



2020 AthletesCAN Annual General Meeting Package

Package contains:

- 🍁 2020 AGM Agenda
- 🍁 2019 AGM Minutes
- 🍁 President's Report
- 🍁 Audited financial statements for 2019-2020
- 🍁 Board Nomination & Election Policy
- 🍁 Nomination forms



**Annual General Meeting Agenda
October 25, 2020
VIRTUAL via Zoom**

- | | |
|--|----------------------|
| 1. Call to Order | Dasha Peregoudova |
| 2. Land Acknowledgement | Pierre-Luc Laliberte |
| 3. Virtual AGM Logistics Overview | Dasha Peregoudova |
| 4. Appointment of Parliamentarian | Dasha Peregoudova |
| 5. Approval of Agenda | Dasha Peregoudova |
| 6. Approval of Minutes from AthletesCAN Annual General Meeting
September 22, 2019 | Dasha Peregoudova |
| 7. Business Arising from Previous Minutes | Dasha Peregoudova |
| 8. Officer Reports | |
| 8.1 President's Report | Dasha Peregoudova |
| 8.2 Treasurer's Report | Pierre-Luc Laliberte |
| 8.2.1 Presentation & Approval of 2019-2020 Financial Statements | |
| 8.2.2 Appointment of Auditors | |
| 8.2.3 Presentation of 2020-2021 Finances | |
| 9. Election of Directors | Dasha Peregoudova |
| 9.1 Review of Election Procedures | |
| 9.2 Appointment of Scrutineers | |
| 9.3 Election Protocol | |
| – Nominations from the floor | |
| – Confirm all nominees | |
| – Nominee presentations | |
| – Q & A of nominees | |
| – Voting by members | |
| 9.4 Election Results Announcement | |
| 10. Next Meeting: To be determined | Dasha Peregoudova |
| 11. Adjournment | Dasha Peregoudova |



**Annual General Meeting Minutes
September 22, 2019
Delta Toronto Airport – Mississauga, ON**

1. Call to Order Dasha Peregoudova
(11:25 AM @Delta Hotel, Mississauga, ON)
2. Appointment of Parliamentarian Dasha Peregoudova
Thomas Hall, Canoe-Kayak Sprint nominated
Moved: Chris de Sousa Costa, Seconded: Joy Spearchief-Morris, motion carries
Tom Hall Appointed
3. Approval of Agenda Dasha Peregoudova
Moved: Celina Toth, Seconded: Monique - Swimming, motion carries
4. Approval of Minutes from AthletesCAN Annual General Meeting Dasha Peregoudova
September 22, 2019
Moved: Lex Albrecht, Seconded: Zach - Swimming, motion carries
5. Business Arising from Previous Minutes Dasha Peregoudova
None.
6. Officer Reports
 - 7.1 President's Report Dasha Peregoudova
Moved: Ryley – Wakeboarding, Seconded: Lex Albrecht, motion carries
 - 7.2 Treasurer's Report Pierre-Luc Laliberte
 - 7.2.1 Presentation & Approval of 2019-2020 Financial Statements
Moved: Nolan Barnes, Seconded: Celina Toth, motion carries
 - 7.2.2 Appointment of Auditors
Moved: Lex Albrecht, Seconded: Joy Mercedes Nicoll, motion carries
 - 7.2.3 Presentation of 2020-2021 Finances
Moved: Camille Berube, Seconded: Andrea – Rowing, motion carries
7. Election of Directors Dasha Peregoudova
 - 6.1 Review of Election Procedures
 - 6.2 Appointment of Scrutineers
Moved: Genevieve Orton, Seconded: Joy Spearchief-Morris, motion carries
 - 6.3 Election Protocol
 - Nominations from the floor
 - Confirm all nominees
 - Nominee presentations
 - Q & A of nominees
Move to recess: Felicia – 10pin bowling, Seconded: Celina Toth, motion carries meeting recessed.
*Return to order: **2:08pm EST***
 - Voting by members
 - 6.4 Election Results Announcement
Motion to destroy the election ballots: Jillian Drouin, Seconded: Andrea Burk, motion carries

8. Next Meeting: To be determined

Dasha Peregoudova

9. Adjournment

Dasha Peregoudova

Motion to adjourn: Christine – Racquetball, Seconded: Mercedes Nicoll, motion carries meeting adjourned.



2020 AthletesCAN President's Report

Dear Canadian national team athletes,

For most of this year, the concept of time has been turned on its head. With life as we knew it on hold or in flux, including specifically the uncertainty around sport, it's comforting to know that as we have for the last 28 years, we can once again come together for Forum. Being the group of competitive athletes we are, it was especially difficult for us to accept that we couldn't blow COVID-19 out of the water and gather in person. Alas, with the health and safety of our community at the forefront, we are hosting Forum in a remote and virtual fashion for the very first time. The team at AthletesCAN has worked hard to make sure that Forum remains an unparalleled opportunity for us to share in and connect over the challenges and joys and of what it means to be a Canadian athlete, including curated learning opportunities, leading perspectives and just good old-fashioned connection (Fish Bowl, anyone?).

While AthletesCAN continues to face capacity and funding challenges, we have had a HUGE year, never shying away from what is demanded of us to meet the quantity and sophistication of issues that are impacting today's athletes, and demanding a seat for them at each table. I am particularly proud of our efforts in the following areas:

- Our work in Safe Sport, which has played a major role in the imminent creation of an independent mechanism to administer and enforce the Universal Code of Conduct for Maltreatment in Sport.
- Our advocacy initiatives in the anti-doping landscape, including a robust athlete-centered consultation process on the 2021 Canadian Anti-Doping Program, and leadership undertaken alongside our international allies on governance reform at the World Anti-Doping Agency (WADA).
- Our ongoing push for athlete rights as human rights, including our public positions regarding gender verification and the rules against athlete protests at major games.
- The completion of our next academic paper, "The Future of Athlete Representation in Canada" and our new and improved suite of leadership resources to help our athlete representatives, board members and council members be armed with the tools they need to effect change.

I would also like to acknowledge that while AthletesCAN has been vocal about the injustices faced by our BIPOC members and BIPOC people in Canada generally, we understand that as an organization, we must listen, learn, do more and do better towards making sport in Canada safe, equitable and actively anti-racist.

I am pleased to attach a summary of our performance on the 2016-2020 Strategic Plan, which has come to an end. We are excited to share with you our new 2021-2025 Strategic Plan and what it envisions for AthletesCAN as THE voice of Canadian athletes. With the leadership team consisting of Georgina Truman, who has just completed an impressive first year as AthletesCAN's senior (and only) staff member, long-time Board member and strategy expert Pierre-Luc Laliberté as the incoming President, and an always-passionate Board of Directors, the new strategy and the future of the organization are in excellent hands.

On a bittersweet note, after eight years on the Board and three years as President, the time has come for me to say goodbye to my official role with AthletesCAN. While my journey as a #CDNAthleteLeader is not over, I have most cherished this opportunity and the honour and privilege it has been to serve Canadian athletes. Thank you.

Yours in sport,

A handwritten signature in black ink, appearing to read 'D.P.' with a stylized flourish.

