



SILVER BLADES AGM MEETING

Minutes of June 15, 2023

7:33pm – 8:18pm

(Virtual)

Member's present: Colleen O'Brien, Barb Witt, Kalina Doruch, Catherine Marcolin, Sonya VonKaufmann, Alison Wilkie, Jo Ann MacMillan, Laura Goode, Roksana Masliak, Pam Baleva, Nicole Battista, Sarah Mooder, Kammie Armstrong, Catherine Thomas, Heather McCourt, Talya Brown, Sarah Knight, Joanna Rainbow, Sean Gayton, Jeremy Gayton, Alan Mooder, Robert Spilak, Megan Hogeboom, Michelle Medeiros Matsuyama, Melissa, MJ, Karen Henley, Brian Armstrong, Sarah Mackel, Joe Knight

Late: 7:05p

Regrets: Mariette Merey, Karin Miskovsky

Agenda Item	Discussion Points	Decisions	Action Items
1. Welcome	<p>Welcomed everyone, took attendance –</p> <p>Quorum – 20 required</p> <p>Approval of June 2022 AGM Minutes</p>	<p>Quorum requirements met</p> <p>Of the people who attended last year's AGM a unanimous vote to approve the Minutes was received via Survey Monkey.</p>	
2. Season in Review	As presented by Jo Ann Macmillan	See attached Reports	
3. By-Laws Amendments	Presented by Sarah Knight. Voted Unanimously Yes, via surveymonkey prior to the meeting	<p>See attached Reports</p> <p>Anyone wish copy can send an email to board@silverblades.ca</p>	

4. Board Reports	<ul style="list-style-type: none"> ○ Membership Chair Report ○ Test Chair Report ○ STARSkate Chair Report ○ Competition Chair ○ Special Events Chair ○ Synchro Chair Report ○ Volunteer Report ○ Treasurer/Finance Report 	<p>See attached Reports</p> <p>Anyone wish copy can send an email to board@silverblades.ca</p>	Minutes & Reports will be posted on website
5. Q&A period	<p>Questions sent to the Board email prior to AGM: N/A</p> <p>Questions from the Chat:</p>		
6. Exiting Board Members	<p>Jo Ann MacMillan to show appreciation for our exiting 2022/23</p> <ul style="list-style-type: none"> ○ Suzanne Jacques ○ Colleen O'Brien ○ Emily Marrocco 		
7. Elections	<p>See last page of AGM Reports:</p> <ol style="list-style-type: none"> a) Dissolution of 2022/23 Board of Directors b) Election of 2023/24 Board of Directors c) Election of Nominating Committee: Two Board members and three members at large: <ul style="list-style-type: none"> ○ Talya Brown (Board member) ○ Vanessa Bozzato ○ Heather McCourt ○ Jessica Smith ○ Catherine Thomas (Board member) 	<p>Unanimous vote received via survey monkey. All in favour</p>	
8. Appointment of Auditor	<p>Appointment of Barb Witt</p>	<p>Unanimous vote received via survey monkey – ALL in favour</p>	
9. Motion to Adjourn	<p>No additional questions – if anyone missed, submit to board@silverblades.ca</p>	<p>Adjourned</p>	

Adjournment. Meeting adjourned at 8:19p



Annual General Meeting
Virtual via Zoom
June 15, 2023 at 7:30pm

AGENDA:

- 1. Welcome**
- 2. Approval of Minutes from June 16, 2022**
- 3. Season in Review and Ratification of Amendments to the By-Laws – President & Vice President**
- 4. Board of Director Reports**
 - **Membership Chair Report**
 - **Test Chair Report**
 - **STARSkate Chair Report**
 - **Competition Chair**
 - **Special Events Chair**
 - **Synchro Chair Report**
 - **Volunteer Report**
 - **Treasurer/Finance Report**
- 5. Exiting 2022/23 Board Members**
 - **Suzanne Jacques**
 - **Colleen O'Brien**
 - **Emily Marrocco**
- 6. Nomination and Election of 2023/24 Board of Directors**
- 7. Appointment of Auditor**
- 8. Election of the Nominating Committee**
- 9. Adjournment**

PROPOSED AMENDMENTS TO THE BYLAWS OF SILVER BLADES SKATING CLUB

This document outlines all submitted proposals, amendments and repeals to the bylaws of Silver Blades Skating Club for consideration at the 2023 Annual General Meeting in accordance with By-law #8.

As per By-law #8, all voting members can propose amendments to the Constitution or its By-laws up to 21 in advance of the Annual General Meeting, to be submitted in writing.

Amendments have been presented as follows:

- Effective date of all proposed amendments is June 15, 2023
- Rationale for all proposed amendments has been provided
- Wording added to a By-law is underlined
- Wording deleted from a By-law is denoted by a strikethrough

Silver Blades Board of Directors

Recommended By-law amendment 1 of 13

Proposed by: BOARD OF DIRECTORS

Effective date: June 15, 2023

Recommended change: To update By-law 1.2, Section a: Definitions

Rationale: To reflect the change in governing Act from the Ontario Corporations Act to the Not-for-Profit Corporations Act

Section

By-law 1.2: Definitions

- a. ~~Act - Ontario Corporations Act, 1990 or any successor legislation~~ means the Not-for-Profit Corporations Act, 2010 (Ontario) S.O. 2010, c.15, including Regulations made pursuant to the Act, and any amendments, statutes or Regulations that may be substituted from time to time

Recommended By-law amendment 2 of 13

Proposed by: BOARD OF DIRECTORS

Effective date: June 15, 2023

Recommended change: Update By-law 2.6, Section a: Voting Memberships

Rationale: To acknowledge that not all skaters participate in the Spring and extended Spring sessions when offered and allow members who do not participate in those sessions the right to vote.

Section

- a. A Skater who is 19 years of age or older, for the duration of the ~~current Skating Year~~ Fall/Winter Session
- b. A Parent or Legal Guardian whose child (children) is (are) under the age of 19 and is (are) registered as a Skater(s) with the Club, for the duration of the ~~current Skating Year~~ Fall/Winter Session. There is **one** vote for every family.

