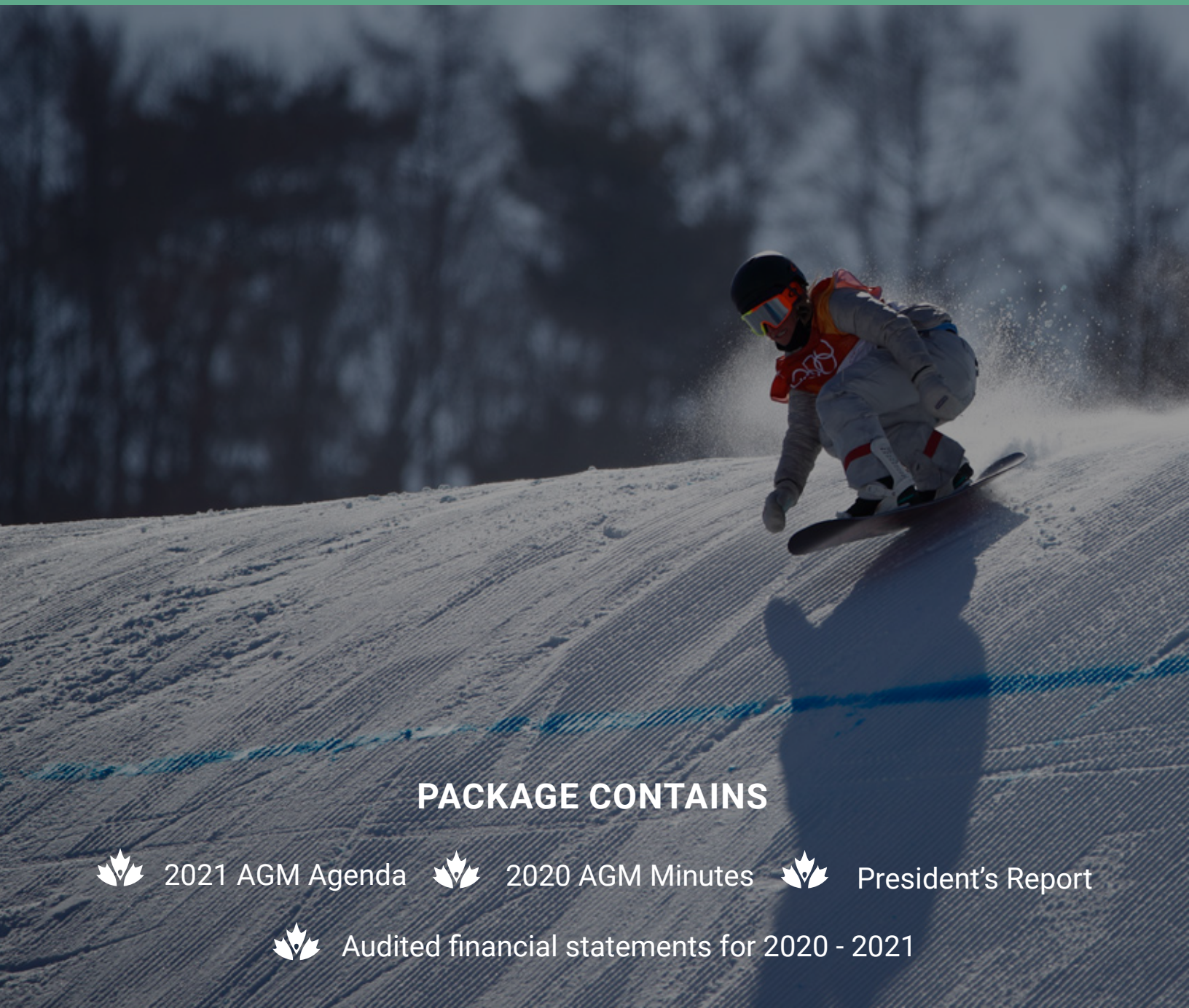




2021 AthletesCAN
ANNUAL GENERAL MEETING PACKAGE



PACKAGE CONTAINS



2021 AGM Agenda



2020 AGM Minutes



President's Report



Audited financial statements for 2020 - 2021



2021 AthletesCAN
ANNUAL GENERAL MEETING
November 6th, 2021 | Virtual via Zoom

1	Call to Order	Pierre-Luc Laliberté
2	Land Acknowledgement	Camille Berubé
3	Virtual AGM Logistics Overview	Pierre-Luc Laliberté
4	Appointment of Accessibility Officer	Pierre-Luc Laliberté
5	Appointment of Parliamentarian	Pierre-Luc Laliberté
6	Approval of Agenda	Pierre-Luc Laliberté
7	Approval of the 2020 Annual General Meeting Minutes	Pierre-Luc Laliberté
8	Business Arising from Previous Minutes	Pierre-Luc Laliberté
9	Officer Reports	
	▪ President's Report	Pierre-Luc Laliberté
	▪ Treasurer's Report	Rob Law
	▪ Presentation & Approval of 2020 – 2021 Financial Statements	
	▪ Appointment of Auditors	
	▪ Presentation of 2021 – 2022 Finances	
10	2021 Board Election Results Announcement	Pierre-Luc Laliberté
11	Adjournment	Pierre-Luc Laliberté



ANNUAL GENERAL MEETING MINUTES

October 25th, 2020 | Virtual via Zoom

1 Call to Order Dasha Peregoudova

*31 voting members present.
Quorum is present.
1:55pm Oct. 25th, 2020*

2 Land Acknowledgement Pierre-Luc Laliberte

Pierre-Luc provided a land acknowledgement for the land on which AthletesCAN exists and operates which is unceded indigenous territory.

3 Virtual AGM Logistics Overview Dasha Peregoudova

Dasha provided an overview of the digital format and how the virtual AGM meeting will be facilitated, how to activate simultaneous translation, as well as pointed out digital functions and the range of accessible options to participate in the meeting.

4 Appointment of Accessibility Officer Dasha Peregoudova

Dasha provided an overview of the role of the accessibility officer which is appointed annually during our annual general meeting to provide added assistance for anyone who requires aid to participate in the meeting. A motion is not required in this case. **Anh Nguyen appointed as the accessibility Officer.** Anh's contact information was provided via the chat function at this time and email earlier in the morning.

