

## XCSO Board of Directors meeting Oct 17, 2018

Attendees: Richard Lemoine, Denis Charette, Jack Sasseville, Angus Carr, Patti Kitler, Alan White, Dwayne Barber, Angus Carr, Amy Wheeler Reich

Staff: Katja Mathys, Liz Inkila

Regrets: Kelly Sinclair, Thom Lyon, Steve Howard

### 1. Review/approval of agenda

**Motion to approve the agenda with the addition of the in camera session**

**Moved by Amy Wheeler Reich, Seconded by Dwayne Barber**

**Motion passed**

### 2. Review/approval of minutes of September 5, 2018

**Motion to approve the minutes of September 5, 2018**

**Moved by Al White, Seconded by Denis Charette**

**Motion passed**

### 3. Business arising from minutes

- HR Review implementation – will be discussed during the in camera session
- Bylaw Review  
Decision at the AGM was to let the HR Review continue a bit further and then reflect on bylaws at that point  
Link to draft of the bylaws that the governance group did last year based on on the sample bylaws from the Ontario Nonprofit Corporations Act. The impact of the bylaw changes proposed is pretty minimal - largely notification requirements and the agenda of the AGM. We stopped at the roles of Officers, since we were looking towards the HR discussion  
[https://docs.google.com/document/d/1\\_Cm2UKn-Ue4QmAWApKjEWB3-D2ZU1hftj8guoNQX1\\_Q/edit?usp=sharing](https://docs.google.com/document/d/1_Cm2UKn-Ue4QmAWApKjEWB3-D2ZU1hftj8guoNQX1_Q/edit?usp=sharing)
- Youth Committee – District reps  
SOD has a rep, NOD is looking, LSSD will look, NCD (?)

## Reports

### 4. Chair (Richard)

- Consistent information coming from CCC with weekly email communication from CCC. HP activity will be reported by Jack
- The decision to not have Easterns as a QC was made at the SFQ in September. Rationale was that with CWG and QC Winter Games, the province only wanted 4 QCups. As well, the distance to travel for Juveniles is more than they would prefer. Jean Baptiste (SFQ Technical Director) assures us that most Junior B/G and top end Juveniles will attend regardless. They are working on incentives to encourage participation.
- One of the larger SOD clubs is indicating that they may withdraw their general membership from XCSO and CCC and only register members who are participating in CCC programming. This club has threatened this a number of times; however, I think they may very well go through with it this time. Their trail fees are so low, that in the case a family of five the CCC membership fee is higher than the trail pass. My only hope is that when they look at the fine print in whatever insurance policy they are looking as replacement, that they will see that there are some gaps.

### 5. Administrator (Liz)

#### Clubs

- 59 clubs registered with over 2962 members thus far
- Will be completing an audit of registered clubs over the coming weeks to follow up with those not registered

#### High Performance.

- Canada Winter Games planning and Mission Staff communication is ongoing
- Ontario Cup bid received and accepted from Walden for OCup on Jan 20/21. No host bid for post-nationals Ocup. Soo Finnish considering/PSR & Temiskaming declined
- Victor continues on medical leave with a target to return late November
- Planning for OST and OTS camps ongoing

#### MTCS updates

- \$160K (of \$200K) received from the MTC
- CSIO funding continues to be delayed. A letter was sent to MTCS Minister Sylvia Jones voicing concerns with delay in funding. (Minister Jones is the aunt of Perianne Jones)

#### Website/Branding

- Website continues to be updated
- SOD has launched their webpage on xcskiontario.ca

#### CCC

- Ongoing communication as needed
- Weekly updates from Megan Begley sent to Board

#### Other

- Working with Cathy Smart - Fundraising Development continues. Survey monkey has received 118 responses and will remain open until end of October to capture clubs starting up in the fall.
- Planning for weekend workshop Nov 2-4 at Woolner House

#### 6. High Performance (Jack)

- Victor remains on medical leave. Leif Lennie will be leading the OST Foret Camp and Bryan Dubeau will led the OTS camp. NTDC will led OST camp in Silver Star with Liz attending as female chaperone
- NST selection and National trip criteria has been circulated to the CCC HPC and was found to be lacking and had many holes and loopholes. Version 2 & 3 has been circulated but not accepted by the voting members of the CCC HPC. Selection criteria was developed in spring, however, the latest draft started from scratch

