



**MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS**  
**Hyatt Place Montreal - Downtown**  
**May 2, 2024, 9:00 AM ET**

***Present:***

Charmaine Crooks, President and Chair  
Paul-Claude Bérubé, Vice President  
Charisse Bacchus  
Dale Briggs  
Kelly Brown  
Brian Burden  
Charlie Cuzzetto  
Stephanie Geosits  
Dominique Grégoire  
Orest Konowalchuk  
Pierre Marchand  
Don Story  
Kevin Blue, CEO & General Secretary

***Present via Microsoft Teams:***

Brittany Timko Baxter

***Also in attendance:***

Lisa Spina, Executive Assistant  
Sean Heffernan, Chief Financial Officer  
Félix Cardin, Corporate Secretary

**1. Call to Order**

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The Chair called the meeting to order at 9:05 AM ET and stated the vision, mission, and values of the organization. Director Cuzzetto acknowledged the land on which the Directors gathered for this Board meeting.

**2. Declarations of Conflict of Interest**

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Lisa Spina confirmed that the required declaration forms from all Directors had been received prior to the Board meeting.

### 3. Approval of Agenda

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**M-85 MOTION:** On motion duly made and seconded, it was unanimously resolved to approve the agenda as presented.

**CARRIED.**

### 4. Approval of Consent Agenda

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#### 4.1 Minutes from Previous Board Meeting

4.1.1 Minutes from 22.03.24

#### 4.2 Minutes from previous Committee Meetings

4.2.1 Governance Committee Minutes from 15.02.24

4.2.2 Governance Committee Minutes from 21.02.24

4.2.3 Governance Committee Minutes from 14.03.24

#### 4.3 Completed Workplans

#### 4.4 Outstanding Actions

**M-86 MOTION:** On motion duly made and seconded, it was unanimously resolved to approve the consent agenda as amended, with a minor edit to Motion 78.

**CARRIED.**

### 5. Board Calendar

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The Board calendar was received for information. An updated version of the Board calendar will be provided to the Directors in a subsequent Board meeting, showing a timeline of the next 12-15 months.

### 6. President's Report

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The Chair provided a brief summary of the meetings and initiatives that she was a part of throughout April 2024, highlighting meetings with various stakeholders and the onboarding of the CEO & General Secretary.

### 7. CEO & General Secretary Report

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CEO & General Secretary provided the Board with an update on his continued work and progress in the following areas:

- Resolving the Collective Bargaining Agreements with both National Teams;
- Re-negotiating the CSB Agreement;
- Leading the search for a Men's National Team Head Coach; and

- Focusing on revenue generation and developing strong philanthropic opportunities.

He noted that he has continued to engage in depth with several stakeholders and has continued to learn more about FIFA and Concacaf, attending a FIFA Forward meeting in Miami, in April. He also noted his plan to revise the current strategic plan leading up to the 2026 FIFA World Cup with additional stakeholder engagement conversations and further work on brand positioning and sharing Canada Soccer's story.

## **8. Guest Speaker**

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The Chair welcomed Felicia Schiro, President of Soccer Quebec, to join the Board meeting to share a few words about her experience so far in her new role, and to share her insights, outlook, and vision, for the future.

## **9. Governance Committee**

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### **9.1 Governance Committee Report**

The Chair of the Governance Committee shared a copy of the Governance Committee report with the Board in advance of the meeting. She informed the Board that the Governance Committee is currently reviewing and working on the Executive Limitations Policy. She thanked Director Bacchus, Director Cuzzetto, and Director Story for their valuable contributions over the past months.

### **9.2 Board Evaluation Survey**

The Chair of the Governance Committee noted that an executive summary of the results of the Board annual evaluation survey was shared prior to the meeting and a more detailed analysis of the results will be discussed at the June meeting. She walked the group through the executive summary and highlighted some of the results coming out of the survey.

It was agreed by the Board that the recommendations coming out of the survey results should be added to the Action Item list to ensure that the proper follow-up is completed.

## **10. Audit & Finance Committee**

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There was no official financial report, but the Chair of the Audit & Finance Committee provided a brief informal update on the current financial situation.

## **11. Governance Review Report**

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The final version of the Governance Review Report completed by Benoit Girardin will be presented to the membership the day following this Board meeting. Some recommendations coming out of his report will be mandatory, while others will be suggestions for improvement only. Once the report is final, it will be shared with the public and next steps will be determined.

## **12. Safe Sport**

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Allison Forsyth, Canada Soccer's Safe Sport Officer, joined the Board meeting to walk the Board through an in-depth status report on Safe Sport, in accordance with the McLaren report recommendations, and further elevated by additional Safe Sport considerations, evolution, and in-house expertise. She noted which elements have been completed and which elements are currently in progress throughout the different categories (Policies & Procedures, Training & Education, and Response & Support), and also noted the challenges that have arisen throughout the process.

The Chair thanked Allison for the excellent work she is doing and reiterated that the Board fully supports her efforts in this important area of work.

## **13. Other information from Stakeholders/Members**

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No items were discussed.

## **13. In Camera**

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**M-87 MOTION:** On motion duly made and seconded, it was unanimously resolved to go in camera.

**CARRIED.**

**M-88 MOTION:** On motion duly made and seconded, it was unanimously resolved to come out of camera.

**CARRIED.**

## **14. Next Meeting**

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The next Board meeting will be held virtually on Saturday, June 8, 2024.

## **15. Adjournment**

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**M-89 MOTION:** On motion duly made, it was unanimously resolved to adjourn the meeting.

**CARRIED.**