5 Appointment of Parliamentarian Dasha Peregoudova

*Celina Toth (Diving) moved to nominate Josh Vander Vies as Parliamentarian;
Maria Samson (Rugby) seconded.
No discussion.
Motion carries.
Josh accepts and is appointed as the parliamentarian.*

6**Approval of Agenda**

Dasha Peregoudova

Camille Berube (Swimming) moved to approve the agenda; Ciaran McGovern (Volleyball) seconded.

No discussion.

Motion carries.

Nolan Barnes moves to re-jewel the ceremonial mace.

Brief discussion regarding comical nature of the motion.

Nolan Barnes retracts his motion

7**Approval of the 2020 Annual General Meeting Minutes**

Dasha Peregoudova

Tom Hall (Canoe-Kayak) moved to approve the 2019 Annual General Meeting Minutes; Ciaran McGovern (Volleyball) seconded.

No discussion.

Motion carries.

8**Business Arising from Previous Minutes**

Dasha Peregoudova

None, no discussion.

9**Officer Reports**

- **President's Report**

Dasha Peregoudova

Dasha Peregoudova presented a summary of her 2019-2020 president's report. The report is provided to the members in advance of the meeting and included key challenges and successes of the organization including a summary of the operational key performance indicators (KPI's).

Jacqueline (Artistic Swimming) moved to approve the president's report; Nolan Barnes (Adaptive Waterskiing) seconded.

No discussion.

Motion carries.

- **Treasurer's Report**

Pierre-Luc Laliberte

- **Presentation & Approval of 2020 – 2021 Financial Statements**

Pierre-Luc Laliberte presented a summary of the 2019 – 2020 financial statements.

Ciaran McGovern (Indoor Volleyball) moved to approve the 2019 – 2020 financial statements; Mercedes Nicoll (Snowboarding) seconded.

Yes discussion.

Alayna Chan asked to discuss the changing expenses which fall under the leadership expenditures. Pierre-Luc provided a response briefly explaining the categorization process of various funds for leadership, staff, above reference, etc.

Motion carries.

■ Appointment of Auditors

Celina Toth (Diving) moved to accept Ouseley Hanvey, Clipsham, Deep LLP, to conduct an audit of our finances for the fiscal year 2020-2021; Robin Randall (Waterpolo) seconded.

