



Our Mission: *Achieve excellence through inspiring quality, safe and inclusive participation at all levels for the Triathlon Canada community.*

Our Core Values: *Excellence. Integrity. Collaboration. Courage.*

**Board of Directors Meeting
Minutes of the Meeting of February 12, 2026**

Finance, Governance, & Operations Coordinator Emma Robertson recording minutes.

In Attendance:

Peter McCrory, President
Ashley Sceviour, Director
John Yip, Director
Joy Weismiller, Director
Lex Albrecht, Director
Peter Kozik, Director
Sasha Beck, Director
Phil Dunne, CEO
Rachel Macatee, Director of Sport Development

Regrets:

Trevor Penner, Director

1. Call to Order

- a. Welcome**
- b. Confirm Quorum**
- c. Declaration of Conflict of Interest**
- d. Adoption of Agenda**

P. McCrory acted as chair. Meeting called to order at 12:04 PT. Quorum was confirmed. P. McCrory declared a conflict regarding a complaint filed with World Triathlon and would recuse himself for that topic. Minor adjustments to the agenda: Guest speaker presentation removed, addition of committee membership and an update on the cease-and-desist letter.

Motion: Be it resolved that the agenda be adopted with minor adjustments.

Moved: A. Sceviour

Seconded: S. Beck

All in favour. Approved.

2. Guest Speaker – Jared Spier

- a. Safe Sport**

J. Spier would not be presenting at the meeting. The presentation was sent back to for re-evaluation.

3. Consent Agenda

- a. Approval of Minutes – November 20, 2025**
- b. Approval of Minutes – November 26, 2025**

Minor changes noted to the November 20th minutes: P. McCrory declared a conflict of interest and minor wording edits to Item 5.

Minor changes to November 26 minutes: Item 3 was a public vote for which P. McCrory recused himself.

Motion: Be it resolved that the Minutes from November 20, 2025 and November 26, 2025 be adopted as presented with minor adjustments to both.

Moved: J. Weismiller

Seconded: S. Beck

All in favour. Approved.

4. Reports

a. CEO & Management Team Report - P. Dunne – Report Attached

Confirmation Triathlon is included in the 2029 Canada Games; awaiting formal announcement. Provincial feedback has been positive. Insurance renewal does include D&O, a board insurance briefing was requested. Sponsorship for National Championships discussed.

b. Finance Committee – P. Kozik – Report Attached

No questions were raised and the discussion regarding FY27 was reserved for New Business.

c. Human Resource Committee - P. Kozik – Report Attached

No questions were raised.

d. Governance Committee – A. Sceviour – Verbal Report

Governance meeting was delayed and an update will be provided at the next board meeting.

e. Nominations Committee – J. Weismiller – Report Attached

Board members are asked to put forward potential candidates for President succession. The Committee has established an outreach plan. President position description will be updated with the Governance Committee.
Actions: Board members to submit names by February 25th.

f. Fundraising Committee – Lex Albrecht – Verbal Report

Terms of Reference are being finalized.

5. Old Business

a. Risk Registry – P. Dunne/A. Sceviour

Safe sport issues and senior leadership changes continue to be key risks. Discussion under New Business.

b. Safe Sport Registry – P. Dunne

Registry presented. Discussion under mitigation under New Business.

6. New Business

a. FY27 Budget Approval – P. Kozik/P. Dunne

Presentation of the proposed FY27 budget. Discussion centered around revenue increases due to new grants, merchandise, event funding, stable membership and participation trends. The contracted revenue covers 80% of budget, which will function as a safeguard against risk, and that fixed vs variable cost indicates that the organization remains break-even under contracted revenues alone.

Motion: Be it resolved that the 2027 Budget be approved without adjustments.

Moved: A. Sceviour

Seconded: S. Beck

All in favour. Approved.

b. Safe Sport Fees, MB Complaint – P. Dunne

Discussion around the process and rationale of the jurisdiction of the MB safe sport complaint, the necessity of a PSO cost-sharing agreement in the future and updates to the safe sport complaint management process to mitigate future risks. To be dealt with urgently.

c. Risk Registry Changes for – P. McCrory/Board

i. Safe Sport Fees

ii. Management Changes

Discussion around the organizational vulnerability due to CEO turnover, and for HR Committee to examine CEO retention strategy. Risk registry structure remains an item for Governance Committee to revise.

d. Committee Membership

Discussion around director capacity and the possibility for external committee members. HR would need to restrict membership because of confidentiality. All external members must be onboarded properly. External recruitment for committees will be included in upcoming nominations call.

Action: Nominations Committee to update the Call for Nominations to include committee positions.

Motion: Be it resolved that all committees created by Triathlon Canada, unless explicitly written to the contrary, may have as part of their voting members, individuals who are not part of the Board of Directors of Triathlon Canada.

Moved: A. Sceviour

Seconded: J. Yip

All in favour. Approved.

e. Cease and Desist Letter

Due to legal sensitivity, this matter was discussed in camera.

7. Comments and Announcements

a. 2026 Board Committee Meeting Schedule – Attached

Discussion around the value of an in-person board meeting and potential dates. The Board decided not to proceed with August in-person meeting unless external funding is found. L. Albrecht agreed to explore grant eligibility and P. Dunne confirmed that E. Robertson will re-issue poll for possible dates.

b. Board Meeting Survey

8. In Camera

P. McCrory moved meeting to in-camera at 1:20 PT.

Motion: Be it resolved that the Board approve the CEO Bonus as recommended by the HR Committee.

Moved: J. Yip



Seconded: S. Beck
All in favour. Approved.

Motion: Be it resolved that unless prior approval by the Board of Directors is granted, Triathlon Canada's Board Member and/or staff may only discuss or communicate in relation to the 2024 World Triathlon Elections and the complaint and addendum's submitted by Peter McCrory to the World Triathlon Tribunal with Triathlon Canada's Board of Directors, Triathlon Canada's CEO, or respective legal counsel.

Moved: J. Yip

Seconded: J. Weismiller
All in favour. Approved.

9. Adjournment

P. Kozik adjourned meeting at 1:58 PT following the in-camera session.