



2018 Annual General Meeting of the Ontario Speed Skating Association

Thursday February 28, 2019 8:00 PM EST

AGENDA

1. Welcome and Opening Comments by the Chair: Mr. David Butterworth
2. Establishment of Quorum, and Confirmation of Voting Delegates
3. Appoint Recording Secretary for the meeting
Motion to approve Mary Frances Carter as the Recording Secretary for the 2018 Annual General Meeting
4. Approval of the Agenda
Motion to approve the agenda for the Annual General Meeting held on February 28, 2019 for the Ontario Speed Skating Association as presented.
5. Approval of the 2017 Annual General Meeting Minutes
Motion to approve the Minutes of the 2017 Annual General Meeting of the Ontario Speed Skating Association held on February 17, 2018 as distributed.
6. Presentation of the August 31, 2018 Financial Statements – Mr. Matt McInally, CPA, CA Senior Manager, BDO Canada
Motion to accept the Financial Statements for the fiscal year ending August 31, 2018 as received.
7. Appoint the 2018-2019 Accountants
Motion to appoint BDO Guelph as the accountants for the Ontario Speed Skating Association.
8. Board and Committee Annual Reports
Motion to receive the Board and Committee Annual Reports as presented.
9. Election of new Directors
Motion to approve the proposed Directors for a two-year term: David Butterworth as President, Bernadette Byrne as treasurer and Julie Colbourne-Milne as a Director at Large.

Adjournment

ONTARIO SPEED SKATING

**2017 Annual General Meeting of the Ontario Speed Skating Association
Saturday February 17, 2018 7:00 PM EST**

DRAFT MINUTES

1. Welcome and Opening Comments by the Chair:

Mr. David Butterworth welcomed everyone to the Ontario Speed Skating Association's 2018 Annual General Meeting and called the meeting to order. David introduced the Board of Directors and staff and welcomed Barbara Lyon Stewart, O SSA's Sport Consultant with the Ministry of Tourism, Culture and Sport, to the meeting. Patti Pokol, Blake Morrison and Dale Coolidge were thanked for their time and leadership on the O SSA Board of Directors.

2. Establishment of Quorum, and Confirmation of Delegates

A confirmation of the number of voting members present was announced. There were sixteen (16) voting members present in person. In accordance with our By-Laws, ten voting members in good standing, either present in person or by proxy constitutes quorum.

3. Appointment of Scrutineers

Motion to appoint Mary Frances Carter and Melanie Van der Hoop as scrutineers made by Kate Lee (Brampton) and seconded by Mike Rivet (Gloucester). Motion carried.

4. Appoint Recording Secretary for the Meeting

Motion to appoint Mary Frances Carter as the recording secretary for the meeting made by Julie Colbourne-Milne (Ottawa) and seconded by Diane Simpson (Newmarket). Motion carried.

5. Approval of the Agenda

Be it resolved that the agenda for the Annual General Meeting on February 17, 2018 for the Ontario Speed Skating Association be approved as presented. Motion made by Neil Monkman (Gloucester) and seconded by Heidi Hickey (Gloucester). Motion carried.

6. Approval of the February 11, 2017 Annual General Meeting Minutes

Be it resolved that the Minutes of the February 11, 2017 Annual General Meeting of the Ontario Speed Skating Association be approved as distributed. Motion made by Debbie McCulloch (Durham) and seconded by Julie Colbourne-Milne (Ottawa). Motion carried.

7. Presentation of the August 31, 2017 Financial Statements

Bernadette Byrne presented the O SSA's financial statements for the year ending August 31, 2017.

Be it resolved that the Financial Statements for the fiscal year ending August 31, 2017 be received. Motion made by Bernadette Byrne and seconded by Diane Simpson (Newmarket). Motion carried.

8. Appoint the 2018 Accountants

The OSSA discussed their experience with this year's accountants, MNP. Bernadette Byrne indicated that the Board of Directors would like to consider new accountants for 2018. It was agreed by the members that the Board should consider a minimum of three proposals.

