

Cross Country Ski Ontario Board of Directors Meeting
November 18, 2020

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[Join by phone](#)

(CA) +1 647-736-1759 PIN: 162 105 461#

Attendees: Angus Carr, Dwayne Barber, Jack Sasseville, Denis Charette, Hilary Mettam, Kelly Sinclair, Alan White, Amy Wheeler Reich

NTDC: Peter Myllymaa, Chris Serratore

Staff: Liz Inkila, Katja Mathys, Victor Wiltmann, Katie McMahon

Agenda

1. Review & Approval of Agenda
Motion to approve
Moved by Al White, seconded by Jack Sasseville
Motion passed
2. Review & Approval of [October 21, 2020](#)
Motion to approve
Moved by Jack Sasseville, seconded by Amy Wheeler Reich
Motion passed
3. Business arising from minutes (5 minutes)
 - a) [Survey for Strategic planning](#)
Previous is linked above
ACTION: Liz and Amy will connect next week to review question
4. New/Critical Business
 - a) NTDC presentation
 - Financial situation discussed regarding decreased funding from Nordiq Canada as well as COVID impacts. Working on several fundraising initiatives to continue working towards financial stability. \$430K budget with \$75K in kind as well includes revenue from athletes for their travel costs. Some concerns with major fundraisers (NordicFest) unable to take place, as well cash sponsors are hard to find due to COVID financial strain. There will also be reduced expenses. The financial situation should be clearer in January.
 - Recruitment challenges with the abrupt end to the season- 3 new athletes this year. Continuing to plan a good training year regardless of the current situation.
 - 7 of 9 athletes attended Frozen Thunder as well as one OJST athlete invited by Nordiq Canada. 2 cohorts drove in their own bubble and were supported by Felix Vezina
 - b) [Performance Evaluation Policy](#)
 - Objectives from strategic plan for employees to implement
 - Formal process and goal setting with monitoring against long term plansMotion to approve the Performance Evaluation Policy as written
Moved by Denis Charette, seconded by Jack Sasseville
 - c) [Officials Honoraria](#)
 - Developing a proposal to standardize officials pay structure
 - This is based on Coaching Development standards

- Focussed on Level 2 Course Conductor and TD's day rate at an OCup including training day
- Al expressed concerns that he was not consulted
ACTION: Katja to contact Nordiq Canada to find out about the honoraria for Level 3 Course Conductors and current practices in other provinces
ACTION: Katja & Liz will work with Denis to develop an official honoraria policy

d) [Para Nordic Committee Terms of Reference](#)
[SOD Motion](#)

Terms of reference is good governance. Patti has retired and resigned as Chair of the PN Committee. She will continue to be NOD Representative on the Para Nordic Committee and will continue to coach at the club level. Angus will sit as Chair of the PNC for now and XCSO should be Motion to approve the Para Nordic Committee Terms of Reference as presented
Moved by Dwayne Barber, seconded by Amy Wheeler Reich
Motion passed

e) [Federal Gov't COVID19 Emergency Support Fund Working Group report](#)

Katie reviewed the document. Jack suggested that the competition pillar can be paid after a race is run. There are so many uncertainties that it is difficult to predict. Dollars could be distributed to Districts and they determine the needs. \$\$ must be communicated to race organizers
ACTION: Liz and Katie to flesh out details
Motion to approve the document in principle with details on implementation

5. Staff Reports

- [Executive Director](#) – Liz (5 minutes)
- [Technical Director](#) – Victor (5 minutes)
- [Coaching Development Coor](#) – Katja (5 minutes)

6. [Chair's Report](#) – Angus (5 minutes)

- DCC report
- HP planning
- Governance Committee

7. [Financial Report](#) – Denis (5 minutes)

8. High Performance – Jack (5 minutes)

9. Events & Officials – Al (5 minutes)

10. NTDC – Al

11. Para-Nordic – (5 minutes)

12. Youth – Kelly (5 minutes)

13. District Reports (10 minutes)

LSSD – Hillary Mettam

[SOD](#) – Dwayne Barber

NOD - Amy Wheeler Reich

NCD – Steve Morris

14. In camera session

Motion to bring in camera session to the end

Moved by Dwayne Barber, Seconded by Amy Wheeler Reich

Motion to recommend maintenance of current staffing model due to impact of COVID on programming

Moved by Denis Charette, seconded by Jack Sasseville

Motion passed

Next meeting in January

Motion to adjourn (Hilary?)