Recommended By-law amendment 3 of 13

Proposed by: BOARD OF DIRECTORS

Effective date: June 15, 2023

Recommended change: Update By-law 3.1: Composition of the Board

Rationale: To be in compliance with ONCA and Skate Canada requirements. Increase number of Directors to allow for the addition of a certified coach as an official Board member (this was not previously mandated)

Section

The general management of the club shall be vested in a Board of Directors consisting of: ~~immediate Past President, President, Vice-president, Secretary, Treasurer, up to ten Directors at large (with or without portfolios) and a Coaching~~ not less than three (3) and not more than fifteen (15) elected Directors at least one (1) of whom, but no more than three (3) must be a Skate Canada Coach in Good Standing .

Recommended By-law amendment 4 of 13

Proposed by: BOARD OF DIRECTORS

Effective date: June 15, 2023

Recommended change: Update By-law 3.2 Members of Board of Directors, Committees and Club Delegates to Skate Canada

Rationale: To be in compliance with ONCA requirements regarding who is qualified to be a Director.

Section

- a) The members of the Board of Directors and the Club Delegate to Skate Canada and Skate Ontario must be members in good standing of the Club, be registrants of Skate Canada, be of legal age (18 years and older) and be eligible persons (with the exception of the Coaching Representative) as defined by Skate Canada Rules.
- b) The Club Delegate to Skate Ontario and Skate Canada - The delegate, or alternate, to Skate Canada and/or Skate Ontario shall be appointed annually by the Board of Directors. The Delegate need not be a member of the Board of Directors. The Section and/or Skate Canada National Office shall be advised of the appointed delegate's name.
- c) The following persons are disqualified from being a Director:
 1. A person who is not an individual.
 2. A person who is under 18 years old.
 3. A person who has been found under the *Substitute Decisions Act, 1992* or under the *Mental Health Act* to be incapable of managing property.
 4. A person who has been found to be incapable by any court in Canada or elsewhere.

5. A person who has the status of bankrupt. 2010, c. 15, s. 23 (1).

Recommended By-law amendment 5 of 13

Proposed by: BOARD OF DIRECTORS

Effective date: June 15, 2023

Recommended change: Update By-law 3.3 Terms of Office

Rationale: To shorten the Presidents elected term of office to reflect that they are voted in at the AGM solely in the role as a Director (and not as President), while also permitting the same lifetime number of years they can serve as President.

Section

Terms of Office

- a) The President shall be elected for a ~~two (2)~~ one (1) year term or until they or their successors have been duly elected in accordance with these By-laws unless they resign or are removed from or vacate their office. Their lifetime number of terms shall be limited to ~~two~~ four (4). The incumbent cannot step into the role of President unless they have served one term in another capacity on the Board.
- b) All remaining board members shall serve terms of one (1) year and will hold office until they or their successors have been duly elected in accordance with these By-laws unless they resign or are removed from or vacate their office.
- c) The Past President may be appointed for a maximum of one year. They shall be ex-officio and not have a vote.
- d) ~~The Coaching Representative shall be nominated annually by and from within the coaches of the Club.~~
- e) All Directors are encouraged to have a potential incumbent “job shadow” them at any point during their tenure on the Board in order to promote a pool of new members.

Recommended By-law amendment 6 of 13

Proposed by: BOARD OF DIRECTORS

Effective date: June 15, 2023

Recommended change: Update By-law 3.6 Board of Directors Vacancies

Rationale: To be in compliance with ONCA and Skate Canada requirements

Section

Board of Directors Vacancies

Where the position of a Director becomes vacant for whatever reason and there is still a quorum of Directors, the Board may appoint a qualified individual to fill the vacancy for a term expiring no later than the close of the next Annual General Meeting, with input from the Nominating Committee. ~~In the case of the Coaching Representative, the coaching staff will nominate a new representative.~~

Recommended By-law amendment 7 of 13

Proposed by: BOARD OF DIRECTORS

Effective date: June 15, 2023

Recommended change: Update By-law 3.7 Executive Board of Directors

Rationale: To be in compliance with ONCA requirements regarding the appointment of Officers

Section

~~Executive Board of Directors Officers~~

At the first Board meeting following each annual Meeting of Members, the Board shall appoint from the Directors, a President, a Vice-President, a Secretary and a Treasurer, each of whom shall be an Officer of the Corporation.

- i. Role of President -The President shall act as Chair of all Board of Directors and general meetings. In his/her absence, the Vice-president will fill this duty.
- ii. Role of Vice President – The Vice President shall support the President.
- iii. Role of Treasurer - The Treasurer shall be responsible for the safe control of all Club funds, for preparing and submitting to the Board of Directors an annual budget and keeping such records as are required for financial review. The Treasurer is also responsible for arranging for an unaudited annual financial statement. Any two of the President, the Vice-president, Secretary and the Treasurer shall sign all cheques and legal documents. Note: It is recommended that the Treasurer be one of the signatories.
- iv. Role of Secretary - The Secretary shall deal with all correspondence, subject to the approval of the President or his/her delegate, shall issue all notices for Board of Directors and general meetings, shall take minutes at all meetings, and shall be responsible for submitting to Skate Canada and the Section such reports as are required by Skate Canada rules and other regulations.

Recommended By-law amendment 8 of 13

Proposed by: BOARD OF DIRECTORS

Effective date: June 15, 2023

Recommended change: Update By-law 4.1 Timing, Quorum, Special Meeting Request

Rationale: To be in compliance with ONCA requirements regarding timing of the AGM and the allowance for electronic meetings.

Section

4.1 Timing, Quorum, Special Meeting Request

An Annual General Meeting shall be held ~~within 60 days of the close of the skating season~~ not later than 15 months after holding the preceding annual meeting. Other special and/or general meetings may be held from time to time upon the request of the Board of Directors or upon written request of 10% of the voting members of the Club. A quorum for an Annual General Meeting or Special Meeting shall be 20 eligible-voting members present in person.

~~If the AGM cannot take place in a public forum, a Virtual Meeting will occur and voting will occur via an online source.~~

The Board of Directors or members, as the case may be, may determine that the meeting be held entirely by telephonic or electronic means that permits all participants to communicate adequately with each other during the meeting.

Recommended By-law amendment 9 of 13

Proposed by: BOARD OF DIRECTORS

Effective date: June 15, 2023

Recommended change: Update By-law 4.2 Written Notice

Rationale: To be in compliance with ONCA requirements regarding written notice period and the inclusion of minutes in the documents to be distributed prior to the AGM

Section

4.2 Written Notice

Written notice (email or posted) of all Annual General Meeting and Special Meetings shall be provided ~~15 days~~ not less than 10 days and not more than 50 days in advance to each eligible voting member. The notice shall include the time and place of the meeting, the agenda, and a complete list of the candidates nominated for elections. Seven (7) days prior to the AGM,

amendments to these By-laws, the minutes from the previous AGM and the list of Director Reports will be distributed.