Dasha Peregoudova

Embed the **#AthleteVoice** in sport culture
Athletes are **#PeopleFirst**
#AthleteRights are not discretionary
Join **#TheCollective**
We are **#StrongerTogether**
#NothingAboutUsWithoutUs

- Ashley LaBrie

LEADERSHIP

2020 KPI	NOTES	
75% of Athlete Representatives / NSOs are using the AthletesCAN standardized Athlete Report annually	47%	
50% of senior national team athletes complete the Athlete Report survey	While 40% athletes use the survey, we also shifted direction to consolidate as part of one large system athlete survey with Sport Canada HP Sport Strategy.	
25% of NSOs have an active or recently retired athlete on their Board of Directors	38%	
50% of NSOs have an Athletes' Council	41%	
KidsCAN (KPI – N/A)	While KidsCAN was cancelled effective 2018, we are proud to have had 375 athletes participate in KidsCAN since its inception, and 23,750 young Canadians having participated in KidsCAN events. Prior to its cancellation, we were on target to meet the KPI.	
Sport Solution has increased its human resource capacity to handle athlete related issues by 50%	In 2020, we added a 3 rd Program Manager and hired a new Supervising Lawyer.	
Sport Solution plays an integral role in the development of at least one new leadership resource annually	In 2019-2020, Sport Solution was integral in Safe Sport research and the Athlete Representation Paper.	
Each Athlete Leadership Award has its own presenting sponsor	In 2019, 1 presenting sponsor. In 2020, the Awards have no presenting sponsors.	
25% of NSOs/sports nominated an athlete for Athlete Representative of the Year	10% of sports only. We have found it difficult to get nominations despite simplifying the process.	

REPRESENTATION

2020 KPI	NOTES	
100% of Athlete Representatives are contacted by phone / in person annually	In general, due to the needs of our athletes and capacity issues, we have moved from active to only reactive meetings. However, in 2020, we were still able to connect with 83%	
100% of national teams are engaged by AthletesCAN through in-person meetings / conference calls annually	Cancelled. We needed to transition to individual rep support only as it was very difficult to schedule meetings with teams, especially in non-centralized sports.	
80% of member sports are in attendance at AthletesCAN Forum	We have always hit our mark and had an excellent diversity of sports at Forum (82% in 2019)	
AthletesCAN released a position paper on at least 2 issues identified by national team athletes every year	Athlete Representation Paper complete; Ongoing statements in 2020 re: Anti-Doping and WADA Reform, Rule 50, Safe Sport and Wheelchair Basketball	
The Athlete Assistance Program is annually reviewed and athlete stipends reflect current Consumer Price Index	We review the APP annually, but since the last increase in 2017, the APP has not risen with the rate of inflation	
Develop Athlete Advisory Committee to advise AthletesCAN and system stakeholders on athlete funding model on an ongoing basis	In 2020, this has been handled internally by the Board. We advised on AAP, core funding (SFAF), the Athlete Trust, and revenue sharing model through IOC/IPC	
50% of NSOs have adopted AthletesCAN's athlete agreement recommendations	Sport Canada now mandates that the Athlete Agreement Template is used by all NSOs. NSO have progressively begun to adopt the recommendations and template.	
25% of NSOs have adopted the AthletesCAN recommended Coaching Report Card	Report Card is being considered by Coaching Association of Canada.	
Safe Sport: Athlete Summit / Athlete Survey / Ongoing Recommendations (New in 2018-2019)	AthletesCAN on UCCMS Leadership Group and Provincial/Territorial Working Groups; Ongoing advocacy efforts and lobbying.	

ORGANIZATIONAL EXCELLENCE

2020 KPI	NOTES	
Percentage Increase of overall budget	Last year this went up to 24% because of the safe sport summit. The 2020-21 fiscal year is ongoing.	
Percentage of funding comes from donations	1% only.	
Percentage of funding comes from corporate partnerships	16% in prior years. Moving forward, this may be much less as the Investor's Group Bursary Program has ended effective 2021.	
100% of policies are up-to-date	Annual Policy Review done every year.	
Risk Registry is up-to-date	Annual Review done every year.	
Board members' skills sets are evaluated semiannually and directors are provided with professional development opportunities budget permitting	Bi-Annual Board Evaluation completed in 2020.	
Board members undergo an annual performance review	Yes (by election).	
Board member exit interviews are conducted	Always.	
Board Advisory Committee meetings take place quarterly	Ad-Hoc Meetings as needed. Several had in 2020.	
Report quarterly to national team athletes	Ongoing communication through various methods.	
The Annual Report is presented to members prior to AGM	President's Report delivered to Members.	
Increase Membership by 50% (New in 2018-2019)	Membership has continued to grow since roll out of new member program.	

ATHLETESCAN - ATHLETES' ASSOCIATION OF CANADA

FINANCIAL STATEMENTS

MARCH 31, 2020

INDEPENDENT AUDITOR'S REPORT

To the Members,
AthletesCAN - Athletes' Association of Canada:

Opinion

We have audited the financial statements of AthletesCAN - Athletes' Association of Canada ("the Entity"), which comprise the statement of financial position as at March 31, 2020, and the statements of changes in net assets, operations and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Entity as at March 31, 2020, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Entity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of management and those charged with governance for the financial statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Entity, or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

OHC

OUSELEY HANVEY CLIPSHAM DEEP LLP

Licensed Public Accountants

Ottawa, Ontario

October 9, 2020

ATHLETESCAN - ATHLETES' ASSOCIATION OF CANADA

STATEMENT OF FINANCIAL POSITION AS AT MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
CURRENT ASSETS		
Cash	\$ 148,251	\$ 176,192
Accounts receivable	48,665	28,803
Prepaid expenses	2,035	1,948
	<u>\$ 198,951</u>	<u>\$ 206,943</u>
CURRENT LIABILITIES		
Accounts payable	\$ 13,488	\$ 48,393
Government remittances payable	1,971	1,971
Deferred revenue (note 4)	100,000	100,000
	<u>115,459</u>	<u>150,364</u>
UNRESTRICTED NET ASSETS		
Balance - beginning of year	56,579	179,655
Net revenue (expenses) for the year	26,913	(123,076)
Balance - end of year	<u>83,492</u>	<u>56,579</u>
	<u>\$ 198,951</u>	<u>\$ 206,943</u>

Approved on behalf of the Board:

PLLL

Director

Liam Smedley

Director



ATHLETESCAN - ATHLETES' ASSOCIATION OF CANADA

STATEMENT OF OPERATIONS FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
REVENUE		
Sport Canada	\$ 272,850	\$ 307,200
Athletes' forum	15,000	36,281
Sponsorship		
Administration fees	25,000	25,000
Funds for disbursement	100,000	100,000
Programs	53,216	7,386
Other	5,835	8,160
	<u>471,901</u>	<u>484,027</u>
EXPENSES		
Administration	142,190	163,566
Leadership programs		
Forum and KidsCAN	105,471	244,280
Leadership program	15,259	63,125
Leadership representation	39,188	4,373
Safety in Sport	18,650	-
Sport Solution	23,978	30,070
Sponsorship		
Disbursements	100,252	101,689
	<u>444,988</u>	<u>607,103</u>
NET REVENUE (EXPENSES) FOR THE YEAR	\$ <u>26,913</u>	\$ <u>(123,076)</u>