Motion to allow the OSSA Board of Directors the authority to appoint the accountants for 2018 made by Julie Colbourne-Milne (Ottawa) and seconded by Neil Monkman (Gloucester). Motion carried.

9. Board, Committee and Staff Annual Reports

Be it resolved that the Board, Committee and Staff Annual Reports be received. Motion made by Diane Simpson (Newmarket) and seconded by Paul Emblin (Milton). Motion carried.

10. Approval of the proposed By-Law

The proposed By-Laws changes were reviewed.

Be it resolved that the proposed By-Law be approved as presented. Motion made by Kate Lee (Brampton) and seconded by Melanie De Wys (Kingston). Motion carried.

11. Election of new Directors

The Nominating Committee reviewed this years nominating process and put the following slate of candidates forward to the members for election.

Neil Monkman – Vice President
Sabrina Iannantuono –Secretary
Dr. Richard Hart – Director at Large

Be it resolved that the proposed slate of Directors be approved as presented. Motion made Debbie McCulloch (Durham) and seconded by Kate Lee (Brampton). Motion carried.

In accordance with the OSSA's By-Laws Neil Monkman agreed to step down as President of the Gloucester Club within 14 days.

12. Motion to adjourn the meeting made by Mike Rivet (Gloucester)

ONTARIO SPEED SKATING

2017 Annual General Meeting Member and Voting Delegate Attendance

*Red Highlighted names are voting delegates

NAME	CLUB
David Butterworth	President OSSA
Bernadette Byrne	VP Finance and Administration OSSA
Marg Oliveria	VP Sport Development OSSA
Blake Morrison	VP Athlete Development OSSA
Dale Coolidge	VP Education OSSA
Patti Pokol	Past President OSSA
Mary Frances Carter	Executive Director OSSA
Sarah Leslie	Sports Manager OSSA
Melanie van der Hoop	Administrative Assistant OSSA
Eric Bedard	OSSA High Performance Director
Barbara Lyon-Stewart	Ministry of Tourism, Culture and Sport
Sarah Beynon	Barrie Speed Skating Club
Kate Lee	Brampton Speed Skating Club
Rebecca Champagne	Cambridge Speed Skating Club
Debbie McCulloch	Durham Speed Skating Club
Neil Monkman	Gloucester Concordes
Doug Durham	Gloucester Concordes
Heidi Hickey	Gloucester Concordes
Mike Murray	Golden Horseshoe Speed Skating Club
Ian Bladon	Hamilton Speed Skating Club
Melanie De Wys	Kingston Striders Speed Skating Club
Mike Kelley	Kingston Striders Speed Skating Club
Heather Andrews	Kitchener Waterloo Sertoma Speed Skating Club
Julie Walsh	Kitchener Waterloo Sertoma Speed Skating Club
Patti Walsh	Kitchener Waterloo Sertoma Speed Skating Club
Karen Adourian	Kitchener Waterloo Sertoma Speed Skating Club

ONTARIO SPEED SKATING

2017 Annual General Meeting Member and Voting Delegate Attendance

*Red Highlighted names are voting delegates

Murray Ebel	London Speed Skating Club
Marion Williamson	London Speed Skating Club
Paul Emblin	Milton Speed Skating Club
Tim Howell	Milton Speed Skating Club
Diane Simpson	Newmarket Jets Speed Skating Club
Julie Colbourne-Milne	Ottawa Pacers Speed Skating Club
Jesse Pauley	Ottawa Pacers Speed Skating Club
Eric Lecompte	Ottawa Pacers Speed Skating Club
Celeste Peixe-Bourma	Ottawa Pacers Speed Skating Club
David Demel	Ottawa Pacers Speed Skating Club
Dennis Vogt	Ottawa Pacers Speed Skating Club
Colleen Murphy	Quinte Blades Speed Skating Club
Christine McMaster	Quinte Blades Speed Skating Club
Serge Loiselle	Sudbury Speed Skating Club
Leo Zan	Toronto Speed Skating Club
Carlo Iannantuono	Toronto Speed Skating Club
Meryl Nelson	Toronto Speed Skating Club
Dr. Richard Hart	OSSA
Sabrina Iannantuono	OSSA