Yes discussion.

Dasha asked Pierre-Luc if the auditors recommended are competitively priced for our purposes. Pierre-Luc suggested that they are a competitive and providing a quality service based on his experience and research.

Motion carries.

■ Presentation of 2021 – 2022 Finances

Bo Hedges (Wheelchair Basketball) moved to accept the Treasurer's report on the 2020 – 2021 finances; Jacqueline (Artistic Swimming) seconded.

No discussion.

Motion carries.

10 Election of Directors

Dasha Peregoudova

■ Review of Election Procedures

■ Appointment of Scrutineers

Bo Hedges (Wheelchair Basketball) moved to appoint Tyler Matthews, Brittany Bates, and Greg Cherniak from Sport Solution to be the scrutineers of the 2020 election; Jacqueline (Artistic Swimming) seconded.

No discussion.

Motion carries.

■ Election Protocol

- Nominations from the floor
Camille Berube self-nominated from the floor to run for the board of directors.
- Confirm all nominees
- Nominee presentations
- Q & A of nominees
- Voting by members (4:07 – 4:47pm)

■ Election Results Announcement (4:48pm)

Robin Randall (Waterpolo) moved to destroy the electronic election ballots; Mercedes Nicoll (Snowboarding) seconded.

No discussion.

Motion carried.

Dasha announced the election of the new directors including Camille Berube (3 year term), Erin Willson (3-year term), and Rob Law (2-year term).

11 Closing Remarks

Dasha Peregoudova

12 Adjournment 4:55pm

Dasha Peregoudova

Mercedes Nicoll (Snowboarding) move to adjourn the meeting; Ciaran McGovern (Indoor Volleyball) seconded.

No discussion.

Motion carried.

Meeting Adjourned.

2021 AthletesCAN PRESIDENT'S REPORT

Dear Canadian national team athletes,

As I conclude my first year as President of AthletesCAN, I couldn't help but reflect on the various challenges that the previous year have imposed on the entire Canadian sport system, and especially on you, the athletes.

Sport was put on pause during the pandemic, and Canadians united to think of broader issues and what really mattered. And unsurprisingly, when sport resumed, it was with new conviction that Canadian athletes stormed the world and achieved not only world class performances, but performances that embodied our values and who we are proud to be.

I am proud of the resiliency you all showed in the face of adversity, and the vulnerability that you have exhibited as you battled through the Covid-19 pandemic, advocated for the Black Lives Matter movement, and upon hearing of the tragic news related to the discoveries associated with the residential school system. While there remains a lot of work ahead of us to continue to learn, listen, and act, I am hopeful that we have all started to contribute to a better future, and will continue to work together on the path of reconciliation and social justice.

AthletesCAN also took a chance to reflect and grow this year. We listened to you, our members, and redefined what the organization aims to do, what it stands for, and how it can help create a sport system we are all proud of.

Below you will find a summary of our progress against our previous strategy (2016-2020), as well as information on where we are heading as we embark on our new strategy until 2025. The road ahead is one of learning, listening, and growth, and it is only through coming together that we will be successful in changing sport for the better.

It has been a privilege to represent you all as your President over the last year, and I am confident that the organization is now equipped with the right team, the right resources, and the right plan, to truly make the Canadian sport system one that we can be proud of.

Thank you for your continued trust and engagement. AthletesCAN remains proud to be representing you and we are grateful for the continued opportunity to carry your voices forward.

Yours in sport,

A handwritten signature in grey ink, appearing to read "PLL", is shown within a light grey rectangular box.

Pierre-Luc Laliberté

OUR YEAR IN REVIEW

APRIL 1ST, 2020 TO MARCH 31ST, 2021

Last year marked the culmination of four years of hard work implementing the 2016-2020 strategic plan. AthletesCAN had set a bold vision for its future and the 2016-2020 Strategic Plan charted the beginning of AthletesCAN's next 25 years.

Under the leadership of a strong management team (Ashley LaBrie, and Georgina Truman) and a dedicated athlete Board of Directors, AthletesCAN enhanced the collective voice of athletes to empower them to achieve their full potential on the field of play and beyond. What the team managed to accomplish has been remarkable and I am extremely proud and grateful to be able to present this report.

What we set out to accomplish

Develop and deliver best in class athlete leadership education and resources to build sport system capacity and foster top performances on and off the field of play.