ATHLETESCAN - ATHLETES' ASSOCIATION OF CANADA

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED MARCH 31, 2020

	<u>2020</u>	<u>2019</u>
OPERATING ACTIVITIES		
Net revenue (expenses) for the year	\$ 26,913	\$ (123,076)
Net change in non-cash working capital items		
Accounts receivable	(19,862)	(2,726)
Prepaid expenses	(87)	(259)
Accounts payable	(34,905)	32,031
Government remittances payable	-	(739)
	<u>(27,941)</u>	<u>(94,769)</u>
INVESTING ACTIVITIES		
Sale of investments	-	50,214
INCREASE (DECREASE) IN CASH FOR THE YEAR	(27,941)	(44,555)
Cash - beginning of year	<u>176,192</u>	<u>220,747</u>
CASH - END OF YEAR	\$ <u>148,251</u>	\$ <u>176,192</u>



ATHLETESCAN - ATHLETES' ASSOCIATION OF CANADA

NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2020

1. PURPOSE OF THE ORGANIZATION

As the collective voice of Canadian national team athletes, AthletesCAN ensures an athlete centered sport system by developing athlete leaders who influence sport policy and, as role models, inspire a strong sport culture.

The organization is incorporated under the Canada Not-for-Profit Corporations Act and as such is not subject to income taxes.

2. SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations and include the following significant accounting policies:

a) Estimates and assumptions

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Actual results may differ from those estimates.

b) Financial instruments

Investments in instruments quoted in an active market are initially recognized at fair value and are subsequently measured at the year-end fair value. Other financial instruments are initially recognized at fair value and are subsequently measured at cost, amortized cost or cost less appropriate allowances for impairment.

c) Revenue recognition

The organization follows the deferral method of accounting for contributions. Restricted contributions are recognized in the year in which the related expenses are incurred. Unrestricted contributions are recognized when they are received or become receivable. Other revenue is recognized in the year in which the event is held or the revenue is earned.

d) Contributions

Contributions received from Sport Canada are subject to specific terms and conditions regarding the expenditure of the funds. The organization's records are subject to audit by Sport Canada to identify instances, if any, in which amounts charged against contributions have not complied with the agreed terms and conditions and which, therefore, would be refundable to Sport Canada. Adjustments to prior years' contributions are recorded in the year in which Sport Canada requests the adjustment.

3. FINANCIAL INSTRUMENTS

Financial instruments of the organization consist of cash, accounts receivable and accounts payable.

Unless otherwise noted, it is management's opinion that the organization is not exposed to significant interest rate, currency, credit, liquidity or market risks arising from its financial instruments and the risks have not changed from last year.



ATHLETESCAN - ATHLETES' ASSOCIATION OF CANADA

NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2020

4. DEFERRED REVENUE

Deferred revenue represents amounts received from sponsors that will be disbursed in a subsequent year based on established program criteria and athlete contracts.

	<u>2020</u>	<u>2019</u>
Investors Group bursary sponsorship	\$ <u>100,000</u>	\$ <u>100,000</u>

Deferred revenue changed as follows:

	<u>2020</u>	<u>2019</u>
Balance - beginning of year	\$ 100,000	\$ 100,000
Less - amount recognized as revenue in the year	(100,000)	(100,000)
Plus - amount received related to following year	<u>100,000</u>	<u>100,000</u>
Balance - end of year	\$ <u>100,000</u>	\$ <u>100,000</u>

5. SUBSEQUENT EVENTS

On March 11, 2020, the World Health Organization characterized the outbreak of a strain of the novel coronavirus ("COVID-19") as a pandemic which has resulted in a series of public health and emergency measures that have been put in place to combat the spread of the virus. The duration and impact of COVID-19 is unknown at this time and it is not possible to reliably estimate the impact that the length and severity of these developments will have on funders, customers, employees and suppliers, and on the financial results and condition of the organization in future periods.

ATHLETESCAN - ATHLETES' ASSOCIATION OF CANADA

UNAUDITED SCHEDULE OF SPORT CANADA REVENUE AND EXPENSES BY BUDGET CATEGORY
FOR THE YEAR ENDED MARCH 31, 2020

	<u>Total revenue approved</u>	<u>Total expenses</u>
Contribution blocks		
Administration	\$ 25,200	\$ 31,902
Governance	10,350	10,352
Staff salaries	58,650	99,888
Operations and programming	150,000	170,918
Official languages	10,000	12,978
Safe sport/gender equity	18,650	18,650
	<u>\$ 272,850</u>	<u>\$ 344,688</u>

Definitions

1. Capitalized terms shall have the same meanings within the Board Nomination and Election Policy as defined in the AthletesCAN bylaws. Additionally, the following capitalized terms shall have the following meaning within the Board Nomination and Election Policy
 - “AGM” shall mean the Annual General Meeting of AthletesCAN;
 - “Forum” shall mean the annual AthletesCAN Forum scheduled and organized by AthletesCAN;
 - “Policy” shall refer to this *Board Nomination and Election Policy* unless otherwise stated.

Nomination Procedures

2. Nominations Prior to the AGM

The nomination form is available at <https://athletescan.com/en/about/board-directors/join-board-directors>. Nominations made twenty (20) days prior to the AGM will be posted on the AthletesCAN website and posted or distributed for viewing by the membership at Forum. Any printed material will also be made available digitally to all members.

3. Nominations during the Forum and AGM

A call for nominations from the floor will take place during the AGM. Nominations will be accepted at any time, up to the end of such call for nominations. Eligible candidates can nominate themselves or accept a nomination from a member of AthletesCAN. Individuals sitting at the head table of the AGM, such as President, Parliamentarian and Treasurer, will refrain from making nominations from the floor.

Director Eligibility Criteria

4. AthletesCAN operates with a board of nine (9) directors.

5. Directors:

- must be a minimum of 18 years of age;
- must have the capacity under law to contract;
- must be competing on a Canadian senior national team or have competed on a Canadian senior national team; and
- need not be a member of AthletesCAN.

6. The Board of Directors:

- will consist of at least seven (7) athletes that are competing on a Canadian senior national team or have competed on a Canadian senior national team within the last eight (8) years as of the date they are elected; and
- may consist of no more than two (2) athletes that have competed on a Canadian senior national team but have retired outside the last eight (8) years as of the date they are elected.

Election Procedures

7. Accessibility

Prior to the start of any election procedures, AthletesCAN will designate a third party, impartial accessibility officer (the “accessibility officer”). For greater clarity, the accessibility officer will not be an individual with voting rights at the AGM.

The identity of the accessibility officer and their location will be announced to the membership. The accessibility officer's role is to provide any required assistance to individuals with a disability or accessibility needs, including, but not limited to:

- Reading out any printed or displayed material;
- Assisting with accessing any digital material; and
- Assisting with voting procedures, such as reading out candidate names and marking of a ballot.

Individuals who wish to be assisted by the accessibility officer can inform a member of the Board of Directors, Senior Staff or the accessibility officer themselves.

AthletesCAN reserves the right to appoint an additional accessibility officer or officers in the event that a sole officer is not enough to meet the needs of all requesting parties.

