



Minutes

2022 Ontario Equestrian Annual General Meeting

Monday June 13, 2022

6:00 pm via

Zoom

1. **WELCOME** - *President*

Danielle Glanc, President of Ontario Equestrian welcomed and thanked everyone for attending and the meeting was called to order at 6:00 PM.

2. **QUORUM CONFIRMED** - *Corporate Secretary*

Hilary Gregory confirmed that quorum had been reached with 42 members present.

3. **INTRODUCTION OF BOARD MEMBERS** - *President*

Danielle introduced the board members and thanked them for their outstanding contribution to the Board this past year: Julia Merritt - Vice President, Christine Reupke, Maya Chendke, Hilary Parkes, Andrew Woodley, Breanna Young and Dr. Mike Pownall.

Danielle also introduced and thanked the OE staff for all of their work. Tracey McCague-McElrea, Executive Director; Toyin Fambegbe, Director of Finance; Brandon Hall, Director of Marketing and Communications; Charlayne Szafranski, Manager Coaching; Hilary Gregory, Program Coordinator Sport; Helen Richardson, Project Lead - Stable Program; Christilot Boylen, GRIT Head Coach and Taylor Cornwell, Membership and Operations Coordinator.

4. **APPROVAL OF AGENDA**

Motion by C. Reupke, seconded by A. Woodley to approve the Agenda as presented.

23 In favour

1 Against CARRIED

5. **APPROVAL OF MINUTES**

Motion by M. Pownall, seconded by J. Merritt to approve the Minutes from the 2021 AGM held on June 21, 2021.

22 In favour

1 Abstain CARRIED

6. **BUSINESS ARISING** – *Nothing was reported*

7. PRESIDENT'S REPORT – Danielle Glanc

Another year has come and gone in the blink of an eye. Despite the ongoing challenges that continued for the province and the world resulting from the ongoing pandemic, Ontario Equestrian (OE) remained strong and dedicated in providing support for equestrian sport in Ontario. Looking back on the past, it is incredible how much work has been undertaken, and just how much has been accomplished despite these challenges.

Following my re-election at the 2020 Annual General Meeting, I re-joined OE's Board of Directors as President for the 2021 year. Looking back over the first year of my presidency, words cannot express how proud I am of the OE staff and my fellow Board members during this uncertain time. Their dedication, hard work, and advocacy during this past year is nothing short of amazing. If I could use two words to describe the year in review, they would be *collaboration* and *partnership*. Our staff, Board, membership, and industry stakeholders have worked tirelessly together over the past year to ensure our sport and our sector, could continue to thrive and grow coming out of this pandemic.

In 2021, advocacy efforts by OE saw unprecedented relief funding provided from the provincial government. The Ontario Ministry of Heritage, Sport, Tourism and Culture Industries provided \$250,000 in funding to help stabilize sport and recreation due to the negative impact left by COVID-19. This, coupled with the \$3 million Equine Hardship Fund from the Ontario Ministry of Agriculture, Food and Rural Affairs, and the \$220,000 raised from the For the Herd Campaign provided extraordinary support for Ontario's equine sector. While OE is a Sports Organization, we recognized the need to not only advocate for our sport but also for the entire equine industry. Throughout the year, our board and staff participated in advocacy and information sessions with key stakeholders related to important topics affecting the equine industry in Ontario, such as service gaps for deadstock removal, rural veterinarian shortages, and the economic impact of the equine industry. Our work in these areas is ongoing.

The impact of the COVID-19 pandemic was significant on our sport and industry, and highlighted areas that are vulnerable and require focus. Those areas were top of mind when OE Board and staff undertook the development of OE's new strategic plan in the fall, focusing on rebuilding and strengthening our community. I believe our new identity statement says it all:

As the recognized Provincial Sport Organization, we lead the sector in the dynamic growth of equestrian sport through participation, education, and support of both rider and horse.

Through activities focused on pathways, advocacy, organizational excellence, member experience, and growth, OE is poised to move equestrian sport and the entire equine industry forward. As part of the 2022-2025 strategic plan, OE is making substantial investments to develop a new Stable Program. OE recognizes that the riding stable is at the heart of our sport. To support our industry, we must work together to provide our stables with the tools and resources they need to be sustainable and grow.