How we delivered it

- Updates the Athlete Representative toolkit of tools and resources
- Held 4 annual forums bringing together 350 athletes from 50 sports to exchange, learn, and grow through peer to peer interactions in-person, and virtually
- Delivered 2 KidsCAN events where athlete leaders interacted with the next generation of Canadian athletes
- Supported 23 athlete councils
- Provided National Team Athletes with access to Safe Sport training through Respect Group
- Provided leadership training to athlete leaders through Dale Carnegie Leadership programs
- Expanded the Sport Solution clinic to take on more athlete dispute cases
- Took over and re-launched the Canadian Sport Awards, recognizing Canadian athlete leaders and their contribution on and off the field of play
- Celebrated over 20 years of the Investors Group Bursary Program which distributed \$2.1 Million to 420 to emerging athlete leaders
- Developed and launched the AthletesCAN Ambassador Program



What we set out of accomplish

Ensure sport system stakeholders have the tools and structure necessary to support an athlete-centered environment promoting the holistic development of its participants in a safe and healthy manner.

How we delivered it

- Held the Safe Sport Athlete summit, leading to the release of the Safe Sport Consensus Statements
- Played a key advisory role through the Safe Sport Working group to help shape the future of Safe Sport in Canada
- Released the Athlete Agreement and Commercial Athlete Agreement Templates
- Released *The Future of Athlete Agreements in Canada (2015)* and *The Future of Athlete Representation within Governance Structures of National Sport Organizations (2020)*
- Supported efforts to increase AAP funding for athletes
- Provided athlete perspectives and recommendations on the Canadian Anti-Doping Program (CADP) and released the “I tested positive?” guide to how to respond to a possible anti-doping violation
- Provided athlete perspectives and recommendations on the Canadian Athlete Mental Health Strategy led by GamePlan
- Became an associate member of the World Players Association and signed the Universal Declaration of Players’ Rights
- Played an international leader role on specific issues affecting Canadian athletes by fostering collaboration with other international athlete representation organizations (e.g., WPA, Global Athlete, Athlete Germany, USOPC AAC, British Athlete Commission, etc.)
- Launched AthletesCAN’s Diversity and Equity Committee to advise the organization on how to continue to evolve in an inclusive way

What we set out of accomplish

Maximize the financial and operational performance of our business, of partners we invest in, and of the system, to ensure we provide the maximum possible value to our athletes and the Canadian sport system.

How we delivered it

- Increased communication to membership through various social media and direct communications channels
- Successfully completed an organization-wide gender equity audit
- Trained board members and staff on safe sport, gender equity, and accessibility standards
- Reviewed and modernized policies and governance structure
- Kept the organization in a healthy financial position
- Tracked and mitigated risks as they emerged

LOOKING AHEAD

2021 TO 2025

While the previous table showcases a lot of accomplishments and a significant amount of progress in key areas, it has come at the realization that AthletesCAN can not sustainably continue to be everything to everyone. As such, the leadership team came together and, with the help of Deloitte's Community Advisory Program, developed the 2021-2025 strategic plan.

This plan narrows our focus to what matters most to our athletes and aims to unite and amplify the voices of all Canadian national team athletes. We want to have a system-wide impact on the issues that matter most to you and elevate your voices so that decisions are made by considering your thoughts, opinions, and recommendations.

To do so, we will focus on three key priority areas with clearly defined objectives:

Awareness

By 2025, AthletesCAN is well-known by all Canadian national team athletes and fosters deep relationships with key system stakeholders

Insight

By 2025, AthletesCAN captures the collective voice of Canadian athletes through robust data collection processes and formalized procedures

Activation

By 2025, AthletesCAN develops and sustains impactful change initiatives in the sport system based on data-driven insights from Canadian national team athletes

Our commitment to our members is to keep you informed of our progress in all these areas and remain your trusted representatives at the various decision-making tables we sit at across the Canadian sport system.

AthletesCAN continues to believe that sport is integral to Canadian culture and that national team athletes are role models who inspire us as a country. To address the changes in our rapidly evolving sport environment which directly impact and influence our athletes' development, it is critical that the athlete voice is central to the system and is as accurate and independent as possible.

