

2015 Special Meeting of Members Meeting Minutes

November 28, 2015 – 9:30-12:30

Lord Elgin Hotel, Ottawa

Attendance:

Member	Representative
Balmy Beach	Peter Martinek
Banook	Jeff Houser
Burloak	Adam Oldershaw
Burnaby	Ryan Blair
Carleton Place	Kerri-Ann Redwood
Cheema	Darlene Sampson
Chinook	Mary Jane Abbott
Lac Beauport	Luc Grenier
Trois-Rivieres	Lyle Cameron
Viking	Trish Canty
Shawinigan	Lisa Lapointe
Cobourg	Jeremy Fowlie
Fort Langley	Tom Hall
Greater Edmonton	Zak Mahmoudi
Kamloops	Daniel Girourd
Kennebecasis	Jon Pike
Lachine	Christine Granger
Maskwa	Jon Pike
Mississauga	Kyle Jeffery
Ottawa River	Joel Hazzan
Pitt Meadows	Mary Jane Abbott
Pointe Claire	Guylaine St. Georges
Radisson	Christine Granger
Rideau	Hector Carranco
Saskatoon	Barb McCullough
Senobe	Darlene Sampson
Sherbrooke	Nicolas Blanchette
Sudbury	Gergey Lanci
Sydenham	Joel Hazzan
Toba	Jerome Seremak
Wascana	Barb McCullough
Muskoka (non-voting)	Sandy Schofield
Whitewater Ontario	Jim Tayler
Whitewater Saskatchewan	Brendan Curson
Whitewater Alberta	Chuck Lee
Whitewater Nova Scotia	Marc Richard

Whitewater Yukon	Trevor Braun
Whitewater BC	Rob Fletcher
Marathon Ontario	Kim Snell
Marathon Saskatchewan	Mike Vincent
Marathon Nova Scotia	Kristopher Archibald
Marathon BC	Jerome Seremak
Chair	Madeleine Hall
Past Chair	Peter Giles
Whitewater Representative	Harold Van Winssen
Whitewater Representative	Julie Crepeau-Boisvert
Marathon Representative	Fiona Vincent
Marathon Representative	Anne Nicolson
Sprint Representative	Tom Hall
Sprint Representative	Sara Hopkins
Treasurer	Charles Slade
Independent Board Member	Hugh Fraser
CEO	Casey Wade

1. Call to Order

Chair Madeleine Hall welcomed everyone to the meeting.

2. Registration of Certificates of Appointment and Proxies of each discipline

The Chair reminded members that all proxies and certificates of appointment should be filed with the scrutineers at registration. Natalie Brett was named recording secretary for the meeting and Ian Miller and Jessica Price were named as scrutineers.

Before starting into the agenda, the Chair extended a special thank you to all volunteers within the clubs, committees, and at the community level. A moment of silence was observed in recognition of our recently departed friends: Alan Moore, Kris Sziraki, Norman Lane, Kim Cook, John Beadle and Wendy Moir.

3. Approval of the Agenda

Motion: Sudbury

Seconded: Pointe-Claire

Carried.

Report of scrutineers

43 Paddling Associations (32 sprint clubs, 7 whitewater provinces and 5 marathon provinces)

30 Paddling Disciplines (10 sprint, 10 whitewater, 10 marathon)

31 sprint, 7 WW, 5 Marathon – total 43 paddling, 10 spring, 10 WW, 10 Marathon – 30 total discipline.

73 total possible votes

37 for a simple majority

49 for a two-thirds majority

5. Approval of the CKC 2015 AGM Minutes AGM Teleconference minutes 29-Sept-15

Motion: Viking

Seconded: Carleton Place

Carried.

6. President's Annual Report

Madeleine reported a busy year with governance continuing to be a main topic but is winding down. She thanked the Organizational Alignment Committee. She noted successes at the Pan Am Games in sprint and slalom; and the Freestyle World Championships in Beachburg with great participation and an amazing opening ceremonies. She also mentioned Nationals for Sprint and Slalom and the marketing efforts from Dot Dot Dash that were presented over the lunch session.

7. CEO Report

High success – 24 medals and a tier 1 sport with OTP

Proud moment with Mark Oldershaw as flag bearer for Pan Am Games

Mark de Jonge as repeat World Champion

Major events included National Championships, Slalom Worlds in London, and hosting World Freestyle Championships

Pan Am Games; huge success for Team Canada, Women's K4 set the tone

Strategic Plan – deciding what we want and developing core pillars

Received funding from COC, will look at vision 2024 to develop one global plan for CKC

Top 4 Initiatives; governance review & structure, increase self-generated funding, high performance, strengthen club development

Funding – Own the Podium focus on medals, need to protect that funding, 2016 Rio, 2020 Tokyo

External Revenues:

- Short Term: convert existing relationships into increased direct funds to CKC, Apogee, Mazda, admin cost savings, etc
- Long Term: define who we are, raise awareness, Canadian heroes, capitalize on it, Dot Dot Dash

Successes: Mazda increasing cash sponsorship, reduction in cell phone costs, clothing sponsorship, COC support, Dot Dot Dash and moving forward, core staff reduced costs

COC Support: organizational alignment, bidding and hosting strategy support, external revenue support, Pan Am Internship, Strategic Planning, COC Leadership program, HR review.