Recommended By-law amendment 10 of 13

Proposed by: BOARD OF DIRECTORS

Effective date: June 15, 2023

Recommended change: Update By-law 4.3 Voting on Club Elections

Rationale: To be in compliance with ONCA requirements requiring the voting of Directors

Section

4.3 Voting on Club Elections

Board members will be elected at each Annual General Meeting in the order as follows:

1. ~~The President (as required)/Vice President~~
2. ~~Treasurer~~
3. ~~Secretary~~
4. ~~The Directors at Large~~

1. The Board of Directors

Voting on Club elections shall be by secret ballot and a simple majority shall elect a candidate. Voting on other matters may be by a show of hands. Current President would cast the tie-breaking vote if necessary.

Virtual meeting votes, when required, will occur in the following way:

- i. Membership will receive an email to register for the AGM prior to the AGM (~~15 days~~10 to 50 days in advance)
- ii. Registration must occur 10 days prior to the AGM.
- iii. These members will receive an online voting survey identifying the nominated candidates 7 days prior to AGM.
- iv. Members respond to their online voting survey 2 days prior to AGM.
- v. Online voting survey results to be counted by Secretary and presented at AGM.

Recommended By-law amendment 11 of 13

Proposed by: BOARD OF DIRECTORS

Effective date: June 15, 2023

Recommended change: Update By-law 4.4 Nominations

Rationale: To remove reference to photo and qualifications submission to encourage all members to volunteer for a Director position.

Section

4.4 Nominations

Any nomination of an individual for election as a Director will:

- a) ~~Include a brief summary of the individual's qualifications, years with the Club, position being applied for and photo~~
- b) Be submitted to the Board of Directors no later than 21 days prior to the Annual General Meeting. This timeline may be amended by Ordinary Resolution of the Board.
- c) There will be no nominations from the floor of the meeting.

Recommended By-law amendment 12 of 13

Proposed by: BOARD OF DIRECTORS

Effective date: June 15, 2023

Recommended change: Update By-law 7.2 Nominating Committee Responsibilities

Rationale: To allow for verbal acceptance of nomination

Section

This Committee is responsible for selecting a full slate of candidates for election to the Club's Board of Directors, both recruited and those who have submitted a written submission to the Board. Those nominations shall be presented to the Board of Directors no later than 21 days before an Annual General Meeting in the year which an election is to be held. Each nominee must be a member in good standing, and indicate acceptance either verbally, in writing, or by email, prior to the commencement of elections. Nominations from the floor at the Annual General Meeting will NOT be accepted.

The Board reserves the right to appoint Director candidates into vacant positions after the 21-day period with the input of the Nominating Committee.

Existing board members will indicate their interest in remaining in their position at least 21 days prior to the Annual General Meeting.

The Board ideally should strive for a diversity of members, including members with skaters across skating levels.

Recommended By-law amendment 13 of 13

Proposed by: BOARD OF DIRECTORS

Effective date: June 15, 2023

Recommended change: Update By-law 5.7 Conflict of Interest

Rationale: To be in compliance with ONCA requirements regarding meeting attendance

A Director, Officer or member of a Committee who has an interest, or who may be perceived as having an interest, in a proposed contract or transaction with the Club will disclose fully and promptly the nature and extent of such interest to the Board or Committee, as the case may be, shall not attend any part of a meeting of the directors during which the contract or transaction is discussed, will refrain from voting or speaking in debate on such contract or transaction, will refrain from influencing the decision on such contract or transaction, and will otherwise comply with the requirements of the Act regarding conflict of interest and any Board approved Conflict of Interest Policy.



Board of Directors Reports

June 15, 2023



Season in Review (President and Vice President)

-by Jo Ann MacMillan and Emily Marrocco

The 2022/2023 season was a very successful season for the Silver Blades Skating Club and we were thrilled to operate as we had prior to the Covid - 19 pandemic. There was a lot of excitement and positive energy in the rink all year! Our membership was very similar to previous years; most of our programs were at capacity and many had waitlists. Our ice allocation from the city was similar to prior seasons, with approximately 27 hours allocated per week at Central Arena and 90 minutes per week at Centennial Arena for synchro programming.

Programming: Canskate/Star Skate

Our CanSkate and Pre-CanSkate programs were full for the year with waitlists. We were able to adjust enrollment to 60 skaters/session as we did prior to the pandemic. Our StarSkate programs were structured according to four levels—Preliminary (CanSkate 6-Star 2), Junior (Star 3) , Intermediate (Star 4- 5) and Senior (Star 5+). This worked well and our sessions mostly filled (35 skater max for Prelim, 30 skater max for Junior, 25 skater max for Intermediate, 20 skater max for Senior and Open) with especially solid numbers at the Preliminary level.

This year we introduced an Intro to Preliminary option for our prelim skaters. This was developed based on feedback from parents and to align with Skate Canada standards. Skaters received club group lessons for the duration of the session with no private instruction. This reduced costs for the skater, exposed skaters to various coaches and gave skaters and parents time to transition from CanSkate to StarSkate. Overall it was successful and we plan to continue with it.

Thank you to our Preliminary and Canskate Coordinators, Pam Baleva and Devinder Singh, who oversaw our Preliminary and Canskate programs and ensured they ran smoothly.

Scheduling Recommendations for next season; 1) Reduce the capacity on Intermediate sessions from 25 to 20 skaters for safety reasons (too crowded) ; 2) add additional sessions at our grassroots levels, (CanSkate and Preliminary) to meet the demands of the club and the community.

Programming: Assessment Days

We hosted four Assessment Days throughout the course of the season. Based on feedback, Assessment Days were held on a different day each time to avoid affecting the same members each time.

Programming: Synchro

Our synchro program ran 4 teams this season, 2 Star 4 teams, Juvenile and Intermediate. There is great demand for the synchro program across all age groups, and this is an area where we should look to continue to grow. We look forward next year to having three synchro teams – Star 4, Juvenile and Pre-Novice. We will continue to try and ensure that all synchronized skaters have opportunities to advance up the levels and continue to seek additional ice time to support this program. We also had an Adult 3 team who represented Silver Blades, but skated out of a different facility.