**Ontario Speed Skating Association
Financial Statements
For the Year Ended August 31, 2018
(Unaudited)**

**Ontario Speed Skating Association
Financial Statements
For the Year Ended August 31, 2018
(Unaudited)**

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Independent Practitioner's Review Engagement Report

To the Members of the Ontario Speed Skating Association

We have reviewed the accompanying financial statements of the Ontario Speed Skating Association that comprise the statement of financial position as at August 31, 2018, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility 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.

Practitioner's Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements.

A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained.

The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.



Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of the Ontario Speed Skating Association as at August 31, 2018, 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.

Restated Comparative Information

We draw attention to Note 2 to the financial statements, which explains that certain comparative information for the year ended August 31, 2017 has been restated. The financial statements of Ontario Speed Skating Association for the year ended August 31, 2017 (prior to the restatement of the comparative information described in Note 2 to the financial statements) were reviewed by another practitioner who expressed an unmodified conclusion on those financial statements on February 2, 2018. Our conclusion is not modified in respect of this matter.

BDO Canada LLP

Chartered Professional Accountants, Licensed Public Accountants

Guelph, Ontario
January 30, 2019

**Ontario Speed Skating Association
Statement of Financial Position
(Unaudited)**

August 31	2018	2017
		(Restated - Note 2)
Assets		
Current		
Short term investments (Note 3)	\$ 5,000	\$ 5,000
Accounts receivable	158,551	172,509
Harmonized sales taxes receivable	7,342	-
Inventories	11,524	9,740
Prepaid expenses	8,718	11,866
	\$ 191,135	\$ 199,115
Liabilities and Net Assets		
Current		
Bank indebtedness (Note 4)	\$ 20,522	\$ 14,300
Accounts payable and accrued liabilities (Note 5)	11,751	32,065
Harmonized sales taxes payable	-	15,152
Deferred revenue (Note 6)	87,500	121,205
	119,773	182,722
Net Assets		
Unrestricted	71,362	16,393
	\$ 191,135	\$ 199,115

The accompanying notes are an integral part of these financial statements.

**Ontario Speed Skating Association
Statement of Changes in Net Assets
(Unaudited)**

For the year ended August 31	Unrestricted	2018 Total	2017 Total
Balance, beginning of the year	\$ 16,393	\$ 16,393	\$ (86,927)
Excess of revenues over expenses	54,969	54,969	103,320
Balance, end of the year	\$ 71,362	\$ 71,362	\$ 16,393

(Restated -
Note 2)

The accompanying notes are an integral part of these financial statements.

Ontario Speed Skating Association Statement of Operations (Unaudited)

For the year ended August 31	2018	2017
		(Restated - Note 2)
Revenue		
Government grants (Note 6)	\$ 166,323	\$ 165,661
Membership and affiliation fees	146,772	176,015
High Performance Camp program	47,355	-
Sport Excellence Training Program	43,750	38,708
Sanction and check-in fees	23,429	12,751
Coaching and officials development	17,752	5,532
Merchandise sales	10,801	5,341
Sponsorship	8,102	6,728
RBC Learn to Play	2,542	7,458
Other	2,530	4,903
Annual conference	1,415	-
	470,771	423,097
Expenses		
Salaries and benefits	116,091	115,956
Sport Excellence Training Program	102,359	84,573
High Performance Camp	49,308	-
Allocation to Speed Skating Canada	45,237	38,925
Coaching and officials development	29,836	13,870
Professional fees	18,775	27,521
Insurance	15,451	12,471
Cost of merchandise sold	11,635	3,583
Office and travel	9,602	3,476
Marketing and website development	6,255	345
Annual conference	5,910	-
Annual general meeting	1,957	3,098
Technical and competition	1,828	980
Interest and bank charges	807	1,128
RBC Learn To Play	426	7,458
Rent	325	6,393
	415,802	319,777
Excess of revenues over expenses	\$ 54,969	\$ 103,320

The accompanying notes are an integral part of these financial statements.