Strategic Planning (Vision 2024): inclusive, extensive consultation, stakeholder buy-in, independent consultation

Apogee: work with National Research Council to ensure clothing expertise

Make paddling famous again (Dot Dot Dash): capture attention, public participation, athlete intake and cultivation, grow sustainably, and continue high standards of Olympic success.

Limit obstacles – challenges: HP change & review, focused OTP support, inverted triangle, stronger domestic programming, further funding cuts (Sport Canada), more non-government money, self-finance, 2020 & 2024

OTP: World class coaching, IST support, training & competition

HP: World class team and related support, HPD working with coaching team, CEO role is to support the HPD

HP Changes: 3 coaches have re-focused roles, no podium coaches, HPD assuming interim head coach role, started HP review

HP Review: independent review of the HP program that should be complete by mid-December. Coach, athlete and staff interviews and surveys. An opportunity to strengthen programming to ensure success.

Funding Strategies: Dot Dot Dash, branding and case for support, more Sport Canada funds up front, property considerations in Florida, COC financial support, more Sport Canada support this year, CBC Sports partnership.

Funding strategies: stronger club support & financial strategies, crowd funding partnership, Mazda and Diners funding support

Staffing: John Edwards – special advisor, Ian Mortimer (key part of partnership development), Jessica Price (paddling coordinator).

HR Review (COC support): HR exercise that will dove-tail from the HP Review – roles & responsibilities and policies

Strong athlete performances; 2016, World Cup & JR/U23 Championships, Rio, 2020 & 2024, Whitewater working on Own the Podium ask.

Question about taking a step to support the non-Olympic sports. Casey responded we are restricted by the Own the Podium funding. With external funds we can put more emphasis on non-Olympic events.

An ask came to create 1-pagers for motions to accompany the larger agenda items.

Question about funding for clubs, right now they are penalized as strong athletes are being pulled away from the club. Casey responded that driving support to 2024 and results of HP review will reveal this.

Question – are we prepared for freestyle in 2020? Facing similar issues to Slalom are right now but hopefully with more external funding there would be more support to non-OTP events/disciplines.

Comment (Saskatchewan) – there are ways to support clubs through non-financial means; the human resources and shared interests.

Marathon Racing Canoe Council – Fiona Vincent

We have so many cross-discipline similarities and yet focus on the differences

2017 strategic priorities:

- Vision: bringing the heritage and life experience of traditional long distance paddling into the future
- Mission: MCRC is the national body fostering participation and enjoyment of competitive marathon paddling while respecting the sport's heritage values and Canada's waterways

Competitive paddling:

- ELCC-Marathon course was officially approved by CAC
- Offered 2 coaching grants – BC and NS for them to offer coaching courses
- Trained 26 coaches, certified 5
- Clinics in Whitehorse and BC, approached to come up to Yellowknife

High Performance:

- Selection process for ICF Marathon worlds
- International race representation
- Destination races
- Rebirth of the iconic Northern Hardware
- Multisport races

Organizational Excellence:

- Governance committee
- Plans to update other policies

Strategic Plan:

- Update governance structure
- ELCC module register through NCCP locker
- Follow up on suggestions for CAC
 - o Grouping generic CKC ELCC materials to one module and dissecting what pieces need to be marathon/sprint specific
- Developing Comp Dev module
- LTAD – Marathon; we should be able to say there is a CKC-LTAD not discipline specific but to just move a boat
- Multidisciplinary clubs

Whitewater – Harold van Winnsen

The glass half-empty conversation is shifting to a glass that is filling up; thanks to CKC support

We have never had a Commodore at a WW event until this year

CEO attended both sets of WW Worlds this year

Moving in the right direction

Freestyle Worlds would never have happened without CKC; James and Casey helped make it successful and thank you for that. We have a World Champion in OC1, 2 Bronze medals – MK1 and MC1

First ever participation at Pan Am Games; Volunteers from the Ottawa River Runners with James' support ran the event. Tremendous opportunity – 4 medals in 5 events

Hosting Canoe Polo Worlds in Welland in 2018

2 Olympic boats qualified and are currently at the Olympic Test events in Rio

Sprint Racing – Madeleine Hall

Great Nationals & PanAms.