**ACTION: Richard will send out a report after the Division Chairs meeting**

#### 7. Financial Report (Denis)

MTCS cheque for \$160K has been received

#### 8. Officials and Events (Al)

- No news on events
- Mary Waddell will be holding an Level 2 Officials workshop in preparation for OCup via Skype format to allow for regional participation

9. NTDC report (AI)

- No meeting since last XCSO board call

10. Para Nordic (Patti)

- New rep for LSSD: Elaine Lynch, works with Lappe Adaptive Program.
- Margarita would like to step down from the committee, but will continue with the Kanata Para-Nordic Program
- XCSO/LPN Annual Fall Training Camp Oct. 26 to 28/18.
- CCC PN Camp Nov. 21 to 25/18 will support with no cost new athletes needed to get classified for CWGs. Athletes who have attended this camp in the past will not be supported:
- A motion was passed at the PN Committee meeting to charge OPNST athletes who are not supported at the CCC PN Camp \$250 for the trip.
- OPSWGs: XCSO is hoping to have 16 PN athletes attend the event. We are hoping to have athletes from each district. Need to add a OPWGS qualifier event in Thunder Bay.
- Talent Search Toronto: Draga Culjak will be representing XCSO at the event. December 9 & 10<sup>th</sup> will be the proposed training camp for athletes selected from the camp. We will be looking for a location in Toronto area to host the camp.
- Kyle Barber attended the Laker's Sprint event. This was the first sprint event where Kyle did the qualifier and 3 heats. He was very happy with the learning experience.

11. Youth Report (Kelly Sinclair)

No report

12. Coaching Development (Katja)

- Workshops: We have a number of clubs which have set up Community Coaching workshops (Parry Sound, Highlands, Deep River, Walden) and we have hosted L2T workshops at Kawartha, Highlands and this weekend in Ottawa. With the online ICC, lots of information has to go out to ensure the pre-requisites are met.
- I will be doing an LF workshop in conjunction with the Deep River Community Coaching workshop.
- Coaching Licence: Ontario is now at 185. September was at 176, so another reminder is definitely needed.
- World Snow Day: working with a small committee (Kelly Sinclair, Melissa Anderson; Walden local expert, Mary Waddell, chief of competition)
- Usual admin, website updates.

13. Districts

- NOD (Amy Wheeler Reich)  
AGM last week in Sudbury, new Treasurer Mike Kornell. Want to support more recreation clubs in NOD/Budget line for clubs that hold a world Snow day event. Continue to collect \$2 per athlete/per race at Ocups - \$ will be provided to athletes who attend 3 Ocups and Nat'ls.
- LSSD (Angus Carr)  
Adam Kates will be LSSD rep on the XCSO HPC
- NCD (Thom Lyon) – no report
- SOD (Dwayne Barber)  
SOD website now on [www.xcskiontario.ca](http://www.xcskiontario.ca)

Paraffin series planning underway  
Toronto Snow Show is Oct

#### 14. New Business/Updates

- Commit to Kids policies
  - i. Documents circulated on Monday
  - ii. CCC has signed the pledge but waiting for more direction from the CAC
  - iii. Katja recommends that we continue on the path and not wait for CCC
  - iv. General Discussion: Responsible coaching Guidelines needs to be approved by the Board of Directors. Katja is suggesting that we purchase 20 licenses for club coaches (max of 3 per club) to complete the Commit to Kids online learning. Rule of 2 is problematic based on the number of female coaches and suggested that 'must' be replaced with 'should'. Issue with our sport being spread out over km. Concern about the implementation/practices. Suggestion that we develop a Best Practice and examine our risk situations. Open practices are not necessarily risky situations, however, a team trip would be a risky situation. Creation of guidelines rather than policies. Team practices and groups of youth could provide less risk. Clubs have been asking and a timeline needs to be developed. Criminal record check recommendations are also a part of this document, Standard of care is necessary for our sport. Description of risky situations would add to the document
  - v. Subcommittee struck Angus Carr, Jack Sasseville,
- HR review implementation summary provided by Richard/full discussion will take place during the in camera session
- Fundraising Development Workshop Nov 2-4
  - i. Please confirm with Liz if you haven't already
- Next meeting: November 14 8pm