

2025 ANNUAL GENERAL MEETING MINUTES

Monday September 15, 2025 7:00 pm
Virtual via Zoom

Phil Brown, current President of Triathlon Ontario chaired the meeting. It was called to order at 7:00pm.

Phil welcomed the attendees to the 2025 Annual General Meeting of Triathlon Ontario.

AGM Package

All attendees should have received the link to the AGM package, which included the following:

- The Agenda
- Minutes from the 2024 Annual General Meeting
- Report of the President and Treasurer
- Audited Financial Statement dated March 31, 2025
- Current Bylaws

Attendees were instructed that for purposes of this meeting all voting for motions will be done by a show of hands.

The current Board of Directors in attendance were introduced

- Vice-President, Taylor Forbes
- Treasurer, Lori Goodfellow
- Secretary, Tara Postnikoff
- Director, John Cameron
- Director, Sabrina Fitzgerald
- Director, Kevin Wong
- Absent was: Director, Sue Leeder

Most of you have had some contact with our office so I'd like to introduce our staff to you. Our Administrator Lynn Miller, Program Manager Mike Mahoney, Digital Media Specialist Taylor Reid, Provincial Development Coach Greg Kealey, and our Executive Director, Phil Dale.

Phil Dale confirmed a quorum was achieved. According to our current bylaws, a quorum for the purposes of our Annual General Meeting is 10. Today we have 17 Members in Good Standing. Therefore, yes, we have a quorum present today.

Phil Brown hereby declare the Triathlon Ontario 2025 Annual General Meeting to be duly constituted.

Appointments

Tara Postnikoff will act as the Recording Secretary for the 2025 Annual General Meeting.

Approval of Agenda

Phil Brown proposed a motion to waive reading and approve the Agenda?

John Cameron moved to waive the reading and proceed to approve the agenda.

Sabrina Fitzgerald seconded the motion.

All attendees were in favour. None opposed.

The motion was carried.

Approval of the Minutes of the 2024 Annual General Meeting.

Phil Brown proposed a motion to waive reading and approve the Minutes

Sabrina Fitzgerald moved to waive the reading and proceed to approve the 2024 AGM minutes.

Mike Mahoney seconded the motion

All attendees were in favour. None opposed.

The motion was carried.

Report of the President

Phil Brown shared some highlights of the President's report which included noting that we are in a strong financial position and have accomplished most if not all our goals. In particular the completion and publication of the 4-year strategic plan. Phil thanked all the volunteers and the TO staff.

Phil Brown proposed a motion to receive the report of the President.

- John Cameron moved to receive the report of the President, as presented.
- Christine Wallace seconded the motion
- All attendees were in favour. None opposed.
- The motion was carried.

Treasurer's Report

Lori Goodfellow share some highlights of the Treasurers report, highlighting an overall organization produced net income of \$17.9k, up \$8.1k in previous years. Largest revenue increase was membership revenue (62k increase), mostly due to increase in membership rate and increase in One-day memberships.

Lucien pointed out typo in report under expenses to be amended. Under expense \$685 should read \$685K.

- Lori proposed a motion to receive the report of the Treasurer and approve the audited financial statements.
- Sabrina Fitzgerald moved to receive the report of the Treasurer and to approved the audited financial statements for the year ending March 31, 2025.
- Mike Mahoney seconded the motion
- All attendees were in favour. None opposed.
- The motion was carried.

Appointment of the Auditor

Phil Brown proposed a motion to reappoint the firm of Norton McMullen and Company or any such other company as determined by the Executive Committee to perform an audit for the year ending March 31, 2026.

- Lori Goodfellow moved to appoint the firm of Norton McMullen and company to preform the audit of the year ending March 31, 2025.
- Sabrina Fitzgerald seconded the motion
- All attendees were in favour. None opposed.
- The motion was carried.

Election of Directors

This was our second year using an online election platform. As is consistent with other Provincial Governing Bodies, the board felt the use of technology was the best way to make voting more accessible to the membership.

Prior to the call for Nominations, a Nominations Committee was formed consisting of Phil Brown, Sabrina Fitzgerald and John Cameron. The Committee oversaw the election process, which included identified desired skill sets, setting relevant dates and timeline, creating the application, reviewing applications, issuing a Nomination Committee report and recommending a slate of candidates for the membership to consider. We received five (5) valid applications for four available positions.

The Election window was open for two weeks. The four elected directors, in order of most votes were:

- Tara Postnikoff (returning)
- Christine Wallace
- Sue Leeder (returning)
- Ting Yeh

Congratulations and welcome to the new and returning Directors

Motion to Destroy the Ballots

Phil Brown proposed a motion to destroy the ballots

- Mike Mahoney moved to proceed to destroy the ballots
- John Cameron seconded the motion
- All attendees were in favour. None opposed.
- The motion was carried.