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Programming: Spring Skating

In response to growing demand from parents and coaches to run a spring skating program, we secured ice at Ford Performance Centre to run sessions after Central Arena closed from mid-May - June. We originally secured two hours of ice on Mondays through Thursdays and made sessions available to preliminary and up skaters, similar to Open Ice. Sessions sold out within minutes of registration opening, and we were luckily able to secure an additional hour on Mondays and Wednesdays. Plans are underway for an additional Assessment Day at the end of the spring session.

Coaching

Silver Blades has a highly qualified and very dedicated group of coaches. With the retirement of long time coach Patricia Devereux, our roster included 19 regular coaches and 10 substitutes. This year we added the positions of Preliminary Coordinator and CanSkate Coordinator to the roster to oversee programming for these levels. We have a growing number of CanSkate coaches, many of whom are current and former Silver Blades skaters. We hired an additional StarSkate coach mid season to meet the growing demands of our StarSkate program. Looking ahead to next season we will be hiring a new coach for our Star 4 synchro team while our current coach is on maternity leave. We may also look for an additional StarSkate coach.

Special Events and Other Extras

With no pandemic restrictions we were able to run our traditional club events with great success this year, including the December Open House, a Simulation for Star 2-4 skaters, and Club Competition. We also ran a special seminar with Kaetlyn Osmond and the Rotation Room for our Preliminary and up skaters. We re-introduced off-ice classes, which were held in the lobby and brought back monthly skate sharpening from Allen Carson.

Competitions

This season we had many skaters competing at various Skate Ontario competitions, including the Provincial Championships. Silver Blades was excited to have 8 skaters and our Juvenile Synchro team qualify for the Provincial Championships. Silver Blades was well represented at competitions all year and there is high demand for competitive skating options at the club, both in the StarSkate stream and the competitive stream.

Silver Blades was especially proud to send a Novice ladies skater and a Novice dance team to Skate Canada Challenge in Regina. This was the first time in over 20 years that Silver Blades has had a singles skater compete at this level. Our Novice dance team also went on to compete at the 2023 Novice Canadian Championships. We introduced the Silver Blades National Competition Grant to financially assist our skaters with the costs associated with attending National Competitions. The grant of up to \$1000 for singles skaters, dance/pair teams and synchro teams is awarded based on an application.

Community Involvement

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Silver Blades, alongside our friends at Humber Valley Hockey, was proud to partner with some west end social service agencies to offer free Learn To Skate Classes this past November. Through this collaboration aka *West End Learn to Skate*, two four week programs -one youth and one parent and tot--were offered at two local rinks. Equipment was donated, and ice time and coaching were all provided at no cost. We were excited to share our love of skating with those who may have trouble accessing our sport. Thank you to Coach Karen Hanley for her leadership with this initiative and all of our skilled coaches, PAs and parent volunteers.

The Heidi Bertignoll Memorial Bursaries

In memory of Heidi Bertignoll, long time Silver Blades Administrator we created the Heidi Bertignoll Memorial Bursaries. These aim to honour Heidi's legacy of support to Silver Blades by awarding two \$500 bursaries, annually, in the form of Silver Blades credits to skaters in need of financial assistance to finance their skating at Silver Blades. Going forward they will be awarded in confidence by way of an account credit on December 1st of the current skating year. Interested skaters must apply in confidence in writing and decisions concerning recipients are to be made by the Silver Blades Board Executive in confidence.

Equipment Update and Improvements

We replaced our speaker and made several updates to the music system. We purchased an off-ice harness that coaches can use to assist skaters with their jumping technique. Our on-ice harness was damaged during the season. The damaged components were replaced by the Humber Valley Hockey Association and several upgrades for the harness were purchased by Silver Blades.

Thank you

The Silver Blades Skating Club is a volunteer-run club; many volunteers are needed throughout the season. We thank all of those who have helped in one way or another and we especially thank our amazing coaches and our hard working fellow board members for supporting us through this first full post pandemic season. By all accounts, it was a very successful year!



2022/2023 Membership Chair

Overview of the 2022/23 season

- Devinder Singh managed registration and the 2 main Silver Blades mailboxes (info@ and registration@).
- There were no pandemic restrictions that limited the number of skaters per session, therefore this season we were able to resume normal on ice capacity.
- Due to pandemic backlog, we had a larger PreCanSkate group than previous years.
- The Adult member group excludes the Adults whom joined the Adult Ice Unite synchro Team the club had this year.

Registration Counts (excluding Synchro)

- All programs were filled to capacity and most CanSkate sessions had waitlists. Registration counts bounced back significantly from the previous season as a result of increased capacity in CanSkate, no longer reduced due to pandemic restrictions.

Membership Breakdown by Category

Level	2022-23	2021-22	Fall 2020	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14	2012-13	Dec-11
PreCanSkate	49	18	11	74	125	120	111	61	96	76	105	96
CanSkate	232	376	198	293	300	290	283	271	270	277	312	248
Preliminary	74	34	44	62	52	50	43	37	39	41	54	34
Junior	31	17	20	25	24	27	28	19	26	17	15	15
Intermediate	38	12	19	25	21	20	31	20	25	11	14	14
Senior	31	21	25	29	43	35	15	15	15	8	14	21
Adult	6	7	2	5	6	5	--	--	--	--	--	--
CanPower	n/a	n/a	n/a	22	23	26	22	36	26	26	16	16
Total # of skaters	455	485	319	495	508	486						
Total # of families	374	361	226	378	400	384	~395	346	375	336	373	345



Test Chair Report 2022/23 Laura Goode

Silver Blades held 4 successful Star 6+ assessment days this season, with a total of 175 tests attempted and 129 tests passed (74% pass rate overall). Below is a summary of the assessment day results for this season:

November 17, 2022	January 13, 2023	April 2, 2023	May 2, 2023
29/43 tests 67% pass rate	34/40 tests 85% pass rate	41/59 tests 69% pass rate	25/33 tests 76% pass rate

The number of Star 6+ tests attempted is up by 135% compared to the 2021/22 season.

Assessment days were designated at the beginning of the season, and the dates were shared with coaches and posted on our website. Assessment days took place on a Tuesday, Thursday, Saturday and Sunday. Duration of assessment days ranged from 3 hours to 4 hours and 20 minutes.

A small number of out of club skaters were accommodated during assessment days this season. An out of club test fee is proposed for the following season, to balance financial commitments, volunteer requirements, administrative time and ice time for our members with our wish to support neighbouring clubs, recognizing the challenges in recruiting evaluators, particularly for diamond tests.