Ontario Speed Skating Association
Statement of Cash Flows
(Unaudited)

For the year ended August 31	2018	2017
		(Restated - Note 2)
Cash provided by (used in)		
Cash flows from operating activities		
Excess of revenues over expenses	\$ 54,969	\$ 103,320
Changes in non-cash working capital balances		
Accounts receivable	13,958	(160,869)
Inventories	(1,784)	(2,070)
Prepaid expenses	3,148	(1,405)
Accounts payable and accrued liabilities	(20,314)	10,958
Harmonized sales taxes receivable/payable	(22,494)	8,781
Deferred revenue	(33,705)	16,457
Decrease in cash (bank indebtedness)	(6,222)	(24,828)
Cash (bank indebtedness), beginning of the year	(14,300)	10,528
Bank indebtedness, end of the year	\$ (20,522)	\$ (14,300)

The accompanying notes are an integral part of these financial statements.

Ontario Speed Skating Association

Notes to Financial Statements

(Unaudited)

August 31, 2018

1. Significant Accounting Policies

Nature and Purpose of Organization	<p>The Ontario Speed Skating Association (the "association") is a not for profit organization comprised of skaters, their families, coaches and administration. The association is committed to the development of speed skating at the recreational and competitive level and promoting the sport as a lifetime activity. The association maintains a leadership position in Canada by providing member and new skater development through training, coaching, officiating programs and competitions in the province of Ontario.</p> <p>The association is a not for profit organization incorporated by letters patent under the laws of the Province of Ontario as a corporation without share capital and is exempt from income taxes under section 149(1)(l) of the Income Tax Act.</p>
Basis of Accounting	<p>The financial statements of the association have been prepared in accordance with Canadian accounting standards for not-for-profit organizations.</p>
Revenue Recognition	<p>The association follows the deferral method of accounting for contributions.</p> <p>Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.</p> <p>Restricted contributions received or receivable relating to programs that will occur subsequent to year end are deferred.</p> <p>Membership and affiliation fees, program revenue, sanction and check-in fees and coaching and officials development revenue is recognized over the related period of service. Merchandise sales are recognized as revenue when significant risks and rewards of ownership are transferred to the customer and collection is reasonably assured.</p>
Financial Instruments	<p>Financial Instruments are recorded at fair value when acquired or issued. In subsequent periods, financial instruments are reported at cost or amortized cost less impairment, if applicable.</p> <p>Financial assets are tested for impairment when indicators of impairment exist. When a significant change in the expected timing or amount of the future cash flows of the financial asset is identified, the carrying amount of the financial asset is reduced and the amount of the write-down is recognized in net income.</p>

**Ontario Speed Skating Association
Notes to Financial Statements
(Unaudited)**

August 31, 2018

1. Significant Accounting Policies (continued)

Inventory	Inventory of resale equipment and merchandise is valued at the lower of cost and net realizable value, with cost being determined on a first-in, first-out basis
Use of Estimates	The preparation of financial statements in accordance with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amount of revenue and expenses during the reporting period. Actual results could differ from management's best estimates as additional information becomes available in the future. Management's estimates and assumptions used in determining the allowance for doubtful accounts and accrued liabilities are reviewed annually and are based on management's best estimates. These estimates are subject to measurement uncertainty, and the effect on the financial statements in future periods could be significant
Contributed Services	Volunteers contribute many hours per year to assist the association in carrying out its activities. Due to the difficulty of determining their fair value, contributed services are not recognized in the financial statements.