The pandemic has taught us that our industry is resilient. Our organization is driven to foster the growth of equestrian sport through productive relationships, strong leadership, inspiration, trust, and protecting the safety and well-being of equestrians and equines. I believe that through collaboration with our members, stakeholders, and staff, equestrian sport and the

entire equine industry can remain strong and continue to grow and thrive in the future. For those joining or continuing with us as board members in 2022, I look forward to working together over the next year. To those leaving us, thank you for your hard work during your time on the board; I wish you all the best in your future endeavors. I would like to extend my sincere appreciation to Tracey, OE's executive director, and the entire OE staff for their passion, and continued dedication and commitment to the membership, and the sport we all love. And lastly, to the members, thank you for your continued support. OE would not be able to do the work we do without you.

Looking forward to the year ahead.

8. EXECUTIVE DIRECTOR'S REPORT – Tracey McCague McElrea

T. McCague-McElrea then reviewed the highlights from the 2021 OE Annual Report.

2021 was a year of stops and starts, disruption and uncertainty. The first half of the year was lockdowns followed by stay-at-home orders followed by emergency brakes. But as a community we continued to move forward.

During this time OE was able to secure an unprecedented \$3 million Equine Hardship Program grant through the Ontario Ministry of Agriculture, Food and Rural Affairs. We are grateful for this support and recognition from OMAFRA. The funding provided many Ontario stables emergency support to keep their operations going.

We also want to thank our sport government partner, the Ministry of Health, Sport, Tourism and Culture Industries for their continued support. The funding we received from MHSTCI makes it possible for us to develop programs and train athletes, coaches and officials.

By June, we were able to slowly return to competition. What utter excitement there was to return to competition. It marked the beginning of a very slow re-opening. We were able to deliver some in-person training although the majority of it was on-line through the ECampus and Zoom webinars. Coaching training was and continues to be in high demand and the move to on-line training allowed us to reach many more candidates.

Much of the other program delivery continued to be limited due to the restrictions on in-person gathering sizes. The second GRIT team was selected and we scheduled all of the training camps and evaluations when the protocols for in person gatherings were less restrictive.

The Board and staff assembled for three days in November to develop the 2022 - 2025 Strategic Plan. The many lessons learned through the pandemic were top of mind. We need to have solid business practices in place and help the industry develop their business acumen. We need government, at every level, to understand the equestrian sector is a force and needs to be recognized appropriately.

Lessons Learned

As we begin a new strategic plan and COVID-19 recovery phase, we must keep these learnings top of mind in order to rebuild and strengthen our community.

01

We befriended technology, and there is no going back.

Virtual employment, Zoom and e-learning are here to stay and we need to invest in these areas.

02

The crowds will return, but we'll gather carefully.

We need to rethink how events will look and ensure that safety is a priority.

03

We can hope for stability – but it is best to be prepared for the opposite.

COVID-19, perhaps more than any other disaster, demonstrated that we need to have solid business practices in place and help the industry develop their business acumen. We need government, at every level, to understand that the equestrian sector is a force and needs to be recognized appropriately.

04

We have the capacity for resilience.

The equestrian community is strong and they care about each other.

Focus

In order to grow and thrive, we need to ensure that the heart of the equestrian community is healthy and strong.

In the member focus groups prior to the strategic planning sessions the top areas of concerns identified by members were:

- Revenue generation and/or managing financial challenges,
- Growing the grassroots community,
- Clarity and solid programming for athlete and coach pathways.

The riding stable is the heart of our sport and we believe that working together, in partnership, will lead to healthy, sustainable growth for our industry. We must better understand how we can support our stables to be the best they can be to deliver more and better equestrian programs. We believe that strengthening supports to Stables is a key to unlocking the change and growth for equestrian sport.

Our focus will be on building stronger relationships with stables to address their needs and our common interest such as member quality programs and experiences, participation development, certification, inclusivity, safe sport and financial stability.

The Board of Directors continue to be a source of inspiration for the leadership team at OE. They are dedicated and motivated to move the agenda forward and support the membership. A big thank you to Danielle Glanc who assumed the role as President in June. Danie has worked diligently on your behalf. She is connected to the community and brings a great deal of insight and passion. After six years on the board, this will be Christine Reupke's final meeting. Christine has been a huge asset at the board table.

We will miss her incredible equestrian knowledge, business skills and sharp wit. And to the rest of the board members - Julia Merritt, Maya Chendke, Hilary Parkes, Andrew Woodley, Breanna Young and Dr. Mike Pownall...thank you.

A heartfelt thank you to the hard-working team at OE. Toyin, Brandon, Char, Hilary, Helen, Taylor and Christilot! In this period of uncertainty and constant change, you are tackling every job with enthusiasm and professionalism. I could not be prouder of you!

