



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 June 11, 2026

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

In Attendance:

Ashley Sceviour, Director
John Yip, Director - Acting Chair
Joy Weismiller, Director
Peter Kozik, Director
Sasha Beck, Director
Trevor Penner, Director
Rachel Macatee, Interim CEO

Regrets:

Peter McCrory, President
Lex Albrecht, Director

1. Call to Order

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

J. Yip acted as chair in P. McCrory's absence. Meeting called to order at 12:07 PT. Quorum was confirmed and no conflicts declared. Minor adjustments to the agenda: Strategic topic retained but discussion deferred in sequencing, Professional Development added under New Business, Additional Director update added under New Business, and Reports moved ahead of strategic discussion.

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

Moved: P. Kozik

Seconded: T. Penner

All in favour. Approved.

2. Consent Agenda

- a. Approval of Minutes – April 9, 2026**

Motion: Be it resolved that the Minutes from April 9, 2026 be adopted as presented without adjustments.

Moved: P. Kozik

Seconded: S. Beck

All in favour. Approved.

3. Reports

a. CEO & Management Team Report - R. Macatee – Report Attached

R. Macatee highlighted:

- Progress on a long-term domestic hosting strategy, including multi-year event opportunities
- Ongoing stakeholder engagement and need for Board support in revenue generation strategy
- Confirmation that R. Macatee will represent Triathlon Canada at World Triathlon Congress 2026

b. Finance Committee - P. Kozik – Report Attached

P. Kozik reported:

- FY2026 is projected to close with a surplus (vs. budgeted deficit)
- Cash forecast remains stable
- Financial statements are currently with auditors

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

CEO performance goals updated and reviewed. Additional goals for remainder of the year to be developed and presented at the next HR meeting

d. Nominations Committee – J. Weismiller – Report Attached

J. Weismiller provided an update on the nomination process, eligibility considerations, and the approach to presenting the candidates to the members was confirmed.

- Additional interviews to be conducted to support candidate evaluation.
- Clarification required on long-term governance approach to nominations and process to be reviewed and clarified for future cycles.
- The board directed management to update the application form.

S. Beck entered meeting at 12:38 PT.

e. High Performance Athlete Committee – S. Beck

S. Beck reported:

- Limited interest in committee membership and alternative engagement approach being implemented.
- Outreach to current and recently retired athletes to gather input.
- Proposal to expand eligibility to include athletes that have retired within the last 8 years.

Actions: S. Beck to circulate engagement questions to Board.
Terms of Reference to be updated accordingly.

f. Philanthropy & Fundraising Committee – L. Albrecht – Report Attached

Discussion:

- L. Albrecht has organized working groups with set targets within the committee.
- Request to have Board provide guidelines and objectives with decision to have R. Macatee explore direction and activities/initiatives to support.
- Fundraising targets include program support and LA pathway and emphasized the need to align fundraising strategy with priority initiatives and capacity.
- Exploration of fundraising mechanisms and associated regulatory requirements.

g. Governance Committee – A. Sceviour – Report Attached

The Board reviewed the proposed Risk Management Policy and three key organizational risks. Discussion focused on strengthening the operational application of the policy.

Actions: A. Sceviour to provide recommended edits to clarify timelines and risk acceptance thresholds.

Motion: Be it resolved that the Risk Management Policy be approved with minor adjustments.

Moved: J. Weismiller

Seconded: S. Beck

Board tabled policy approval until A. Sceviour can make appropriate adjustments as per discussion.

Motion: Be it resolved that the Board Approval Policy be approved without adjustments.

Moved: J. Weismiller

Seconded: T. Penner

All in favour. Approved.

Motion: Be it resolved that the Communications Policy be approved without adjustments.

Moved: S. Beck

Seconded: P. Kozik

All in favour. Approved.

Motion: Be it resolved that the Social Media Policy be revoked effective immediately.

Moved: T. Penner

Seconded: J. Weismiller

All in favour. Approved.

Motion: Be it resolved that the Crisis Management Policy be approved with minor adjustments.

Moved: J. Weismiller

Seconded: S. Beck

All in favour. Approved.

A. Sceviour exited meeting at 12:59 PT.

4. Strategic Topic

a. Review of the Three Risk Registry Risks

i. Organizational Risk: Senior Leadership Turnover

ii. Organizational Risk: External Stakeholder Disputes

iii. Organizational Risk: SafeSport complaints against leadership or Board

Strategic topics deferred for discussion at a future meeting.

5. Old Business

a. Safe Sport Registry – R. Macatee

Final outstanding case nearing completion. All required training completed, awaiting final confirmation.

b. In-person Meeting 2026

November 6–8, 2026 confirmed (Victoria, BC) along with estimated budget.

c. Nomination Process and Slate

Further clarification required on process and communication approach. Slate confirmed.

6. New Business

a. Congress 2026

R. Macatee confirmed that details provided in report.

b. Long Term Domestic Hosting Strategy

Discussion:

- Shift to multi-year federal funding models.
- Opportunities to secure long-term hosting agreements.
- Potential to eliminate sanctioning fees and leverage development funding.
- Importance of generating sustainable revenue for the organization.

c. AGM

Parliamentarian confirmed. Audit process progressing on track.

d. Professional Development

Motion: Be it resolved that a budget of up to \$50 per Board member be approved for governance training modules.

Moved: P. Kozik

Seconded: S. Beck

All in favour. Approved.

e. Board Update

T. Penner confirmed intent to step down following the AGM. Board to account for additional vacancy in nominations process.

Actions: T. Penner to submit formal resignation letter.

7. Comments and Announcements

a. 2026 Board Committee Meeting Schedule – Attached

b. Board Meeting Survey

Board and Committee meeting schedule circulated. Board survey to be distributed.

8. In Camera

Directors moved to in-camera at 1:32 PT.

9. Adjournment

J. Yip adjourned moved for meeting to adjourn at 1:32 PT following the in-camera session.

Motion: Be it resolved that the meeting be adjourned.

Moved: J. Weismiller

Seconded: P. Kozik

All in favour. Approved.