Ontario Speed Skating Association
Notes to Financial Statements
(Unaudited)

August 31, 2018

2. Prior Period Adjustment

During the current year, the association determined that \$14,840 of membership and affiliation fees recognized in the prior year's statement of operations should have been deferred as at August 31, 2017 and recognized in the statement of operations as membership and affiliation fees for the year ended August 31, 2018.

This error has been corrected retroactively with restatement of the prior period. As a result, the comparative amounts presented in the association's statement of financial position, statement of changes in net assets, statement of operations and statement of cash flows have been adjusted to reflect this change.

This correction has had the following effect on the financial statements:

Increase in 2017 deferred revenue	\$ 14,840
Decrease in 2017 membership and affiliation fees revenue	14,840
Decrease in 2017 excess of revenues over expenses	14,840
Decrease in 2017 ending net assets	14,840

3. Short Term Investments and Credit Facility

The association holds a \$5,000 redeemable GIC bearing interest at 0.55%, maturing January 2019. The association also has a credit card available with a total credit limit of \$5,000, which is secured by the GIC balance. As at August 31, 2018, \$3,395 (2017 - \$134) was outstanding on the credit card and is included in association's accounts payable and accrued liabilities.

4. Bank Indebtedness

The association's bank indebtedness has arisen due to outstanding items as at year end. The association does not have any overdraft or credit facilities in place as at year end.

5. Government Remittances

Included in accounts payable and accrued liabilities are government remittances payable of \$4,973 (2017 - \$2,010).

**Ontario Speed Skating Association
Notes to Financial Statements
(Unaudited)**

August 31, 2018

6. Deferred Revenue

Deferred revenue represent restricted operating funding received or receivable in the current period that relates to program expenses that will occur subsequent to year end.

In 2017, the Ministry of Tourism, Culture and Sport (the "Ministry") approved funding in the amount of \$300,000 for operations, \$150,000 relating to the April 1, 2017 to March 31, 2018 period and \$150,000 for the April 1, 2018 to March 31, 2019 period. This funding has been recognized in the revenue of the association over the relating Ministry agreement. Therefore, at the association's year-end, \$87,500 (2017 - \$87,500) was included in deferred revenue and \$150,000 (2017 - \$62,500) was included in Government grants revenue relating to this agreement.

Changes in the deferred revenue balance are as follows:

	2018	2017
Beginning balance, related to operating funding and membership and affiliation fees	\$ 121,205	\$ 104,748
Less: amounts recognized as revenue in the year	(121,205)	(88,425)
Add: amounts received or receivable related to expenses of a subsequent period	87,500	104,882
Ending balance, related to operating funding and membership and affiliation fees	\$ 87,500	\$ 121,205

**Ontario Speed Skating Association
Notes to Financial Statements
(Unaudited)**

August 31, 2018

7. Financial Instruments

Credit Risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The association is exposed to credit risk resulting from the possibility that a customer or counterparty to a financial instrument defaults on their financial obligations. The financial instruments that are exposed to credit risk are the association's accounts receivable balances. The majority of the association's receivables are from government sources and the association works to ensure it meets all eligibility criteria in order to qualify to receive the funding.

Liquidity risk

Liquidity risk is the risk that the association will encounter difficulty in meeting its obligations associated with financial liabilities. Liquidity risk includes the risk that, as a result of operational liquidity requirements, the association will not have sufficient funds to settle a transaction on the due date; will be forced to sell financial assets at a value which is less than what they are worth. The association is exposed to this risk due to their accounts payable and accrued liabilities balance.

8. Comparative Amounts

The comparative figures presented in the financial statements were reviewed by another accountant and have been restated to conform with the current year's presentation.

ONTARIO SPEED SKATING

Association Report 2018

The vision on Ontario Speed Skating has been to secure the confidence of the membership through inclusion of all clubs and skating members by demonstrating leadership in stabilizing the financial position through a robust budget forecast that allows us to develop internal organizational programs. Without this stabilization, we would not be in a position to have created an enhanced NextGen Program for our athletes.