Other business

Phil Dale extended his thanks to the outgoing directors, Lori Goodfellow and Taylor Forbes.

Adjournment

With no further business, Phil Brown proposed a motion to adjourn the 2025 Annual General Meeting.

- Phil Dale moved to adjourn the meeting
- Kevin Wong seconded the motion
- All attendees were in favour. None opposed.
- The motion was carried.

Meeting was declared to be adjourned at 7:14pm



2025 President's Report

Dear Triathlon Ontario Members,

The past year has been one of progress, resilience, and growth for our organization and our community.

I am pleased to report that Triathlon Ontario remains in a strong financial position, with continued stability and growth in members' equity. This solid foundation allows us to confidently invest in programs and initiatives that support athletes, coaches, officials, and clubs across the province.

Of all that we accomplished this year, I am particularly proud of the work that went into the development and publication of our new four-year Strategic Plan in 2025. This plan reflects extensive consultation, collaboration, and foresight, and will serve as a clear roadmap to guide our decisions, priorities, and investments in the years ahead. It represents not only a vision for where we want to go as an organization, but also a commitment to the values of inclusivity, excellence, and community that define our sport.

We also advanced athlete development by incorporating recommendations from our Advisory Committee into the Provincial Development Program, further enhancing opportunities for our athletes to thrive. At the same time, feedback from a province-wide membership survey helped us shape programming to better meet the needs of our community.

Our commitment to capacity building was reflected in several key areas: we expanded the pool of trained Provincial Officials, secured new funding support to assist coaches in certification and professional development, and created new opportunities for youth. We are especially proud to see significant growth in youth event participation across Ontario this year. While annual memberships declined slightly, one-day memberships grew—showing that more people are discovering and engaging with our sport at the grassroots level.

On behalf of the Board, I would like to extend sincere thanks to our staff, coaches, officials, volunteers, and Coach Developers (Master Coach Developers, Coach Evaluators, and Learning Facilitators) for their dedication to building the capacity of our sport. We also thank our Race Directors, industry partners (Vorgee Swim Products, Champion Systems, MyVeloFit, F2C Nutrition, and Zizu Optics), and our financial sponsor of the Provincial Development Program, Raymond James Limited, for their steadfast support. In addition, we are grateful to the Province of Ontario and Triathlon Canada for their continued partnership in helping us promote and grow this wonderful sport in Ontario. Most importantly, we celebrate and thank all of our athletes—junior, U23, elite, and age group—for proudly representing Ontario at provincial, national, and international competitions.

None of this progress would be possible without the dedication of our clubs, coaches, officials, volunteers, partners, and of course, our members. Thank you for your continued support and commitment to triathlon in Ontario. Together, we are building a stronger, safer, and more inclusive multisport community.

Sincerely,

Phil Brown

President, Triathlon Ontario

Treasurer's Report – Fiscal 2025

Triathlon Ontario completed the fiscal year ended March 31, 2025 in good financial health and a strong position.

Earnings

- Net Income was \$17.9K in FY25, up from \$8.1K in the previous year.
- Membership Equity finished the year at \$225K, up 17.9K from FY24 (8.6%)

Revenue

Total revenue for the fiscal year was \$702K, compared to approx \$634K the previous year, an increase of over 10% for the period.

- Membership revenue collected for FY25 was \$302K, up \$62K (25%) from the previous year. Membership consists of annual and one-day memberships. Annual membership revenue collected increased to \$139K in FY25, despite a slight decrease in membership numbers, and due to the increase in price of annual memberships last year. One-day memberships were up almost 45% to \$163K in FY25, again due to price increase but also a larger number of one-day memberships compared to the previous season.
- Government assistance and other grants was down \$7.6K (4%) as a result of the Province of Ontario reducing the Ontario Amateur Sport Fund grant across the board to all sports.
- Athlete assistance and development revenues for FY25 was \$134K, up 5.7% reflecting increased programming and events during the year.
- Non-membership programs for FY25 brought in revenue of \$25.9K, a large increase from the previous year due to more insurance related products sold.
- Revenues from coaching and officials programs were \$8.6K in FY25, down approx 50% due to decreasing demand for coaching courses compared to the past.
- Other revenues of \$2.7K consist of interest earned on investments and individual donations. This was down mostly due to lower interest rates on investments.

Expenses

Total expenses for FY25 were \$685K, up \$59.3K (9.5%) compared to FY2025

- Athlete assistance and development for FY25 was up \$24.5K to \$213K, a 13% increase. The increase was a reflection of more programming and events and the related cost to produce them.
- Coaching and officials expense was \$41K, almost 80% jump from FY24. The increased expense is due to a combination of increased costs associated with officiating races and costs related to new officials (clothing, training) in order to grow the pool of officials in the province.
- Non-membership programs expenses for FY25 were \$20.5K, up \$6.4K from last year due to increased costs and more insurance products sold.