Assessment days were evaluated by 4 evaluators and 1 coach evaluator. Silver Blades is grateful for the time and expertise of these evaluators.

Assessment days would not be possible without parent volunteers. Tanis Tuomi, acting as volunteer coordinator, was extremely helpful in ensuring all volunteer roles were filled. Particular thanks also go to hospitality coordinators Rose Liu and Fangfang Huang for arranging delicious and nourishing meals for our evaluators, coaches and volunteers. Thanks to Heather McCourt for again taking on the role of music coordinator, to Mary and Rob Kure for preparing the test sheets for each of the assessment days and to Connie Gemma for volunteering at every assessment day.

At the star 1-5 level, a total of 338 successful tests were completed. Payments were verified, our club test records were updated and results were submitted to Skate Canada. The number of star 1-5 tests is down by 15% compared to the previous season.

Thank you to our coaches for their dedication to helping our skaters reach their goals. Test days can be a stressful time for skaters, coaches, volunteers and parents, and I recognize everyone's commitment to creating the best possible environment to allow our skaters to succeed and thrive.

Congratulations to our skaters, coaches and parents for a very successful season!

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STARSkate Chair Report 2022/ 2023

With the first full season in several years, we had a great group of PA's supporting our PA program. We had a large number of returning PA's, bringing a depth of experience and stability to the program that we have not had in some time. I look forward to continuing as the STARSkate Chair for the 2023/2024 season, exploring opportunities to improve process during that time.

2022/ 2023 Summary & Considerations for Next Season

- This season, we had a total of 36 skaters on our PA team. Of those, 7 were new for the 2022/ 2023 season with a 100% return rate of our 20 new PAs from the 2021/22 season. We were able to fill our CanSkate PA spots but continued to have challenges filling the Prelim session PA slots, with 3 of 8 spots going unfilled. This may continue to be a pain point as many of our PAs do not meet the requirement for supporting the Preliminary skaters from either an age or a test completion perspective.
- We had 3 PA's support our more junior synchronized skating teams this season. While we were initially able to obtain a PA for the Elementary Synchro team skating out of Centennial, this proved to be unsustainable for that PA long term and we will need to recruit for this position again next season.

Attendance for the synchro teams PAs were not submitted regularly by the associated coaches without specific requests for this information. For next season, I recommend that this process be formalized and hours be submitted monthly following the same process used to submit PA hours for our other sessions. I also recommend that standards be created for PA hours granted for supporting/ attending competitions with the team, and that those be communicated to the PAs supporting the Ice Unite teams in advance (i.e. when they accept the PA position) next season.

- We have not yet started recruitment for PAs for next season but anticipate a high return rate as we have a fairly junior PA team at this time. PA recruitment for the 2023/24 season will begin once the regular season skating schedule is out.
- As with last season, our orientation/ training was delivered via Zoom in September 2022 to all PA's that were signed up to support for the 2022/ 23 season. This approach worked well to teach the essential expectations of the role including basic safety protocols and problem solving. With the club goal of successfully meeting the CanSkate Excellence Achieved standard, there were significant changes to the choreography and structure of the CanSkate sessions this year. In December, we did run an on ice training session to support the PA's learning of this new choreography, which was highly successful. Based on feedback from our session conveners, we may consider returning to an on ice training session to support training of the necessary choreography, at least for those new to the PA role.
- As in years past, for each hour of PA support provided, each PA either earned a \$6 Uplifter gift certificate redeemable for registration, test, and other Silver Blades fees; or a volunteer certificate applicable to the Ontario high school community volunteer requirement. We were able to reinstate the "Starbucks Surprise",

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bringing in Starbucks to those that attended the December on ice PA Training session. We will look to reinstitute the original “Starbucks Surprise” initiative next skating season as this is a very popular “reward”.

- The PA of the Year award is given annually to a PA that has exceeded expectations and done an outstanding job during the season, based on coach votes, parent feedback and attendance at scheduled sessions.

This year, we had 2 PA’s that performed to a significantly higher standard than the rest of the PA group. These skaters were very close in scoring with the next closest skaters acquiring less than 50% of the points that these PAs accumulated. The winner of the award this year for the second year in a row, was Abby Mooder, with 16 coach points awarded and a near perfect attendance record.

For next year, we would recommend reviewing the process for determining the winner of this award, confirming and formalizing the weight of each of the variables involved in determining the winner of the award in this category.

- Although monthly PA reporting continues to be a very manual and time-consuming process, there were improvement in the submission of the PA attendance reports this year. All reports were submitted thru the PA@silverblades email inbox and submissions were timely with very few exceptions.
- Tracking, tabulation and notification of PA hours/ gift certificates awarded continues to be a very manual and time consuming process. As a result of this, gift certificates and volunteer hours certificates were only issued 2 times throughout the season. Opportunities to utilize Uplifter to capture and tabulate PA hours directly in the system (similar to volunteer hours) will be explored during the next season.
- This year, we only submitted 1 order for Silver Blades club jackets in October 2022 with distribution of the jackets in mid-December. The price for our club jackets were increased this year to accommodate for the change in vendor and resultant increase in base jacket cost. Embroidery costs remained stable from the 2021/22 season. We may need to adjust prices again if either base jacket or embroidery costs increase.

Kammie Armstrong
STARSkate Chair
2022/23 season

June 15, 2023



Competition Chair Report

2022 / 2023

Club Competition Update:

In April 2023 we were very excited to welcome back our annual Club Competition. This event has been missed since it last ran in 2019.

Highlights:

- We had 113 skaters in 256 events (from 116 skaters in 279 events in 2019).
- Many skaters participated in multiple categories.
- This was the first competition event ever for many of our skaters.
- Amazing group of volunteers before, during and after the event made this all possible.
- Schedule ran well throughout the day with additional time available at the conclusion of the team event for some on ice pictures.
- We had a volunteer photographer at various points of the event this year.
- Successful concession ran by our Synchro program leads.
- We ran low enrollment categories to allow for inclusion of all skaters as timing permitted.
- Entry fees were adjusted lower for some of our popular group categories.
- We had 13 judges, 2 technical specialists and 1 data specialist, with 6 of the judges being our own CanSkate judges for that category. We also had a volunteer PA on ice with the CanSkate level event.
- Positive feedback from the membership and great participation by the skaters throughout the day.

With the event not running for a few years there was a lot of learning and onboarding for our team. Special thanks to our previous Competition Chair Jenn Myers for the knowledge sharing in the planning and execution of the event.