There has been changes with the staff at OSSA. Mary Frances Carter continues to operate the Provincial organization and has been joined this year by Julie Byers stepping in as Sport Manager which has been a seamless transition and we know will be further managed as she tackles the knowledge at the SSC level and also at the Ministry of Tourism, Sport and Culture. As they are our major funding partner we continue to operate within their requirements to be a recognized sport and as the governing body of speed skating in Ontario, to create more recognition of our sport in the Province. During the summer Eric Bedard chose to move onto Speed Skating Canada as the Men's Head Coach in Short Track – obviously we are delighted for his success, and dearly felt his presence among our High Performance skaters during the past three years but we are excited to have Elizabeth Migneron join our team to continue to advance the NextGen program, and her background in Sports Psychology and high performance in Quebec will bring a high level of critique in securing our position nationally over the next seasons.

The Board continues to develop and operate away from the previous roles of VP's. This has therefore concentrated the efforts and demands that the Committees of the Board are joined by members that can contribute with expert insight of that committee discipline. I would however, encourage members of clubs that are willing to contribute in a positive and meaningful way to contact Mary Frances about any opportunities. Our Finance Committee will begin its work this summer.

We welcomed Richard Hart – with his considerable knowledge in the medical profession and sporting background at last year's AGM. He will continue to bring insight into the areas of Safety and Concussion protocol as well as athletic high performance. Sabrina Iannantuono is bringing years of family background in skating to her role as Secretary. Neil Monkman as Vice-President has been fulfilling his role by creating accountability within the association and reviewing technical documents before publication has been insightful.

Marg Oliveria is stepping down from the Board after many years responding to the call for duty of the association. We know the dedication that Marg has displayed over the years in her role as Chair of the Technical Committee and deep insight into many of the athletes. She has been a genuine champion for the development of speed skating in the Province.

The Ontario Speed Skating Association also welcomed the Vaughan Speed Skating Club this year.

As an organization, we need to develop strong policies for the Province. These are reviewed on a continual basis. Last year we updated the following policies approved by the board – Appeal Policy, Anti-Doping Policy, Confidential Policy, Equity and Inclusion Policy, OSSA Code of Conduct and Ethics Policy, Screening Policy and Social Media Policy. Member Clubs should always be aware of these, and encourage time for skaters and families to review the conduct

and expectation of the Provincial Association. Priorities for the upcoming year will be on Club Development and responding to the need to ensure we are working to create a Safe Sport.

As an organization, we work with the national body - Speed Skating Canada, and therefore the alterations and amendments that they believe is the way forward to strengthen the sport of speed skating. We believe that the new Strategic Plan that SSC is bringing forward will start to accomplish some of the alignment between Provinces and the National Body - which we know will filter down to our member clubs.

Our immediate concern will always be the health of our clubs, and therefore the continued growth through the grassroots will allow a stronger position in skater numbers. This means developing stronger Provincial racing circuits for all types of skaters that creates encouragement to remain deep into the sport.

What this also means is a greater need to encourage volunteer contributions at all levels - from the parental help with mats or volunteering at meets, to becoming an official that helps at local meets immediately at their club, or Provincially at Elite meets. Most volunteers really develop from skaters that have been involved in the sport for at least a couple of years - and therefore we are missing out from a good proportion of talent that could be invested into the sport to help balance the deficient position we have with officials and coaches. Developing coaches and officials remains a priority for OSSA.

In 2018, we were part of the Ontario Winter Games in Orillia. I think the participants thoroughly enjoyed the overall skating competition – the facilities to skate and stay for athletes were excellent – however; the distance to other venues did create a small sense of isolation. The 2020 Ontario Winter Games will be held in the same venue, and we will be providing recommendations to the Games Committee to enhance our skater's experience. Canada East ST Championships created some further excellent opportunities for our athletes in Levis QC – several athletes medalled at the Championships and shows a continued strength in the next few years. The 2018 Pyeongchang Olympics provided the opportunities for Ontario athletes to showcase their talents at these games, and continue to build on their performances for the next Olympic cycle.