8. Lobbying

- **On-site (at Forum hotel or conference center)** - Each candidate is permitted to post 4 posters in areas designated by AthletesCAN. The maximum dimensions of each poster are 3 feet x 2 feet (standard bristol board size). All signs must be pre-approved by a member of the Board of Directors or the Senior Staff of AthletesCAN and submitted in digital form. Other campaign strategies on-site are encouraged but must be pre-approved of a member of the Board of Directors. Any informal on-site campaign strategy such as word of mouth is encouraged, but any such lobbying must be respectful of other candidates and consistent with AthletesCAN *Code of Conduct and Ethics Policy*.
- **Off-site** - Any off-site campaign strategies such as the use of Facebook, Twitter or another social network is permissible, but any such strategies must be respectful of other candidates and consistent with AthletesCAN *Code of Conduct and Ethics Policy*.

9. The AthletesCAN Board of Directors reserves the right to ask any candidate to cease and desist with any and all campaign strategies at any Forum venue if the Board decides they are not in the spirit of a fair election process.

10. Language

All questions from the floor during the question period are to be translated to both official languages in accordance with the AthletesCAN *Official Languages Policy*.

11. Diversity

No spots on the Board will be allocated to a specific demographic. The current composition of the board will be provided in French and English both orally and on a PowerPoint slide to the Members at the AGM. In keeping with the AthletesCAN *Diversity and Equity Policy*, the spectrum of characteristics of a diverse board including those listed below will also be highlighted in French and English orally and on a PowerPoint slide.

- Active senior national team athletes;
- Retired senior national team athletes; retired within the past eight years and beyond
- Winter sport;
- Summer sport;
- Team sport;
- Individual sport;
- Gender;
- Canadian Geography;

- Disability;
- Indigenous peoples;
- Visible minorities; and
- English / French.

12. Presentations and Questions

Nominees will have 1 minute to introduce themselves and lay out their platform to the members at the AGM. Questions will be asked from the floor and each nominee will have the opportunity to respond to questions for 30 seconds, with the first candidate to respond changing with each question.

13. Voting

At the AGM, an election to fill vacant board positions will be held by the members. Each voting member is eligible to place one vote for each of the available positions. Proxy voting is not permitted.

- Ballots, Board Composition and Election
 - i) Voting will be by secret ballot.
 - ii) Each Member in attendance will receive one 1 ballot on which the names of all nominees will be listed in alphabetical order (last name first).
 - iii) Members will be asked to mark an X beside up to the number of names required by vacancies, and so announced on the ballot or at the AGM. More marks than names will spoil the ballot.
 - iv) The number of director positions up for election will be announced on the AthletesCAN website and through AthletesCAN social media channels, no later than two (2) weeks before the AGM;
 - v) The number of successful candidates in a given year will be determined by the current composition of the Board of Directors pursuant to the eight-year retirement rule in Section 6 (Director Eligibility Criteria) above. As soon as the number of directors having competed on a national team within more than eight (8) years exceeds two (2), no more such candidates will be elected.
 - a. For example, if in a given year, one position for an athlete having been retired for more than eight years is available, and three such candidates run, only the first such candidate will be successful, and the other successful candidates will have competed within eight years or less.
 - vi) A first voting round will occur to determine if any candidate(s) receive(s) a majority of votes cast.
 - a. Where only one candidate receives a majority of votes cast, they will be given a position as director if a position remains available, in accordance with the eight-year rule in Section 6 as applicable;
 - b. Where more than one candidate receives a majority of votes cast, such nominees will be ranked according to total number of votes received in that ballot, and given positions as directors in a descending order to the maximum number of positions remaining available, in accordance with the eight-year rule in Section 6 as applicable; and
 - c. Where such candidates have the same number of votes in a particular voting round, and there are not enough remaining director positions available, there will be a round of voting to break the tie, where candidates will be ranked according to number of votes received in the tie-breaking voting



Board Nomination and Election Policy

round, and given director positions in a descending order to the maximum number of positions remaining available.

- vii) If (a) position(s) remain(s) available after the first voting round, subsequent voting rounds will occur to determine if any candidate(s) receive(s) a majority of votes cast in accordance with Section 12(vi)(a), (b) and (c).
- viii) Following the elections, the elected directors will be announced in the order of shortest term to longest, if applicable. Elected directors for the same term will be announced in alphabetical order.

Officer Elections

14. The Board of Directors will elect the Officers as soon as possible following the Forum pursuant to the bylaws of AthletesCAN.



AthletesCAN Board Member Nomination Document / Document de Nomination au Comité de Direction d'AthlètesCAN

1) Nomination Form / Formulaire de Nomination

Full Name / Nom Complet	Ciaran McGovern
Mailing Address/ Adresse Postale	1009 - 126 Simcoe Street Toronto, ON M5H4E6
Phone / Téléphone	416-885-7445
Email / Courriel	cejmccgovern@gmail.com
Gender/Sexe	<input checked="" type="checkbox"/> Male/Homme <input type="checkbox"/> Female/Femme <input type="checkbox"/> Non-Binary <input type="checkbox"/> Prefer not to disclose / Préfère ne pas répondre
Sport	Men's Indoor Volleyball
Status / Statut	<input type="checkbox"/> Active Athlete / Athlète Actif <input checked="" type="checkbox"/> Retired Athlete for less than 8 years / Athlète Retraité depuis moins de 8 ans <input type="checkbox"/> Retired Athlete for 8 years or more / Athlète Retraité depuis au moins 8 ans
Occupation / Profession	Management Consultant
Education / Éducation	University of Calgary BA, Western (Ivey) MBA

2) Additional Questions / Questions additionnelles

Question 1 – Introduction

Please introduce yourself and explain why you wish to run for the AthletesCAN Board of Directors? / Veuillez vous présenter et expliquez pourquoi vous posez votre candidature comme membre du Conseil d'administration d'AthlètesCAN ?

When introducing yourself, you may want to include elements related to the following / Dans votre introduction, vous pouvez si vous le désirez, inclure les éléments suivants:

- Sport
- Individual or Team Sport / Sport individuel ou sport d'équipe
- Summer or Winter Sport / Sport d'été ou d'hiver
- Able Body or Para Athlete / Athlète sans handicap ou athlète handicapé
- Spoken Language(s) / Langue(s) parlée(s)
- Province of residence / Province de résidence
- Etc.

Indoor Volleyball, team, summer, able bodied, English, Ontario

I want to run for the AthletesCAN board of directors for 3 main reasons:

1. Provide the best possible support for current and recently retired athletes to allow them to continue to focus on their athletic pursuits or transition into a career after sport
2. Act as a facilitator for the athletes' voice in Canada and continue to refine and improve the strategic planning process for AthletesCAN
3. Assist with the governance and financial stability of the organization leveraging my work experience as a management consultant

Question 2 – Experience / Expérience

Discuss your relevant athlete or volunteer experience / Discutez votre expérience appropriée comme athlète ou bénévole

Athlete Experience – 9-year national team athlete. Played for the University of Calgary (2007-2011 – National Champion 2010, Canada West Champion 2011), Played in Junior World Championships (2009 – 12th place), FISU Games (2011 – 4th place), Pan-am Games (2011 – 6th place), total of more than 40 matches. Alternate for World Championships (2014) Pan-am Games (2015), Olympics (2016)

Volunteer Experience - Assistant coach for the University of Toronto men's volleyball team since 2015

Question 3 – Skills / Compétences

What specific and/or special skills do you have to offer AthletesCAN and its members? / Quelles habiletés (compétences) spécifiques et/ou spéciales offrez-vous à AthlètesCAN et ses membres ?