Comment – It's very nice to finally have conversations on collaborative multi-discipline approach. It has always been so divisive.

Financial Report – Sally Claire

1-page update

Showing a \$528,000 surplus

Trying to end up with a balanced budget

Trying to get Sport Canada funds front-loaded

Staffing shows as over 50% spent at 30% of the year which is because we pay-out

International looks overspent but is billed out and are expecting reimbursement for ICF

Governance and Organizational Alignment – Peter Giles

Primary activity for this committee has been governance review for the Board and committees

The 3 disciplines have finalized their rules of structure

Terms of reference are mostly done as there are some sub-committees to be finalized

We applied for and received approval to legally change the name to Canoe Kayak Canada

We will also file for trademark protection for the former name (Canadian Canoe Association)

Board sub-committees – there is now a multi-disciplinary athlete committee with approved terms of reference but the committee remains to be populated.

Planning and HR committee have been populated

Report from Nominating Committee – MJ Abbott

Formed in April, met regularly

First task was to select members for the Planning Committee; a call went out to the paddling community. Large response, did interviews and names were passed on to the board.

Second task – recruit new board members; 6 independents and 6 within the paddling community applied, electronic voting.

Comment – there were communication issues with WW, it did not go out to all Presidents.

Note that within the CKC family – keep contact details current.

Each discipline given 2 representatives to name to the board:

- Sprint: Madeleine and Peter – 1-year term
- WW: Julie (1 year) and Harold (3 year)
- Marathon: Fiona and Anne – 2-year term

Announcement of CKC Board of Directors – MJ Abbott

Results of electronic voting for board for the remaining 4 representatives:

- Tom Hall; athlete rep for 2-year term
- There was a tie for the 4th spot. Then they can appoint the 11th as the independent director.
 - o Shawn Cannon – 1 year
 - o Steven Gallant – 2 year
 - o Chris Helyer – 3 year
 - o Francois Hamelin – 1 year (independent)

Encourage clubs to reach out to unsuccessful names to get them involved.

Bidding and Hosting Update – Ian Mortimer presenting on behalf of Benoit Girardin

COC funding supported this initiative

Original intention was for international hosting but decided to also include domestic

Process:

- Secure funding from COC with an end goal of generating more funds
- Task force created
- Day of discussion to share perspective of hosting events
- Strategic framework created
- Implementation going forward

Why:

- Raise brand profile
- Leverage funding
- Informed decision making
- Better long term planning
- Ensure Canadians benefit

Strategic pillars:

- Enhanced vibrant event product
- Optimal Return on Investment
- Event planning mapping
- Structured transparent approach to bidding and hosting

We want to be a leader in national and international bidding and hosting (ICF and in Canada)

CKC's mandate:

- Leads, support and empowers network of volunteers to host exceptional events
- Ensures ultimate participant and fan experience
- Ensures optimal legacies and ROI

CKC Strategic Objectives:

- Transparent structured approach
 - o Adopt international Bidding & Hosting policy
 - o Deploy an international influence strategy
 - o Adopt a National Championships Bidding & Hosting policy
- Event mapping and planning
 - o Develop a 10-15 year international event mapping based on Olympics and Paralympics, Worlds and athlete pathways
 - o Develop a 3-5 year calendar of projected international events
 - o Allocate National competitions for 3-5 years
- Optimal ROI and legacy
 - o Develop a sport legacy strategy for all its stakeholders
 - o Align event hosting plans with HP/Athlete dev pathways
 - o Develop and deploy marketing
- Enhanced event product
 - o Standardize and harmonize, when feasible, event delivery requirements
 - o Elevate sport presentation standards to attract broadcast coverage
 - o Clearly define roles and responsibilities framework for HOC, PSO and CKC
 - o Facilitate transfer of knowledge
 - o Write down the roles and responsibilities

Next steps:

- Revise mandates, expected outcomes and work plans for task forces
- Strike new CKC disciplines or expert work task forces
- Develop policies, documents and plans

Question: could we better align from a multi-discipline approach with regions and timelines to allow for athletes/clubs to attend more than one? With a mapping practice there can be an intentional plan to address this if it's the direction we want to go.

Date and Place of Next Meeting – Casey Wade

Must be before September 30th annually

3 Purposes: Approve audited statement, Vote on 1 member of the board electronically

Annual summit – agree on November meetings and face-to-face but not entirely sure on structure where coaches conference is also there.

New business

Rob Fletcher – BC Whitewater

Presented on Rick Mercer's visit to the Chilliwack Centre of Excellence profiling a day in the life as a paddler to be broadcast January 12, 2016

Nationals branding and financial support was also raised. A welcome was extended to the Muskoka Canoe Club.

Adjournment

Motioned by WOD. Carried.