2018 also saw the creation of a partnership with Nagano Skate. OSSA's Short Track Camp in August was a tremendous success, bringing together national coaches, Olympians and athletes from across the province to pursue excellence. Our relationship with Nagano Skate will continue again this year with the ST Camp being held in Kitchener Waterloo this summer.

Looking forward – there is still tremendous work to be done. The amount of time that the new MAS system has taken to install and the required time to educate Clubs and then re-adjust has been enormous. The Financial Statements and Forecast for a budget always seems to create issues – this is simply man hours required, which we are looking at adjusting staff to have better alignment with our Exec Director. If the majority of time is allocated here, we will not be able to move forward in a productive manner.

We are preparing to produce a Strategic Plan for the association this spring, and the preparation and adoption of the Speed Skating Canada's Strategic Plan, has allowed us to look at more closely about how we can align with the National Organization [NSO], and also with other Provinces where applicable. This means looking at the operational functions of the association and ensuring we are delivering at our maximum potential, ensuring our racing and training is being developed so that we can progress at minimum level with other Provinces. Because Quebec is our closest neighbour, we are potentially looking at holding joint training and racing opportunities.

The Ontario Speed Skating Association looks forward to hosting the 2019 Annual Awards Celebration at the Horseshoe Resort in Barrie on Saturday April 27, 2019. Please join us in celebrating our athletes, coaches, officials and clubs achievements this year.

We will also be hosting a meeting prior to the Celebration to discuss several topics of importance for clubs and the opportunity to discuss speed skating in Ontario.

Respectfully submitted on behalf of the Board of Directors and Staff

David Butterworth and Mary Frances Carter

2018 Technical Committee Report

As soon as it has begun, it appears the 2018-19 season is coming to a close. Calculate the hours spent by coaches, on and off the ice, planning and preparing the athletes. Add to that, the hours spent by everyone in their cars, parents going to practice, competitions airports. Then there is the time club boards, officials and other volunteers put in. Don't forget the paid staff either. This is what it takes to drive success, at every level. The payoff-smiles (and sometimes frowns and tears), from skaters when they step off the ice. Satisfaction knowing that a program is accomplishing all it was hoped, local newspaper articles highlighting an athlete or club.

Once again this season, Ontario is represented at every SSC short and long track selection or ranking event, at both Junior and Senior levels, by athletes still training here at home, or athletes at training centres. This has been slowly increasing for the past few years, a good sign. This points the way for younger skaters who have the same aspirations. There is a world outside of Ontario, opportunities after CEST and CACLT, that we can direct our athletes to, between NextGen programming and increasing everyone's awareness of this, we are making it happen.

Participation at competitions is stable and consistent at Elite events. At the regional level, it is increasing. There is still a gap at both levels in the 11-14 girls. This is a continuing concern.

This season, we implemented a new competition structure for both streams. This will be reviewed at the close of competitions. It was an adjustment for some, we are always trying to best address the changing focus and directives of SSC, as well as the needs of the athletes.

As in the previous season, our calendar is set to align with SSC events, with the information that is available to us at the time clubs are booking ice. Always challenging.

A lot of excitement and profile for OSSA this season, too. 18 athletes participated at Canada Winter Games, with some great results-2 long track individual medals and a bronze in the men's team pursuit. In short track, an individual medal, on top of some great placings.

At both long and short track ranking events, skaters achieved personal bests, worked on improving rankings, and learned important and valuable lessons.

At CACLT, one age class champion, as well as a lot of top 10 overall finish placements. Our own Canadian Junior Women champion, who went on to win gold in the 1000m at Junior World Championships-we all know who that was. It is an honour to wear the Team Ontario red, white and black, that is hard fought and well earned.