I bring a unique background of a retired athlete and a business professional as a consultant. I offer a strategic perspective from large corporations and a critical eye for structure and framing the strategic direction for processes and initiatives. In addition, I have experience with business financials, and I would like to assist with the treasurer role in particular.

Question 4 – Priorities / Priorités

What would your priorities for AthletesCAN be if you were elected on the AthletesCAN Board of Directors? / Pouvez-vous identifier vos priorités si vous êtes élu comme membre du comité de direction d’AthlètesCAN ?

My priorities would be the following:

- 1) Act as a facilitator for the athlete's voice in Canada and continue to refine and improve the strategic planning process for AthletesCAN
- 2) Promote athlete representation on the governing body board of directors for all sports
- 3) Assist with the financial planning and funding for the organization

Do you attest / Certifiez-vous ?

- I am at least 18 years of age / Je suis âgé d’au moins 18 ans
- I have the capacity under law to contract / J’ai la capacité légale de contracter
- I am competing on a Canadian senior national team or have competed on a Canadian senior national team / Je suis présentement athlète sur une équipe nationale sénior, ou j’ai été membre d’une équipe nationale sénior dans le passé
- I attest that the information provided is correct and accurately reflect my experiences / Je certifie que les informations sont correctes et reflètent adéquatement mon expérience.

Signature:  Digitally signed by Ciaran McGovern
Date: 2020.10.04 10:50:03 -04'00'

Date: 10/04/2020



AthletesCAN Board Member Nomination Document / Document de Nomination au Comité de Direction d'AthlètesCAN

1) Nomination Form / Formulaire de Nomination

Full Name / Nom Complet	
Mailing Address/ Adresse Postale	
Phone / Téléphone	
Email / Courriel	
Gender/Sexe	<input type="checkbox"/> Male/Homme <input type="checkbox"/> Female/Femme <input type="checkbox"/> Non-Binary <input type="checkbox"/> Prefer not to disclose / Préfère ne pas répondre
Sport	
Status / Statut	<input type="checkbox"/> Active Athlete / Athlète Actif <input type="checkbox"/> Retired Athlete for less than 8 years / Athlète Retraité depuis moins de 8 ans <input type="checkbox"/> Retired Athlete for 8 years or more / Athlète Retraité depuis au moins 8 ans
Occupation / Profession	
Education / Éducation	

2) Additional Questions / Questions additionnelles

Question 1 – Introduction

Please introduce yourself and explain why you wish to run for the AthletesCAN Board of Directors? / Veuillez vous présenter et expliquez pourquoi vous posez votre candidature comme membre du Conseil d'administration d'AthlètesCAN ?

When introducing yourself, you may want to include elements related to the following / Dans votre introduction, vous pouvez si vous le désirez, inclure les éléments suivants:

- Sport
- Individual or Team Sport / Sport individuel ou sport d'équipe
- Summer or Winter Sport / Sport d'été ou d'hiver
- Able Body or Para Athlete / Athlète sans handicap ou athlète handicapé
- Spoken Language(s) / Langue(s) parlée(s)
- Province of residence / Province de résidence
- Etc.

Question 2 – Experience / Expérience

Discuss your relevant athlete or volunteer experience / Discutez votre expérience appropriée comme athlète ou bénévole

Question 3 – Skills / Compétences

What specific and/or special skills do you have to offer AthletesCAN and its members? / Quelles habiletés (compétences) spécifiques et/ou spéciales offrez-vous à AthlètesCAN et ses membres ?

Question 4 – Priorities / Priorités

What would your priorities for AthletesCAN be if you were elected on the AthletesCAN Board of Directors? / Pouvez-vous identifier vos priorités si vous êtes élu comme membre du comité de direction d’AthlètesCAN ?

Do you attest / Certifiez-vous ?

- I am at least 18 years of age / Je suis âgé d’au moins 18 ans
- I have the capacity under law to contract / J’ai la capacité légale de contracter
- I am competing on a Canadian senior national team or have competed on a Canadian senior national team / Je suis présentement athlète sur une équipe nationale sénior, ou j’ai été membre d’une équipe nationale sénior dans le passé
- I attest that the information provided is correct and accurately reflect my experiences / Je certifie que les informations sont correctes et reflètent adéquatement mon expérience.

Signature:  _____

Date: _____



AthletesCAN Board Member Nomination Document / Document de Nomination au Comité de Direction d'AthlètesCAN

1) Nomination Form / Formulaire de Nomination

Full Name / Nom Complet	Jacqueline Simoneau
Mailing Address/ Adresse Postale	4367 Place Joseph lenoir H4R 3C3 Saint-Laurent, QC, Canada
Phone / Téléphone	514 916 4280
Email / Courriel	jackiesynchro@live.ca
Gender/Sexe	<input type="checkbox"/> Male/Homme <input checked="" type="checkbox"/> Female/Femme <input type="checkbox"/> Non-Binary <input type="checkbox"/> Prefer not to disclose / Préfère ne pas répondre
Sport	Artistic Swimming
Status / Statut	<input checked="" type="checkbox"/> Active Athlete / Athlète Actif <input type="checkbox"/> Retired Athlete for less than 8 years / Athlète Retraité depuis moins de 8 ans <input type="checkbox"/> Retired Athlete for 8 years or more / Athlète Retraité depuis au moins 8 ans
Occupation / Profession	Student - athlete, RBC Olympian (Marketing department)
Education / Éducation	Health Science (College Diploma)

2) Additional Questions / Questions additionnelles

Question 1 – Introduction

Please introduce yourself and explain why you wish to run for the AthletesCAN Board of Directors? / Veuillez vous présenter et expliquez pourquoi vous posez votre candidature comme membre du Conseil d'administration d'AthlètesCAN ?

When introducing yourself, you may want to include elements related to the following / Dans votre introduction, vous pouvez si vous le désirez, inclure les éléments suivants:

- Sport
- Individual or Team Sport / Sport individuel ou sport d'équipe
- Summer or Winter Sport / Sport d'été ou d'hiver
- Able Body or Para Athlete / Athlète sans handicap ou athlète handicapé
- Spoken Language(s) / Langue(s) parlée(s)
- Province of residence / Province de résidence
- Etc.

My name is Jacqueline Simoneau, and I am an active artistic swimming Olympian. My sport is original in the sense that I am an individual sport in the solo event, yet also a team sport in the duet and team events. I live in Montreal, Quebec et je suis bilingue. After 11 years of being on various national teams and seeing how the sport system functions, I am passionate and committed to improving sport in Canada as an athlete leader.

Question 2 – Experience / Expérience

Discuss your relevant athlete or volunteer experience / Discutez votre expérience appropriée comme athlète ou bénévole

- Co-Chair of the Canada Artistic Swimming (CAS) Athletes Council 2015 - 2018
- AthletesCAN Ambassador
- Spokesperson for Celiac Quebec
- Fast and Female Ambassador

Question 3 – Skills / Compétences

What specific and/or special skills do you have to offer AthletesCAN and its members? / Quelles habiletés (compétences) spécifiques et/ou spéciales offrez-vous à AthlètesCAN et ses membres ?