To our members, thank you for continuing to support OE. In the coming days we will work hard on your behalf and we look forward to enhancing your OE experience with new programs and initiatives.

9. TREASURER'S REPORT – *Julia Merritt, Chair of the Audit and Finance Committee*

J. Merritt indicated that due to the uncertainty associated with the pandemic the Board and management of OE spend a great deal of time to ensure that we were fiscally responsible in a very uncertain market. The 2021 budget was under a great deal of pressure. There were many meetings with the staff and finance committee to make sure that OE would be in a sound financial position at year-end and beyond. J. Merritt was pleased to report that we ended the year in a net positive position.

BDO performed the audit of the financial statements.

J. Merritt introduced Sarah Chiasserini, CPA, CA - Senior Manager, BDO to present the 2021 Audited Financial Statements.

Sarah Chiasserini – BDO

Sarah indicated that it is a clean audited opinion. Balance

Sheet

Current assets have increased from \$1.1 million to \$1.3 million due to the increase in cash and investments.

Liabilities

Accounts payable have increased by \$50,000 due to a GST payable. Income

Statement

Revenue has decreased slightly due to the significant decrease in government assistance Covid-19 grants.

Membership increased by approximately 3,000 over 2020.

Decrease in rent by approximately \$70,000 due to OE subleasing their office during the pandemic. All staff have been working remotely.

Excess of revenue over expenses was approximately \$100,000. Excess has been invested.

Notes are similar to last year. Last note is explanation on the government notes due to Covid-19 funding.

There were no questions from the floor.

RECEIVE THE 2021 AUDITED FINANCIAL STATEMENTS - Motion by J. Merritt, seconded by B. Young to receive the 2021 Audited Financial Statements as presented.
23 In favour
1 Against CARRIED

10. **APPOINTMENT OF AUDITORS - Motion** by J. Merritt, seconded by M. Pownall to appoint BDO as the OE auditors for 2022.
24 In favour CARRIED

D. Glanc thanked Julia, Toyin and the Audit and Finance Committee for their hard work and oversight of the OE finances.

11. NOMINATIONS COMMITTEE REPORT - Christine Reupke

Christine Reupke acknowledged and thanked the Nominations Committee. This year's Nominations Committee was comprised of the following individuals:

Danielle Glanc
Maya Chendke
Tracey McCague-McElrea
and myself, Christine Reupke, as Chair.

A call for applications was issued on March 14, 2022 soliciting expressions of interest for the open positions. Applications were to be received by the Nominations Committee by April 11, 2022.

Pursuant to Article 4.8 of the General By-Law dated June 3, 2016, on April 28, 2022 the Board approved the following individuals as valid nominations for election to the Board of Directors for a three-year term:

- Jennifer Baic
- Danielle Cardinal
- Meghan Hewitt
- Alexander Lutchin
- Hilary Parkes

The list of candidates, their resumes and letters of interest were distributed to the membership with the AGM notice via email.

Voting took place online and closed yesterday June 12, 2022.

Motion by A. Woodley, seconded by D. Glanc to close the elections for the 2022 Board of Directors.

21 In favour

1 Abstain CARRIED

In a very tight race for the election of the Directors to the Board of Ontario Equestrian, the following individuals have each been elected each for a three-year term:

1. Hilary Parkes
2. Meghan Hewitt
3. Danielle Cardinal

Congratulations and welcome. C. Reupke then asked each of the candidates to say a few words. Thank you to all of the candidates who demonstrated interest in OE. We had an outstanding group of individuals apply.

Finally, D. Glanc thanked Christine Reupke for her time on the OE Board as her term is now complete.

We are sad to say goodbye to our beloved board member, Christine Reupke. Christine has spent six years on the Board of Directors and she's been an invaluable asset to the OE Board and the entire membership. I've had the privilege to work with Christine for the past four years and the best word to describe her is powerhouse. Board service is one of the toughest jobs of all and Christine has worked tirelessly through her time here to provide consistent and thoughtful guidance. Her expertise, passion, energy and kindness are evident in everything she does. Those traits and her wonderful sense of humor, will be sorely missed on the Board. Thank you for your time and your dedication to OE and the sport of equestrian. We are truly grateful that you have been there to help chart the past, present and future.

12. **ADJOURNMENT**

Motion to adjourn the meeting at 6:38 pm by C. Peck.