It is important to remember, that even though not everyone may not achieve that level of individual success, as they move on and away, a lot of former Ontario athletes are still very involved in speedskating in some capacity. Be it coaching internationally, at training centres, even announcing at venues during meets, the love of the sport is still there. The highest praise has to be the next generation now starting, parents remembering the good times and experiences they had as skaters are bringing their children to the rink. And they are working as hard to make this successful as their own parents did. My hope is that as an organization, we can all remember that this is about the athletes first. As long as they keep coming, we have an obligation to provide the best environment we can, in regards to programming, opportunity, respect and let's have fun.

Many thanks to the current technical committee-Sandra Chenard and Mike Rivet. With the input and support of OSSA staff Elizabeth Migneron-HP Director, Julie Byers-Sport Manager and Mary Frances Carter-Executive Director.

Respectfully
Marg Oliveira

Nominating Report

The Ontario Speed Skating Association's Annual General Meeting (AGM) will be held on Thursday February 28 at 8:00 PM. OSSA will be holding an election to fill three (3) board member positions.

The following Directors are returning in February 2019 to complete the second year of their current two-year term: Sabrina Iannantuono, Dr. Richard Hart and Neil Monkman.

Marg Oliveria will be retiring from the Board of Directors this year. OSSA would like to thank Marg for her many, many years of hard work and dedication. We are deeply grateful for her commitment to speed skating.

In accordance with OSSA's By-Laws, the election of Directors will take place annually at the Annual General Meeting as follows:

- a) The President, Treasurer and one (1) Director at Large will be elected by the membership at the Annual General Meeting held in odd numbered years.
- b) The Vice-President, Secretary and one (1) Director at Large will be elected by the membership at the Annual General Meeting held in even numbered years.

The positions of President, Treasurer and a Director at Large will be elected at the upcoming AGM.

In accordance with our By-Laws Potential Directors will have one or more of the following skills and/or characteristics:

Characteristics

- a) Commitment and capacity (time, energy, expertise) to fulfill the commitment as a Director
- b) Knowledge about roles and responsibilities of a Director, Board and Staff
- c) Experience in formulating policy
- d) Experience in thinking strategically
- e) Knowledge about the sport of speed skating
- f) Ability to identify principal business risks and ensure implementation of appropriate systems to manage those risks
- g) Knowledge of organizational performance mechanisms and ability to monitor, evaluate and report
- h) Strategic connectivity to key clients
- i) Ethical and values based behavior
- j) Representative of client population (athlete & coach)
- k) Other attributes valued by the Board of Directors

Skills

- l) Accounting designation (CA, CMA, CGA)
- m) Legal designation (LL. B)
- n) Professional qualifications (MD, PhD, MBA, Sport Science)
- o) Personnel Management (Human Resource Professional designation)
- p) Media/Marketing/Public Relations contacts/experience
- q) Fundraising and funding source contacts
- r) Administration/Management experience

- s) Government relations/contacts
- t) Organizational development/Strategic Planning experience
- u) Other skills valued by the Board of Directors

All candidates are eligible for election in accordance with OSSA's By-Laws and have at least one or more skills and/or characteristics listed above. The following list of candidates have expressed interest in serving on the 2019/2020 OSSA Board of Directors.

David Butterworth - President
Bernadette Byrne - Treasurer
Julie Colbourne-Milne - Director at Large

Our By-laws indicate:

Elections will be decided by majority vote of the Members in accordance with the following:

- a) One Valid Nomination – Winner declared by Ordinary Resolution.
- b) Two or More Valid Nominations – The nominee(s) receiving the greatest number of votes and an Ordinary Resolution will be elected. In the case of a tie, the nominee receiving the fewest votes will be deleted from the list of nominees and a second vote will be conducted. If there continues to be a tie and more nominees than positions, the nominee receiving the fewest votes will be deleted from the list of nominees until there remains the appropriate number of nominees for the position(s) or until a winner is declared.

As we have received three (3) valid nominations and have three (3) available board positions, we will elect the Directors by Ordinary Resolution at the Annual General Meeting.