I am a good communicator, bilingual, and have several years of experience in media and sponsorship. I am a Fast and Female ambassador since 2015. Part of my mission as an ambassador is to keep girls healthy and active in sports. My experience as an Olympic athlete has allowed me to acquire many skills such as sponsorship research and maintenance, networking, relationship maintenance and media management, organization and budget planning.

Question 4 – Priorities / Priorités

What would your priorities for AthletesCAN be if you were elected on the AthletesCAN Board of Directors? / Pouvez-vous identifier vos priorités si vous êtes élu comme membre du comité de direction d’AthlètesCAN ?

I would aspire to increase the value of athlete representation as well as strive to create safe and healthy environment for all athletes accross Canada.

Do you attest / Certifiez-vous ?

- I am at least 18 years of age / Je suis agé d’au moins 18 ans
- I have the capacity under law to contract / J’ai la capacité légale de contracter
- I am competing on a Canadian senior national team or have competed on a Canadian senior national team / Je suis présentement athlète sur une équipe nationale sénior, ou j’ai été membre d’une équipe nationale sénior dans le passé
- I attest that the information provided is correct and accurately reflect my experiences / Je certifie que les informations sont correctes et reflètent adéquatement mon expérience.

Signature:  _____

Date: 2020-10-21



AthletesCAN Board Member Nomination Document / Document de Nomination au Comité de Direction d'AthlètesCAN

1) Nomination Form / Formulaire de Nomination

Full Name / Nom Complet	Lex Albrecht
Mailing Address/ Adresse Postale	630 rue William UNIT 105 Montreal QC H3C4C9
Phone / Téléphone	514-850-1203
Email / Courriel	lex@lexalbrecht.com
Gender/Sexe	<input type="checkbox"/> Male/Homme <input checked="" type="checkbox"/> Female/Femme <input type="checkbox"/> Non-Binary <input type="checkbox"/> Prefer not to disclose / Préfère ne pas répondre
Sport	Cycling - road
Status / Statut	<input checked="" type="checkbox"/> Active Athlete / Athlète Actif <input checked="" type="checkbox"/> Retired Athlete for less than 8 years / Athlète Retraité depuis moins de 8 ans <input type="checkbox"/> Retired Athlete for 8 years or more / Athlète Retraité depuis au moins 8 ans
Occupation / Profession	Marketing consultant
Education / Éducation	B.Sc. Medical Biology (Université du Québec à Trois-Rivières - UQTR) Certificat - French for non-francophones - UQTR Dale Carnegie 8 week course Various private media training courses Various sales courses

2) Additional Questions / Questions additionnelles

Question 1 – Introduction

Please introduce yourself and explain why you wish to run for the AthletesCAN Board of Directors? / Veuillez vous présenter et expliquez pourquoi vous posez votre candidature comme membre du Conseil d'administration d'AthlètesCAN ?

When introducing yourself, you may want to include elements related to the following / Dans votre introduction, vous pouvez si vous le désirez, inclure les éléments suivants:

- Sport
- Individual or Team Sport / Sport individuel ou sport d'équipe
- Summer or Winter Sport / Sport d'été ou d'hiver
- Able Body or Para Athlete / Athlète sans handicap ou athlète handicapé
- Spoken Language(s) / Langue(s) parlée(s)
- Province of residence / Province de résidence
- Etc.

My name is Lex Albrecht. I am an able-bodied road cyclist. This is a summer sport. I have been competing professionally since 2012, and have been a member of the Canadian National Team since 2011 (I began a development team member). I grew up in and around Barrie, Ontario: my first language is English. I moved to Trois-Rivières Québec in 2005, where I learned my second language, French, while doing my undergrad in Medical Biology... and working in bike shops!

Question 2 – Experience / Expérience

Discuss your relevant athlete or volunteer experience / Discutez votre expérience appropriée comme athlète ou bénévole

I have been the athlete representative for women's road cycling on Cycling Canada's athlete board. I have also been the spokesperson for the Charles Bruneau foundation that raises money for cancer research and treatment facilities in Québec for the past 3 years. I have been involved with my local UnitedWay chapter since 2014, participating in their annual fundraising event with RBC, and have collaborated with Suncor (Petro Canada) for their local fundraising efforts as well. I volunteered at the Royal Victoria Hospital when I was in highschool, which I quite enjoyed because it required (and allowed) a lot of self initiation.

I began competition and my career relatively late in life(after I finished university) because I had to fund and facilitate all training, travel and competition costs on my own - without the support of family or a significant other. I grew up in a family that sees sport purely as recreation and a luxury. I was a little bitter about this at first because I thought I missed out on a lot of opportunities for a shot at reaching my full athletic potential, as I thought my peers did... My situation forced me to look outside of the box to find and invent other funding opportunities. Years into my career, I began to be grateful for this though, because I learned so much about networking, business development, marketing, and sales that I knew would be invaluable after my career as an athlete. I think it's precisely this experience that I've had the chance to acquire, as well as the fire in me that burns to seek out opportunities that could be the most valuable to AthletesCAN. I'm passionate about sharing this ambition to build, create, and connect for a cause that's important to me. Sport, and everything AthletesCAN represents is one of those.

Question 3 – Skills / Compétences

What specific and/or special skills do you have to offer AthletesCAN and its members? / Quelles habiletés (compétences) spécifiques et/ou spéciales offrez-vous à AthlètesCAN et ses membres ?

-I am bilingual
-I have experience as a marketing and business development. I work as a consultant with clients from various sectors: from sports, to automotive, to industrial manufacturing, to municipal centres.
-I enjoy networking and finding solutions... for everyone involved in a situation.
-I enjoy presenting and public speaking. I'm always learning, but things like following the Dale Carnegie course, being a member of a Toastmasters Public Speaking club, giving presentations as a keynote speaker at various events over the years, cold call sales, presenting proposals to various companies in person, have given me the chance to work on those skills. I am convinced that the skills that I have developed so far will help me carry the Collective Athlete Voice to the places where it needs to be heard, and in a manner that it will be well received....

Question 4 – Priorities / Priorités

What would your priorities for AthletesCAN be if you were elected on the AthletesCAN Board of Directors? / Pouvez-vous identifier vos priorités si vous êtes élu comme membre du comité de direction d'AthlètesCAN ?

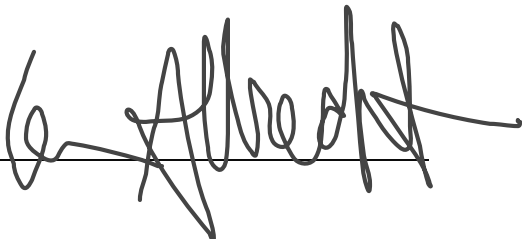
I really want to help keep the Ambassador's Program alive and strong, and even strengthen it. The more we are, the stronger our voice is, and the more positive impact I think we can have on sport in Canada. For ourselves, for our peers, and for the next generation of athletes.
Part of the way I would like to do this, is help facilitate online content creation for our members, and by our members - in a way that's sincere, informative, fun, and natural for everyone.

Many, many athletes can relate: I'm also pretty darn good at working hard at achieving a set goal... so I can be flexible to where my efforts are focused when a mission is given to me!