Items to be considered for next year:

- Earlier engagement with Skate Ontario to obtain judges ahead of their peak competition season.
- Higher number of judges to be scheduled to avoid last minute cancellation challenges due to scheduling conflicts.
- Review of hospitality volunteer items to ensure key items are available when needed.
- Awards sourcing review to look at options available since we will have low inventory and we had some quality issues with a few of the ribbons received.
- Special events volunteer lead (Killian, Create a Skate and team event) to cover handling of these specific events to run smoothly, this was found to be very helpful in the current year.
- Implement learnings to assist in judging allocation and preparation materials for our judges.
- Schedule of awards to be reviewed as many were delayed due to skater participation in other events.
- Trophy strategy to be reviewed early in the year as some are aging.

Volunteers:

- Thank you to our many volunteers, board members and coaches for their support of the event.
- Loot bag gloves were provided courtesy of Figure Skating Boutique
- Loot bag cookies were provided courtesy of Hot Oven Bakery
- Photography was provided by Stork & Lens Photography

Financial Update:

This objective of this event to have fun and provide a competitive day for the skaters within our club. The intent is not meant to make a profit but to break-even with the contribution of the ice time from the club. Overall, we were able to decrease entry fees for some of the more popular group events and manage increasing costs in the current year by balancing some volunteer contributions.

June 15, 2023



Fee Structure Comparison:

<u>Category</u>	<u>2023 Fee</u>	<u>2019 Fee</u>
First event single category	40	50
Additional event single category	25	25
Group showcase	20 (per group)	15 (per skater)
Mix and Match Team Event (per skater)	10	10
Canskate elements	20	25

Financial Summary:

	<u>2023</u>	<u>2019</u>
Entry fees	6,560	8,490
<u>Expenses</u>		
Medals/Ribbons	1,924 Note 1	
Judges expenses	1,714	
Loot bags	1,108 Note 2	
Gifts for judges	620	
Printing, including certificates	469	
Trophies and engravings	280	
Loot table	233	
Team event supplies	229	
Decorations and supplies	143	
Photography (donation)	-	
Total Expenses	6,720	5,846
Net Profit/(Loss)	-\$ 160	\$ 2,644

Notes

(1) Includes \$800 spend from 2020 for cancelled event as medals were used in 2023

(2) Includes \$695 spend from 2020 for cancelled event as bags were used in 2023

(3) All event fees were fully refunded for 2020 cancelled event

Other Competition News:

- Our skaters had a successful season across Sectionals, Provincial Series and Star 1-4 Series.
- We had two single skaters and one dance team participating in the Sectional Series Championships.
- One novice single skater and one novice dance team skating at Skate Canada Challenge.
- One novice dance team at the National Championships.
- Across both the Star 1-4 Series and Provincial Series events we had several skaters earning medals and personal bests.
- Several athletes, including Juvenile synchro team represented Silver Blades at Provincial Championships
- Two provincial medalists this season representing Silver Blades Skating Club
- We look forward to the coming season! Stay tuned to Skate Ontario for release in mid-July for the Star 1-4 and Provincial Series calendars at www.skateontario.org/eventseriesinfo/

June 15, 2023



SPECIAL EVENTS CHAIR REPORT

Silver Blades was pleased to be able to host many Special Events this year. A particular highlight being the Winter Open House which returned for the first time since 2019. The annual dress sale took place in the Fall and we were thrilled to offer a Skating Seminar run by Kaetlyn Osmond during the Spring. A fabulous season was capped off by the Silver Blades Banquet in mid-May.

Apparel Sale

The annual dress sale was held on Saturday, September 24th. The sale was once again well received, with many skaters and caregivers eager to purchase new dresses, skates and other skating gear in anticipation of the “more typical” competition season ahead and many shoppers inquiring if the sale could happen more than once per year. There were no outside vendors apart from Coach Barbara whose skate soakers were a hit.

Sales totalled \$2146 with proceeds to Silver Blades of \$517.50

Recommendations for next year:

- Have sellers pre-label/tag items (using a provided template) and place on hangers before dropping their items off. This will lessen the number of volunteers required in the lead up
- Designate a day/time for sellers to pick up money and any items that didn't sell (i.e. the morning following the sale). This will ensure items are picked up in a timely manner. Advertise that any items not picked up will be donated.
- Skate sales were a hit. Considering having Silver Blades assist with this throughout the year.
- Offer skate sharpening services the day of the sale

Open House

The biennial Winter Open House took place on Saturday, December 3rd. It was a full and fun-filled day that showcased the abundance of talent at Silver Blades. The day featured two Preliminary group numbers, a Junior/Intermediate group number and performances by singles skaters (competing at Star 4 and Up) and ice dance pairs. In all close to 100 skaters took part. The Ice Unite Star 4, Juvenile, Intermediate and Adult A 111 Synchro teams also performed their programs to a packed group of family and friends in the stands. The day ended with a Fun Skate with Santa for the final hour. The Synchro teams manned the refreshment booth as well as a raffle table and Muvwear returned with their customizable designs resulting in profit of \$242 to Silver Blades. In the holiday spirit, Karin Miskovsky organized and collected non-perishable food items for our local food bank.

Recommendations for next year:

- Many skaters indicated an interest in performing their solos. Due to an overwhelming interest, we were unable to let Star 3 skaters perform their solos. Keep this in mind when planning/advertising the next Open House
- Incorporate a few Senior and Junior skaters to welcome Santa onto the ice so there is a better transition to the Santa Skate next time.
- Be sure to communicate the refreshments, raffles, Muvwear on offer over the PA system to encourage sales. Muvwear found their sales were down this year compared to previous the Open House.

Kaetlyn Osmond Seminar

With many thanks to Coach Kalina Doruch, we were able to organize for Kaetlyn Osmond to run a seminar with our Preliminary and up skaters on Sunday, April 30th. It was a well attended day with over 70 skaters participating. The day involved three on-ice seminars for our Preliminary, Junior/Intermediate and Senior skaters as well as a combined stroking seminar for our Junior, Intermediate and Senior skaters. The Rotation Room also ran an energetic off-ice session for each respective group. Kaetlyn Osmond kindly

June 15, 2023



capped off a great event by speaking with our more senior skaters. Overall it was a highly inspiration day for all involved. A big thank you to the Coaches who supported the on-ice portions of the day. Silver Blades subsidized approximately half of the cost with the aim of it being as inclusive an event as possible.

