Ontario Sailing Association
Annual Meeting Minutes
For the fiscal year ending March 31st, 2025

Held September 24th, 2025
Virtual Meeting via Zoom

(Details of those in attendance at the Annual Meeting is located following the Minutes)

CALL TO ORDER
The meeting was called to order at 7:06 PM EST by the Chair of the Board of Directors, Stephen Brickell.

QUORUM
Through the use of Election Buddy voting software, there was a confirmation that in attendance were appointed Representatives from Member Organizations representing # votes, more than the required # votes for 20% of our overall member organizations at the record date on August 26, 2024, therefore achieving quorum.
27 of 46 = 56%

As per By-Law 9.04 states, a quorum for the transaction of business at a Members' Meeting is twenty percent (20%) of current Members in good standing, whether present in person or by proxy. There were 115 separate legal entities in good standing on the record date of August 26th. They represent a total of 168 voting members for 2025, requiring representation of a minimum of 34 votes. To start the meeting, we have member organizations with 89 votes represented in attendance, so we have achieved quorum.

APPROVAL OF THE AGENDA
On a motion duly made by Kanata Yacht Club and seconded by Fifty Point Yacht Club, be it resolved that the 2024 Ontario Sailing Association Annual Meeting Agenda is approved as presented.

APPROVAL OF MINUTES
On a motion duly made by Lac Deschenes Sailing Club and seconded by Mimico Cruising Club, to approve the Minutes of the 2024 Annual Meeting of the Ontario Sailing Association as presented.

REPORTS
CHAIR REPORT – STEPHEN BRICKELL

The Board initiated a leadership transition process 18 months prior to Glenn Lethbridge's planned retirement by forming a Search Committee and engaging a professional search firm. After reviewing over

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100 applications and shortlisting four candidates, the Committee unanimously recommended Murray McCullough, whose appointment was unanimously approved by the Board. Murray, described as a "sailor's sailor," brings extensive experience as Ontario's former Provincial Coach, a Paralympic wheelchair basketball coach at the Rio Games, and a member of the Canadian Sport Institute. He joined Ontario Sailing at the beginning of the year, ushering in what has been referred to as "Ontario Sailing 2.0."
The Board expressed its deep appreciation to Glenn for his 18 years of dedicated service and wished him well in his retirement. The organization also recognized the contributions of departing staff members Lisa Roddie and Cameron Lymburner.

Soon after Murray's arrival, Row Ontario—Ontario Sailing's partner in sharing two staff resources—announced significant financial challenges that resulted in the end of the shared arrangement. Ontario Sailing also faced financial pressures, having operated with three consecutive years of deficits and a cost structure that was not sustainable. After reviewing its options, the organization chose to undergo an internal restructuring rather than increase member club fees. This restructuring has positioned Ontario Sailing to achieve a modest surplus for the current fiscal year while expanding the services provided to members.
A key example of this growth is the expansion of athlete development programming. Under Murray's leadership, Ontario Sailing has grown from supporting one provincial team with six athletes to supporting five teams across five classes, reaching a total of 41 athletes. The organization has also worked with clubs to enhance year-round athlete development through the addition of winter training programs.
Overall, Ontario Sailing has experienced a year of significant change, marked by strong leadership transition, improved financial stability, and expanded services that strengthen support for athletes, clubs, and the broader sailing community.

EXECUTIVE DIRECTOR REPORT – MURRAY MCCULLOUGH
Over the past year, Ontario Sailing has experienced a period of innovation, change management, and renewed energy. Guided by the challenge set by Glenn Lethbridge at his final Annual Meeting to "do something different in 2025," the organization has embraced growth, collaboration, and progress across all areas of operation. A cultural audit was completed to strengthen teamwork, organizational growth, and member value, while a renewed focus on professional development and data-informed decision-making has helped shape more effective strategies. The successful relocation of the head office to Hamilton, alongside a new presence at the Sail Canada office in Kingston, has expanded Ontario Sailing's reach and operational agility across the province.

