeting to focus solely on the HR review. There are significant changes however, not radical
- CCC HP – Tom Holland is in place on a contract basis as a replacement for Tom has not been found. CCC has lost 2 more sponsors and OTP funding will be very small.
- Nationals was very well run by LSNA with consistent snow and pleasant temperatures. ON placed 3rd in the Divisional overall aggregate based on strong Open category performances. Results in the Juvenile and Junior category were not strong.
- PN program running well. Collin Cameron won 3 bronze medals at the Paralympics
- Met with Jean Baptiste of SFQ to work on calendar coordinator and also to run some early season and late season racing at Foret, Highlands, Nakkertok, and Temiskaming.
- Richard is working with Victor on a project to look at ON points versus CPL as a team selection tool

5. Administrator (Liz)

Clubs

- 73 clubs are registered with 13308 members.
- A few more clubs to upload membership – continue to contact/work with them

High Performance

- ON High Performance Sports Initiative (OHPSI) renewal with CSIO successful with 47K in funding. Working on budget for SS/SM and building plan. \$5K funding application for Enhanced ParaSport funding successful – Patti and I continue to work on this.
- Euro B Tour completed and by all accounts it was successful. Contrary to the last meeting report, the Euro B Tour is coming in pretty much on budget. Athletes will be invoiced.
- OST/OTS
 - ON points are now posted on the website. Victor and I are working on OST nominations and OTS nominations.
- Ontario Winter Games travel subsidy claim submitted and waiting for reimbursement
- Q4G process is complete – appeals committee upheld our decision and the athlete appeal was denied.

MTCS updates

- I attended a Q4G modernization workshop in Toronto on March 27th. The MTCS is reviewing the program and the group of about 30 were facilitated in a workshop setting. Bottom line – the MTCS is planning on splitting the \$\$ between high performance programming and direct to athlete subsidies (ON cards) and was looking for feedback on how that would look for next year. I will hear more about this at the PSO symposium on April 14th in Toronto
- 2019 CWG revving up. Mission staff for XCSO is Aimee Maggiocomo. Will be meeting with her in the coming weeks to begin the planning process.

Website/Branding

- Website continues to be updated

CCC

- Zone4 working group has met and some updates on the Admin side of Zone4 for communication to clubs.

HR Review

- Final report to be discussed at the April 18th special board meeting

Other

- Attawapiskat update - Community is purchasing an additional 20 sets of skis from Highlands
- Richard and Liz will be meeting with Beckie Scott to continue discussing programming to First Nation communities

6. High Performance (Maureen)

- Race season: Al White provided an update on events - Ontario Winter Games, Walden OCup and Nationals were successful events, despite some challenges with snow at OWG and Walden
- HP Committee plan to review the events, what were the challenges, what went well, lessons learned, and is there a need for any revisions to processes (at the face to face meeting in May)
- HP Programs: summer program planning underway by Victor, and club coaches, some discussions at HP meetings on what performance measures to track, starting at what age, and for what purpose; again plans for a more fulsome discussion at the AGM meeting; some discussion around what impact the athlete costs for participating in race opportunities is having (e.g., European race experiences some eligible athletes turned down opportunities due to cost) and are there solutions; discussions around summer race opportunities - roller ski races - and consideration for purchasing a set of roller skis (to match CCCs appears to be the majority response) for non-snow seasons races with support from most District reps and some concerns around costs, shipping, maintenance, benefit of xcso purchasing skis vs. Districts vs. individuals or clubs; some feedback off line from parents/coaches in clubs that were not aware of provincial roller ski race opportunities. Discussions around the need to extend the winter racing season for early and late season race opportunities, to consider

race opportunities between neighbouring provinces and states and to encourage more District level race opportunities.

- Discussion around concerns with reductions in racer performances - and how to better understand the results and design changes that will improve performances. Again, feedback that this is a good discussion for AGM or off-season discussions.
- Received two requests for force majeure for Ontario ski team membership. Small subcommittee will be set up to review (HP Chair, NCD and LSSD HP reps will be invited as the two requests came from SOD and NOD). Victor as advisor if no COI.

7. Financial Report (Denis)

- February saw some membership revenue and expenditures on Europe trip

8. Officials and Events (Al)

- Nothing to report on events activity
- I will be following up to plan next stages of development for new Level 3 trainees, Angus, Jenn and Carolyn. I would not expect to do much with the latter two as they will be committed to Nationals at their own club.

9. NTDC report (Al)

- No report

10. Para Nordic (Ken)

- 16 of 29 medal in the Paralympics – Collin Cameron won 3 bronze medals (2 in biathlon & 1 relay medal)
- Para Strong grant from the MTCS continues
- Looking ahead to the 2018/2019 season - Para Sport Games, IPC races in Prince George, and CWG are competitions
- 2 Try It days with Blind Sport Ontario

11. Youth Report (Kelly Sinclair)

- Kelly is sitting on a subcommittee at CCC on re-designing the Jackrabbit booklet. The booklet will be kid friendly and not a resource for leaders. Also making the awards less complicated. Also recommending that taking the reference material from the booklet and making a PDF.

12. Coaching Development (Katja)

- Not many workshops during the race season
- LTT on snow with 15 coaches at Nakkertok
- Comp Dev workshop in 2 weeks – once complete we will have 15 Comp Dev Trained coaches with 3 coaches close to being certified
- Online Criminal Record Check \$25.

13. Districts

- NOD (Amy Wheeler Reich) – no report
- LSSD (Angus Carr) – still skiing in LSSD
- NCD (Thom Lyon)
 - i. Nakkertok very pleased with the outcome at Nationals as top club aggregate
 - ii. Enduro held the 1st weekend of April
 - iii. NCD race banquet will be held on April 13 and AGM set for Sunday, April 22
- SOD (Patricia MacDonell)
 - i. SOD board made a commitment to snow making/partnering with SOD and club
 - ii. SOD team named now that the OTS has been named – SOD team will be led by Shelby Dickey
 - iii. AGM on April 28

14. New Business/Updates

- HR Review update
- 2018 AGM – May 11-13
 - i. Volunteer Award
Inaugural award last year given last year to John Langstone. Patricia volunteered to work again on this with Liz and will need to determine an appropriate gift
ACTION: Liz to touch base with Patricia tomorrow.
 - ii. Nomination Committee
Angus Carr, Amy Wheeler Reich and Patricia MacDonell have volunteered
 - iii. Agenda
Building of the agenda – possible topics include retention and recruitment of volunteers and officials/Conflict of interest guidelines/Female representation on trips/CCC HP report/Review of season – race opportunities
- Policies requiring Board approval
 - i. Parent Code of Conduct
 - ii. Anti Doping policy
 - iii. Social media policy
 - iv. Confidentiality policy

Motion to accept the above policies as distributed

Moved by Patti Kitler, Seconded by Denis Charette

Motion passed