Recommendations:

Organize a similar type of seminar for the Spring of 2025 (next non-ice show year).

Silver Blades Banquet (kindly organized by Alison Wilkie)

The banquet was held at Renaissance by the Creek banquet hall on May 17th from 6:30-9:30 pm. After a successful banquet at this location in 2022 we returned again for this year's banquet. The banquet was very well attended with approximately 160 skaters, coaches, board members, and parents in attendance. The event was free for all skaters, coaches and board members and parent attendees paid \$65 per person to attend. A summary of all costs is included below.

Things that worked well:

- The room and facilities were spacious and well suited to an event of this type and size.
- The photo booth was a big hit with the skaters. The Talmage family generously donated \$500 donation towards the cost of the photo booth.
- We paid an extra fee to use the facility's audio/visual equipment. We had some initial challenges getting everything to work but once we did the sound, slideshows and music for dancing worked very well. It was convenient not to have to source technical equipment ourselves as was done in the past.
- We again offered wine to all adults in attendance. To comply with facility requirements we had to apply for a liquor license and pay for a bartender. This was still a cost effective way to offer wine and we again received positive feedback that wine was available for the adults in attendance.

Opportunities for improvement for the next banquet:

- We had volunteers assist with a number of activities including: wine pickup/delivery, cupcake pickup/delivery, flowers & centrepieces and registration. There are additional opportunities to get volunteer help with discrete tasks and lessen the burden on any one person. Some suggested additional volunteer activities:
 - Assign one person to manage all tech requirements during the evening, including all slideshow presentations.
 - Consider having a volunteer act as MC with the responsibility of moving through awards presentations efficiently.
- The awards and speeches ran very long this year which left minimal time for dancing. Given the unusually large number of graduates this year (9) it wasn't surprising that the evening ran long. We may find this is not an issue in the future if there are fewer graduates. Consider if a time limit should be imposed on awards presentations to keep events running more quickly. Another option might be to start the awards presentation sooner while everyone is still eating dinner.

Skate Sharpening

Skate sharpening services were once again offered at Central Arena to our members from November through to April. This year the services were provided by Allen Carson. We are hoping to offer a similar service for the 2023/24 season, beginning early in the Fall.

Many thanks to the numerous volunteers who assisted at all the wonderful events this year. As well as to the Board of Directors who have been so generous with their time, expertise and guidance while organizing these events.

June 15, 2023



Sarah Knight
Special Events Chair 2022/23



Synchro Chair Report 2022/2023

Ice Unite's vision is to create a friendly, encouraging and bonding environment to build synchro skating skills and develop friendships that extend beyond the ice.

The 2022/2023 was a great season for Ice Unite. We had 4 teams: two Star 4 teams, one Juvenile team and one Intermediate team.

Team Details:

The season ran from September to March, with the addition of synchro skills sessions in April and May.

Star 4 Team Details (Shooting Stars):

- Team consisted of 12 skaters. Among those skaters, 3 of them also skated on the Juvenile team. Age range was 8-14
- Practices: Sunday from 8:00-9:20am at Central Arena, followed a 30 minutes off-ice session
- Coach: Ken Langlois
- Managers: Jessica Smith and Julia Malpartida
- Fees were set at \$1,700/skater

Star 4 Team Details (Sparkling Stars):

- Team consisted of 11 skaters. Age range was 8-16
- Practices: Monday 5:00-6:20pm at Centennial Arena, followed a 30 minutes off-ice session
- Coach: Amber Scott
- Manager: Michelle Medeiros Matsuyama
- Fees were set at \$1,700/skater

Juvenile Team Details:

- Team consisted of 14 skaters, with skaters ranging from age 10-14
- Practices: Mondays 4:50-6pm and Saturdays from 12:50pm-2:15pm at Central Arena, with a 30 minute off-ice session prior to the practice.
- Coaches: Ken Langlois & Taina Lickers-Smith
- Manager: Laura Goode
- Fees were set at \$2,150/skater

Intermediate Team details:

- Team consisted of 14 skaters, with skaters ranging from age 14-17
- Practices: Sunday 5:15-8:15pm at The Cricket Club. 2 hours on ice and 1 hour of off-ice training.
- Coaches: Ken Langlois & Taina Lickers-Smith
- Manager: Richelle Colbear
- Fees were set at \$2,300/skater

Fundraising

June 15, 2023



Both Star 4 teams, as well as the Juvenile team participated in various fundraising initiatives. Bake sales and basket sales were held during apparel sale, open house and club competition. We also raised money through FlipGive. Most of the money raised was used to cover items such as apparel, food at team gatherings, team pictures and the end of year party. The rest went back to the team budgets.

Competition Season & Other Events

- Both Star 4 teams attended 3 competitions. The Shooting Stars won a gold medal and a bronze medal. The Sparkling Stars won a bronze medal.
- The Juvenile team attended 3 competitions, and qualified for Provincial Championships.
- The Intermediate group was a newly formed team and they attended 3 competitions.
- Our year end party was hosted on June 11. During the event, awards were given to skaters of each team. The awards were chosen by our synchro coaches, as well as a Peer award chosen by the skaters of each team. The Teammate of the Year award was given at the end of year banquet.

Budget

A summary of the revenues/expenses is included below.

Combined Teams

Expenses	
Ice Time	\$40,817.44
Coaching	\$24,498.17
Music/Choreography	\$4,550.00
Competition fees	\$5,702.74
Apparel, accessories, etc	\$17,347.87
Misc.	\$9,589.18
End of year party covered by fundraising	
Uplifter and credit card fees	\$3,504.27
	\$106,009.67
Revenues	
Collected from skaters	\$97,450.00
Fundraising	\$422.14
Misc revenues	\$10,056.12
Surplus from previous year	\$3,528.00
	\$111,456.26
TOTAL REVENUE	
Surplus	\$5,446.59

Next Season - 2023/2024

We are looking forward to next season!

- We hosted tryouts in March and April and had more than 45 skaters attending.
- The excellent turnout will allow us to have 3 teams next year: one Star 4 team (currently 16 skaters), one Star 6 team (formerly Juvenile – currently 15 skaters) and one Star 8 team (formerly Pre-Novice – currently 14 skaters).