Do you attest / Certifiez-vous ?

- I am at least 18 years of age / Je suis âgé d'au moins 18 ans
- I have the capacity under law to contract / J'ai la capacité légale de contracter
- I am competing on a Canadian senior national team or have competed on a Canadian senior national team / Je suis présentement athlète sur une équipe nationale sénior, ou j'ai été membre d'une équipe nationale sénior dans le passé
- I attest that the information provided is correct and accurately reflect my experiences / Je certifie que les informations sont correctes et reflètent adéquatement mon expérience.

Signature: _____



Date: October 6, 2020



AthletesCAN Board Member Nomination Document / Document de Nomination au Comité de Direction d'AthlètesCAN

1) Nomination Form / Formulaire de Nomination

Full Name / Nom Complet	Rémi Beaulieu-Tinker
Mailing Address/ Adresse Postale	192 rue des Pins Est. Alma, Québec. G8B 6Z6
Phone / Téléphone	438-501-5588
Email / Courriel	remibeaulieu.kin@gmail.com
Gender/Sexe	<input checked="" type="checkbox"/> Male/Homme <input type="checkbox"/> Female/Femme <input type="checkbox"/> Non-Binary <input type="checkbox"/> Prefer not to disclose / Préfère ne pas répondre
Sport	Patinage de vitesse courte piste
Status / Statut	<input type="checkbox"/> Active Athlete / Athlète Actif <input checked="" type="checkbox"/> Retired Athlete for less than 8 years / Athlète Retraité depuis moins de 8 ans <input type="checkbox"/> Retired Athlete for 8 years or more / Athlète Retraité depuis au moins 8 ans
Occupation / Profession	Kinésologue
Education / Éducation	Baccalauréat en Kinésiologie de l'université du Québec à Montréal

2) Additional Questions / Questions additionnelles

Question 1 – Introduction

Please introduce yourself and explain why you wish to run for the AthletesCAN Board of Directors? / Veuillez vous présenter et expliquez pourquoi vous posez votre candidature comme membre du Conseil d'administration d'AthlètesCAN ?

When introducing yourself, you may want to include elements related to the following / Dans votre introduction, vous pouvez si vous le désirez, inclure les éléments suivants:

- Sport
- Individual or Team Sport / Sport individuel ou sport d'équipe
- Summer or Winter Sport / Sport d'été ou d'hiver
- Able Body or Para Athlete / Athlète sans handicap ou athlète handicapé
- Spoken Language(s) / Langue(s) parlée(s)
- Province of residence / Province de résidence
- Etc.

Je suis Rémi Beaulieu, j'ai 35 ans et je viens de la région du Saguenay-Lac-Saint-Jean. Le sport a toujours été une partie importante de ma vie. Dans ma jeunesse, j'ai eu l'occasion de participer à plusieurs sports tels que le patinage de vitesse, le soccer, l'athlétisme, la natation, le volleyball et le tennis.

J'ai eu le privilège de faire partie de l'équipe nationale de patinage de vitesse sur courte piste durant 6 ans et de décrocher 12 médailles sur la scène internationale. Durant mes années au sein de l'équipe nationale, j'ai eu la chance d'être nommé représentant des athlètes sur le comité haute performance de Patinage de Vitesse Canada et ainsi aider à bâtir une organisation plus transparente et responsable.

Que ce soit durant ma carrière d'athlète ou ma carrière d'entraîneur, j'ai toujours eu à coeur d'aider à créer un environnement sportif qui aide les athlètes à grandir et qui met en priorité leur bien-être.

Avec cet objectif en tête et ma grande expertise du milieu du sport, je désire poser ma candidature au conseil d'administration d'AthlètesCAN afin d'aider en encore plus nos athlètes et nos organisations sportives.

Question 2 – Experience / Expérience

Discuss your relevant athlete or volunteer experience / Discutez votre expérience appropriée comme athlète ou bénévole

Membres de l'équipe nationale de patinage de vitesse courte piste pendant 6 ans et 12 fois médaillé en Coupe du Monde

Membres du Centre national de patinage de vitesse pendant 10 ans

Représentant des athlètes de l'équipe nationale sur le comité Haute performance de Patinage de vitesse Canada (2 cas gagnants au SDRCC)

Entraîneur de patinage de vitesse pendant 6 ans du niveau régional au niveau international

Entraîneur de l'équipe nationale du Kazakhstan

Membre du comité-conseil du Centre de documentation pour le sport du Canada pour l'implantation de leur nouveau Forum.



AthletesCAN Board Member Nomination Document / Document de Nomination au Comité de Direction d'AthlètesCAN

1) Nomination Form / Formulaire de Nomination

Full Name / Nom Complet	Rob Law
Mailing Address/ Adresse Postale	1157 Tower Road, Halifax, Nova Scotia, B3H 2Y7
Phone / Téléphone	204-999-1415
Email / Courriel	ral4@shaw.ca
Gender/Sexe	<input checked="" type="checkbox"/> Male/Homme <input type="checkbox"/> Female/Femme <input type="checkbox"/> Non-Binary <input type="checkbox"/> Prefer not to disclose / Préfère ne pas répondre
Sport	Lawn Bowls
Status / Statut	<input checked="" type="checkbox"/> Active Athlete / Athlète Actif <input type="checkbox"/> Retired Athlete for less than 8 years / Athlète Retraité depuis moins de 8 ans <input type="checkbox"/> Retired Athlete for 8 years or more / Athlète Retraité depuis au moins 8 ans
Occupation / Profession	Law student
Education / Éducation	Juris Doctorate Candidate - Dalhousie University 2022 Bachelor of Finance and Accounting - Honours - University of Manitoba 2019

2) Additional Questions / Questions additionnelles

Question 1 – Introduction

Please introduce yourself and explain why you wish to run for the AthletesCAN Board of Directors? / Veuillez vous présenter et expliquez pourquoi vous posez votre candidature comme membre du Conseil d'administration d'AthlètesCAN ?

When introducing yourself, you may want to include elements related to the following / Dans votre introduction, vous pouvez si vous le désirez, inclure les éléments suivants:

- Sport
- Individual or Team Sport / Sport individuel ou sport d'équipe
- Summer or Winter Sport / Sport d'été ou d'hiver
- Able Body or Para Athlete / Athlète sans handicap ou athlète handicapé
- Spoken Language(s) / Langue(s) parlée(s)
- Province of residence / Province de résidence
- Etc.

Hello! My name is Rob Law. I am an English-speaking, able-bodied lawn bowls athlete for Bowls Canada. Lawn bowls is a summer and team sport. I'm from Manitoba but I currently reside in Nova Scotia and work in Alberta during the summer. I am submitting my name for the Board after an incredible learning experience at forum. This was followed by a momentous year of athlete advocacy in light of Covid-19. Canadian athletes inspire the next generation athletes and future leaders. This inspiration is something that we can all relate to, like watching Canadians compete at international events such as the Olympics. I want to be the voice that allows these athletes to focus on their passion and make magic happen in their respective sports. However, this doesn't stop at carded athletes. For those in smaller sports, I think it is equally as important that your voice is heard. As a bowls athlete, I believe that I can provide your perspective coming from a non-carded sport.