ATHLETESCAN - ATHLETES' ASSOCIATION OF CANADA

FINANCIAL STATEMENTS

MARCH 31, 2021

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, 2021, 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, 2021, 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.

OHCIDUP

OUSELEY HANVEY CLIPSHAM DEEP LLP

Licensed Public Accountants

Ottawa, Ontario

October 7, 2021



ATHLETESCAN - ATHLETES' ASSOCIATION OF CANADA

**STATEMENT OF FINANCIAL POSITION
AS AT MARCH 31, 2021**

	<u>2021</u>	<u>2020</u>
CURRENT ASSETS		
Cash	\$ 180,125	\$ 148,251
Accounts receivable	25,037	48,665
Prepaid expenses	<u>19,311</u>	<u>2,035</u>
	\$ 224,473	\$ 198,951
CURRENT LIABILITIES		
Accounts payable	\$ 5,768	\$ 13,488
Government remittances payable	1,971	1,971
Deferred revenue (note 4)	132,641	100,000
	<u>140,380</u>	<u>115,459</u>
UNRESTRICTED NET ASSETS		
Balance - beginning of year	83,492	56,579
Net revenue for the year	601	26,913
Balance - end of year	<u>84,093</u>	<u>83,492</u>
	\$ 224,473	\$ 198,951

Approved on behalf of the Board:



Director



Director

Rob Law, Director & Treasurer



ATHLETESCAN - ATHLETES' ASSOCIATION OF CANADA

STATEMENT OF OPERATIONS FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
REVENUE		
Sport Canada		
Core	\$ 170,114	\$ 272,850
COVID emergency support	63,550	-
Athletes' forum	-	15,000
Sponsorship		
Administration fees	-	25,000
Funds for disbursement	100,000	100,000
Programs	-	53,216
Other	17,630	5,835
	<u>351,294</u>	<u>471,901</u>
EXPENSES		
Administration	93,250	142,190
Leadership programs		
Forum and KidsCAN	29,999	105,471
Leadership program	12,361	15,259
Leadership representation	14,721	39,188
Sport Solution	16,658	23,978
Sponsorship		
Disbursements	100,468	100,252
Safe sport and gender equity	19,686	18,650
COVID emergency support	63,550	-
	<u>350,693</u>	<u>444,988</u>
NET REVENUE FOR THE YEAR	<u>\$ 601</u>	<u>\$ 26,913</u>

ATHLETESCAN - ATHLETES' ASSOCIATION OF CANADA

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED MARCH 31, 2021

	<u>2021</u>	<u>2020</u>
OPERATING ACTIVITIES		
Net revenue for the year	\$ 601	\$ 26,913
Net change in non-cash working capital items		
Accounts receivable	23,628	(19,862)
Prepaid expenses	(17,276)	(87)
Accounts payable	(7,720)	(34,905)
Deferred revenue	<u>32,641</u>	<u>-</u>
INCREASE (DECREASE) IN CASH FOR THE YEAR	31,874	(27,941)
Cash - beginning of year	<u>148,251</u>	<u>176,192</u>
CASH - END OF YEAR	<u>\$ 180,125</u>	<u>\$ 148,251</u>

ATHLETESCAN - ATHLETES' ASSOCIATION OF CANADA

NOTES TO FINANCIAL STATEMENTS
MARCH 31, 2021

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, 2021

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>2021</u>	<u>2020</u>
Sport Canada	\$ 132,641	\$ -
Investors Group bursary sponsorship	<u>-</u>	<u>100,000</u>
	<u>\$ 132,641</u>	<u>\$ 100,000</u>

Deferred revenue changed as follows:

	<u>2021</u>	<u>2020</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>132,641</u>	<u>100,000</u>
Balance - end of year	<u>\$ 132,641</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, 2021

	<u>Total revenue approved</u>	<u>Total expenses</u>
Contribution blocks		
Administration	\$ 25,200	\$ 24,600
Staff salaries	58,650	58,650
Operations and programming	61,578	78,740
Official languages	10,000	10,000
Safe sport/gender equity	14,686	14,685
COVID emergency support	63,550	63,550
	<u>\$ 233,664</u>	<u>\$ 250,225</u>
2020-2021 contribution	\$ 366,305	
2020-2021 contribution deferred	<u>(132,641)</u>	
2020-2021 contribution revenue claimed	<u>\$ 233,664</u>	