Isabelle Veilleux
Synchro Chair

2022/2023 Season

June 15, 2023



Volunteer Report

As a volunteer-run club, the participation of our members is essential. New for the 2022-2023 season, the Silver Blades Board created a designated Volunteer Coordinator position to support volunteer participation across club activities. The volunteer coordinator provided support to the board in posting and recruiting volunteers and to club members in securing hours to complete their required volunteer commitment for the season. In addition, the goal moving forward will be to establish a volunteer “playbook” to support the planning and execution of events and from one year to the next in terms of volunteer needs.

During the 2022-2023 season:

- 227 volunteer positions were created and filled
- 698 volunteer credits were completed by members
- 74 families participated in volunteer activities (excluding board members whose hours are not captured in the above number)

Of special note, during the 2022-2023 season, we were once again able to fill the hospitality coordinator role which was shared by Rose Liu & FangFang Huang. The board is extremely grateful to Rose and FangFang for their exceptional job of ensuring our coaches, judges, guests and volunteers were provided with food and beverage hospitality during multiple events throughout the season. Thank you Rose and FangFang!

The following recommendations are made for the 2023-2024 season to ensure we are consistent and equitable in our application of the volunteer policy:

- Establishing a consistent process for skaters moving up to preliminary part way through the year, 1) to ensure clarity of club volunteer requirements, and 2) to consider proration of hours.
- Review and clarification of the volunteer policy as it applies to adult and guest skaters who are skating multiple sessions and/or participating in club events.



Silver Blades Skating Club

Financial Statements
June 1, 2021 - May 31, 2022

For Presentation at the AGM June 15, 2023

Prepared by: BMW Accounting & Consulting

Silver Blades Skating Club
Balance Sheet
As of May 31, 2022

	<u>May 31, 22</u>	<u>May 31, 21</u>
ASSETS		
Current Assets		
Chequing/Savings		
1020 · Bank - Bank of Montreal	159,343.76	129,163.60
Total Chequing/Savings	<u>159,343.76</u>	<u>129,163.60</u>
Other Current Assets		
1375 · Prepaid Ice Rental - Covid	0.00	14,792.85
1380 · Prepaid IceShow - Covid	0.00	2,000.00
1385 · Prepaid Banquet - Covid	0.00	1,250.00
1390 · Prepaid Skate Canada Fees-Covid	0.00	9,526.60
Total Other Current Assets	<u>0.00</u>	<u>27,569.45</u>
Total Current Assets	159,343.76	156,733.05
Fixed Assets		
1500 · Equipment	3,298.50	4,178.99
Total Fixed Assets	<u>3,298.50</u>	<u>4,178.99</u>
TOTAL ASSETS	<u><u>162,642.26</u></u>	<u><u>160,912.04</u></u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
Accounts Payable		
2000 · Accounts Payable	9,439.38	3,921.10
Total Accounts Payable	<u>9,439.38</u>	<u>3,921.10</u>
Other Current Liabilities		
2600 · Program Assistant Vouchers	1,250.00	0.00
2710 · Synchro Member Credits - Covid	1,600.00	0.00
Total Other Current Liabilities	<u>2,850.00</u>	<u>0.00</u>
Total Current Liabilities	<u>12,289.38</u>	<u>3,921.10</u>
Total Liabilities	12,289.38	3,921.10
Equity		
3900 · Cumulative Surplus	156,990.94	156,439.93
Net Income	-6,638.06	551.01
Total Equity	<u>150,352.88</u>	<u>156,990.94</u>
TOTAL LIABILITIES & EQUITY	<u><u>162,642.26</u></u>	<u><u>160,912.04</u></u>

Silver Blades Skating Club
Profit & Loss
June 2021 through May 2022

	<u>Jun '21 - May 22</u>	<u>Jun '20 - May 21</u>
Ordinary Income/Expense		
Income		
4100 · Membership - Season Fees	357,797.54	87,629.26
4120 · Membership - Synchro Fees	43,697.95	10,500.00
4150 · Membership - Family Admin Fees	17,210.00	9,125.00
4170 · Membership - Volunteer Fees	8,557.00	0.00
4240 · Club Clothing/Pins Income	1,921.00	0.00
4300 · Fundraising Income	956.00	0.00
4330 · Fundraising Income - Synchro	2,015.00	0.00
4360 · Ice Show Income	44,701.00	0.00
4540 · Skate Ontario Grant	3,000.00	0.00
4560 · Test Day Income	6,312.00	0.00
Total Income	<u>486,167.49</u>	<u>107,254.26</u>
Expense		
6110 · Accounting Fees	3,525.60	847.50
6140 · Bank Charges & Postal Fees	1,079.89	836.65
6200 · Canskate Instructors (P.A.'s)	5,756.69	860.34
6220 · Club Clothing/Pins Expense	1,600.00	0.00
6260 · Coaching Fees	103,542.47	10,952.60
6280 · Coaching & Expenses - Synchro	26,174.19	4,649.05
6290 · Credit Card Discounts & Fees	12,516.20	5,478.10
6300 · Depreciation - Equipment	880.49	1,168.90
6340 · Small Equipment Exp & Repairs	136.37	1,429.45
6400 · Ice Rental	209,077.14	63,305.55
6420 · Ice Show Expenses (No Ice Cost)	59,361.18	0.00
6430 · Insurance	615.99	1,214.88
6480 · Meeting & Event Expense	15,097.38	592.12
6520 · Office & Program Expenses	7,567.96	1,878.72
6550 · Office Administrator	5,021.50	4,147.00
6570 · On-line Marketing/Registration	4,662.53	1,252.25
6620 · Skate Canada Registration Fees	27,558.01	6,608.71
6700 · Telephone	1,561.83	1,481.43
6720 · Test Day Expense	7,070.13	0.00
Total Expense	<u>492,805.55</u>	<u>106,703.25</u>
Net Ordinary Income	<u>-6,638.06</u>	<u>551.01</u>
Net Income	<u><u>-6,638.06</u></u>	<u><u>551.01</u></u>



Silver Blades Skating Club Board of Directors 2023/2024 Season

Kammie Armstrong
Nicole Battista
Talya Brown
Laura Goode
Karen Hanley
Sarah Knight
Jo Ann MacMillan
Catherine Marcolin
Michelle Medeiros Matsuyama
Karin Miskovsky
Sarah Mooder
Joanna Rainbow
Catherine Thomas
Tanis Tuomi
Isabelle Veilleux

Auditor/Accountant

Barbara Witt

Nominating Committee

Talya Brown (Board member)
Vanessa Bozzato
Heather McCourt
Jessica Smith
Catherine Thomas (Board member)

June 15, 2023