Question 2 – Experience / Expérience

Discuss your relevant athlete or volunteer experience / Discutez votre expérience appropriée comme athlète ou bénévole

As part of my involvement with Bowls Canada I have had the opportunity to be a part of the committee that developed and presented the strategic plan from 2018-2023. In this group, my primary role was to lead the organizational analysis looking at the strengths, weaknesses, opportunities and threats to bowls as a sport in Canada. Most recently, I was a part of the committee which was tasked with reviewing the strategic plan in light of Covid-19 and put forth recommendations to the Board of Directors for amendments. In my time as athlete representative, I have been part of our effort to reduce fees for our athletes that resulted in a reduction for the upcoming selection term. With the pandemic we also successfully lobbied for athlete fees to be waived in order to reflect the level of services available to athletes during the pandemic and to allow athletes to focus on personal security in a time of uncertainty.

Question 3 – Skills / Compétences

What specific and/or special skills do you have to offer AthletesCAN and its members? / Quelles habiletés (compétences) spécifiques et/ou spéciales offrez-vous à AthlètesCAN et ses membres ?

I am confident that my background in accounting and finance, along with my legal education, will provide me with the tools to assess and analyze policies that will impact athletes and AthletesCAN. In my time working with various Bowls Canada committees, I have developed communication and problem solving skills. I am practiced in narrowing the issues and building effective solutions, while considering perspectives from various regions and backgrounds. A recent example of this arose while balancing fiscal responsibility and green initiatives in adjusting the strategic plan. There was a lack of cohesion among the committee and I brought forward the idea of using green initiatives as a way to secure outside funding. This ultimately was a part of the final recommendation to our Board of Directors.

Question 4 – Priorities / Priorités

What would your priorities for AthletesCAN be if you were elected on the AthletesCAN Board of Directors? / Pouvez-vous identifier vos priorités si vous êtes élu comme membre du comité de direction d'AthlètesCAN ?

Given the recent pandemic, my first priority would be to empower athlete representatives to effectively work with their NSO's regarding Covid-19 related decisions (outside of current policy). I am also a member of the Dalhousie Student Advocacy Services. This year, in light of online learning, we have already seen a number of faculty decisions that ignore students' right to due processes related to academic offences. My concern is that similar harmful decisions will be made in light of the changing circumstances of Covid-19 that may not adequately address athlete concerns or realities. Athlete representatives must have the tools to bring athletes' voices to the table. From a long term perspective, I believe that the focus should continue to develop an athlete-centered sports system in Canada. More specifically, it is crucial to lead and engage in discussions that guide best practices with NSOs.

Do you attest / Certifiez-vous ?

- I am at least 18 years of age / Je suis âgé d'au moins 18 ans
- I have the capacity under law to contract / J'ai la capacité légale de contracter
- I am competing on a Canadian senior national team or have competed on a Canadian senior national team / Je suis présentement athlète sur une équipe nationale sénior, ou j'ai été membre d'une équipe nationale sénior dans le passé
- I attest that the information provided is correct and accurately reflect my experiences / Je certifie que les informations sont correctes et reflètent adéquatement mon expérience.

Signature: _____

R Law

Date: _____

04/10/2020



AthletesCAN Board Member Nomination Document / Document de Nomination au Comité de Direction d'AthlètesCAN

1) Nomination Form / Formulaire de Nomination

Full Name / Nom Complet	Robert Hedges
Mailing Address/ Adresse Postale	704-20 Palace St Toronto ON M5A 0J4
Phone / Téléphone	778-835-4689
Email / Courriel	Bohedges@hotmail.com
Gender/Sexe	<input checked="" type="checkbox"/> Male/Homme <input type="checkbox"/> Female/Femme <input type="checkbox"/> Non-Binary <input type="checkbox"/> Prefer not to disclose / Préfère ne pas répondre
Sport	Wheelchair Basketball
Status / Statut	<input checked="" type="checkbox"/> Active Athlete / Athlète Actif <input type="checkbox"/> Retired Athlete for less than 8 years / Athlète Retraité depuis moins de 8 ans <input type="checkbox"/> Retired Athlete for 8 years or more / Athlète Retraité depuis au moins 8 ans
Occupation / Profession	Athlete
Education / Éducation	Bachelor of Business in Marketing Masters in Sport Management

2) Additional Questions / Questions additionnelles

Question 1 – Introduction

Please introduce yourself and explain why you wish to run for the AthletesCAN Board of Directors? / Veuillez vous présenter et expliquez pourquoi vous posez votre candidature comme membre du Conseil d'administration d'AthlètesCAN ?

When introducing yourself, you may want to include elements related to the following / Dans votre introduction, vous pouvez si vous le désirez, inclure les éléments suivants:

- Sport
- Individual or Team Sport / Sport individuel ou sport d'équipe
- Summer or Winter Sport / Sport d'été ou d'hiver
- Able Body or Para Athlete / Athlète sans handicap ou athlète handicapé
- Spoken Language(s) / Langue(s) parlée(s)
- Province of residence / Province de résidence
- Etc.

Hello, I am a three time Paralympian in wheelchair basketball and currently live i Toronto but am originally from northern British Columbia where I grew up on a cattle ranch. I am still competing and hoping to make the team for the Tokypo Games next summer, Paris seems like a long ways off but you never know.

I am running for the AthletesCAN board again as I feel that it is truly a great organization that speaks for all Canadian athletes. I am motivated to continue to be part of discussions that will help change the sport system for the better of all involved.

Question 2 – Experience / Expérience

Discuss your relevant athlete or volunteer experience / Discutez votre expérience appropriée comme athlète ou bénévole

I currently am an athlete representative for the Canadian Men's wheelchair basketball team and have been since 2009. I have also been a captain on the team since 2010.

In addition I have been on the British Columbia Wheelchair Basketball Society board since 2007, chairing it since 2016 and have been on the AthletesCAN board since 2017.

I do some some work with Kidsport and also love mentoring younger athletes within the wheelchair basketball community.

Question 3 – Skills / Compétences

What specific and/or special skills do you have to offer AthletesCAN and its members? / Quelles habiletés (compétences) spécifiques et/ou spéciales offrez-vous à AthlètesCAN et ses membres ?

I have many years of board experience that I can draw on that I feel can help the AthletesCAN board. That combined with my sport management degree will help me assist AthletesCAN in its ability to work with the Canadian Sport system.

Question 4 – Priorities / Priorités

What would your priorities for AthletesCAN be if you were elected on the AthletesCAN Board of Directors? / Pouvez-vous identifier vos priorités si vous êtes élu comme membre du comité de direction d’AthlètesCAN ?

My priorities are to continue working so that all athletes voices are heard, actions are taken to enable change from the athlete voice and that athletes feel they are part of decisions being made effecting them in their sporting environments.

Do you attest / Certifiez-vous ?

- I am at least 18 years of age / Je suis agé d’au moins 18 ans
- I have the capacity under law to contract / J’ai la capacité légale de contracter
- I am competing on a Canadian senior national team or have competed on a Canadian senior national team / Je suis présentement athlète sur une équipe nationale sénior, ou j’ai été membre d’une équipe nationale sénior dans le passé
- I attest that the information provided is correct and accurately reflect my experiences / Je certifie que les informations sont correctes et reflètent adéquatement mon expérience.

Signature: Bo Hedges

Date: October 3, 2020