Athlete development saw significant advancement, with the launch of a new Ontario Sailing Team structure expanding support from one to five classes and from six to forty-one athletes. Ontario's athletes also earned three medals at the Canada Summer Games in St. John's. The organization introduced its first Ontario-based wing foiling Learning Facilitator clinic and continued to promote this fast-growing discipline through travelling demonstrations. In partnership with Row Ontario, the "Navigating Governance" webinar series was launched to help clubs strengthen governance, policy, and grant-writing practices. Operationally, club invoicing processes were streamlined for greater efficiency, while the Grand Prix Regatta Series successfully supported over 375 athletes across five classes, thanks to the efforts of volunteers, coaches, and officials.

Ontario Sailing continued to champion inclusion through the Access Boom program, delivered for the 14th consecutive year in partnership with Etobicoke Yacht Club and Holland Bloorview Kids Rehabilitation

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Hospital. Education and training remained strong, with more than 80 courses and clinics delivered to 862 participants. The organization also celebrated the 100th anniversary of RCYC's Junior Club, advanced the development of a province-wide insurance policy set for soft launch in 2026, and deepened engagement with the Clean Marine program to support environmental sustainability.

These achievements reflect Ontario Sailing's ongoing commitment to teamwork, excellence, and member engagement. The organization's success is made possible through the dedication of athletes, coaches, volunteers, and race officials, as well as the ongoing support of key partners, including the Ministry of Tourism, Culture and Sport, Quest for Gold, and the Canadian Sport Institute of Ontario. Sincere thanks were extended to the staff team—Megan, Chris, Violet, Laura, Kathleen, and Amy—for their adaptability and leadership through change, and to Glenn Lethbridge, Cameron Lymburner, Lisa Roddie, Jennifer Witmer, and Rachel Harris for their lasting contributions.

This year has been a testament to resilience, learning, and the courage to innovate. Ontario Sailing remains proud of its progress and optimistic about the opportunities ahead, continuing to chart a safe, bold, and purposeful course forward in service of its members and the sport.

AUDITED FINANCIAL STATEMENTS
On a motion duly made by National Yacht Club and seconded by Toronto Windsurfing Club, to receive the Audited Financial Statements for the period April 1, 2024, to March 31, 2025.

APPOINTMENT OF AUDITORS
On a motion duly made by Etobicoke Yacht Club and seconded by Royal Canadian Yacht Club, to appoint Hillborn LLP Auditors for the 2025-2026 Fiscal Year.

ELECTION OF DIRECTORS
On a motion made by Whitby Yacht Club and seconded by Fifty Point Yacht Club to accept the Nominating Committee Report as presented and elect Directors to the terms laid out within the report.

TERMINATION OF MEETING
On a motion duly made by Highland Yacht Club and seconded by Toronto Sailing & Canoe Club, be it resolved that the 2025 Ontario Sailing Association Annual Meeting be terminated.
CARRIED

Annual meeting is terminated at 7:58 PM EST.

IN ATTENDANCE:

Advantage Boating
Fifty Point Yacht Club
Water Rats Sailing Club
Lagoon City Yacht Club
Highland Yacht Club
Sail Parry Sound
Fanshawe Yacht club
Oakville Yacht Squadron

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Mimico Cruising Club
Toronto Windsurfing Club
Bronte Harbour Yacht Club
Toronto Sailing and Canoe Club
Whitby Yacht Club
Bluffers Park Yacht club
National Yacht Club
Southport Sailing Club
Burlington Able Sail
Nipissing Sailing Academy
Etobicoke Yacht Club
Humber Bay Sailing Centre
Port Credit Yacht Club
Sail Georgian Bay
Georgian Bay Sailing Coach
Lac Deschenes Sailing Club
Kanata Sailing Club
Ottawa New Edinburgh Club
Royal Canadian Yacht Club
Belwood Lake Sailing Club
Georgian Bay Regatta
Midland Bay Sailing Club
Rondeau Yacht Club
North Bay Yacht Club
Wavelength Sailing School
Queen City Yacht Club
Grand Bend Yacht Club
Yukon Breeze Sailing Society
Lake of Bays Sailing Club
Nepean Sailing Club
Sarnia Yacht Club
CORK Sail Kingston
St. Jamestown Sailing Club
Toronto Island Sailing Club

Directors and Staff
Janet Gamble
Megan Medlock
Violet Stafford
Laura Podedworny
Murray McCullough
Greg Douglas
Chris Winsor
Eric Kaveckas
Julian Howarth
Jeff Dejean
Stephen Brickell

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Alexandria Cushing
Kathleen Rankin

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