



Board of Directors Meeting Conference Call

December 9, 2018

Minutes

Present:

President	Chris Waddell
Treasurer	Pippa Hobbes
Secretary	Judy Sutcliffe
Director	Jurgen Schubert
Director	Margy Braga
Director	Amanda Schweinbenz
Director	Caitlin Beresford
Executive Director	Andrew Backer

1. Call to Order

Waddell noted that the meeting suspended last week, resumed at 11:04 AM.

2. Agenda approval

MOTION: To approve the agenda as presented.
Hobbes/Beresford - CARRIED

3. Action Items

Backer reported that he and the Executive Director of Rowing BC had together written a letter to RCA seeking clarification on matters pertaining to umpiring and sanctioning.

The follow-up on the following Action Items was:

Action Item	Status
Discuss development of a webinar for coaches on essential elements of the Rules.	Delayed due to other priorities
Welcome letter to the Minister of Tourism, Culture and Sport	Completed
Confirm if RCA has a conflict of interest policy that all umpires are bound by, and if not, determine how best to include umpires into ROWONTARIO's Conflict of Interest policy and present revisions to the Board	Not Started
Staff to define what we need for the website and issue an RFP for a	In progress

Action Item	Status
new website. Target to launch new website April 2018	
Complete the financial projections for F2022 and include in the financial projection document	On December agenda
Develop two to three options related to umpire revenues and expenses in response to the UC report and present back to the Board	On December agenda

4. Umpire Fee Proposal

Backer resumed the discussion from last week’s meeting. The proposals developed by staff were reviewed and Board members made arguments in favour or against the different proposals. Concern was expressed that if the umpire fee was removed or reduced substantially, that it would have a domino effect on other fees, such as coaches’ fees. It was noted that with coaches, the relationship ROWONTARIO has, is with the clubs who benefit from the services of coaches and ROWONTARIO bills the clubs for coaches’ membership fees. With umpires, it is the Regattas organizing committees that benefit from the services of the umpires, although umpires are billed directly.

Backer further noted that, as per the direction of the Ontario Ministry and our long term financial projections, the Association needs new revenue sources. The Board determined to present this issue to the Membership Fee Advisory Committee that will meet in January.

After further discussion, the following motion was made:

- MOTION:** To present to the ROWONTARIO Membership Fee Advisory Committee with two options:
- Option (1) is to implement a combination of Umpire Registration Proposal #1 (Continue to require annual umpire registration but decrease the annual registration fee to a nominal amount of \$2.00-\$5.00) and Proposal #2 (Charge an “Umpire Fee” to each regatta based on a tiered system ranging from \$25/day to \$200/day, depending on the size and level of the regatta).
 - Option (2) is to maintain the Umpire Registration fee at \$25.00 per year. -
 - For both options, ROWONTARIO would develop a long-term plan (over three to four years) aiming to “professionalize” umpiring to the point where all umpires are compensated for their time umpiring at regattas, and also consistently receive reimbursement for out of pocket expenses including travel, meals and accommodation.
- Schweinbenz/Sutcliffe - CARRIED*

The Board noted that there had been a commitment made to the membership at the AGM that the membership and seat fees not be increased this coming year. However, as one of the Umpire Registration Fee proposals had included assigning a portion of the seat fees to cover umpiring costs, there was a discussion that seat fees may be allocated to different programs by fixed percentages at some point in the future. This item will be discussed by Backer and Hobbes.

5. Financial Projection

Backer introduced the 4-year outlook to 2022. He noted that with a new government, it is difficult to predict grant levels into the future.

Backer notes that there are some costs that are fixed (clinic expenses, regatta expenses such as km rate, meal per diems), but that there is the potential to control salaries and some other expenses such as office rent that are affected by the cost of living. Over time, the input of the Fee Advisory Committee may be sought, about introducing an annual cost of living allowance (COLA) affecting seat fees and annual registration fees.

6. Umpire Committee Terms of Reference

Backer explained that with Sutcliffe's resignation as the Chair of the UC, it was time to review the UC Terms of Reference, that could then be used as a platform to advertise for a new committee chair. Some suggestions were made to amend the way the criteria for Committee composition are presented to distinguish individual versus collective criteria.

MOTION: To approve the Umpire Committee Terms of Reference as amended.
Sutcliffe/Hobbes - CARRIED

7. Next meeting

The Board agreed to meet again via conference call on January 17th, 2019, 6:30 PM.

8. Termination

MOTION: To terminate the meeting at 12:05 PM.
Schweinbenz/Sutcliffe - CARRIED

Judy Sutcliffe
Secretary