



BY-LAWS

Updated

June 10, 2023

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1. GENERAL

1.1 Definitions

In these By-Laws the following definitions shall apply:

- a) "Act" means the *Canada Not-for-Profit Corporations Act*, S.C. 2009, c.23, including the Regulations made pursuant to the Act, and any statutes or regulations that may be substituted, as amended from time to time.
- b) "Annual Meeting" means an annual general meeting of members.
- c) "Articles" means the original or restated articles of incorporation or articles of amendment, amalgamation, continuance, reorganization, arrangement or revival of the Corporation.
- d) "Athlete Director" means the Director appointed pursuant to By Law 4.5.
- e) "Board" means the board of directors of the Corporation and "Director" means a member of the Board.
- f) "Corporation" means Speed Skating Canada.
- g) "Director at Large" means the Directors of the Corporation other than the Directors who serve as President, Treasurer and Athlete Director.
- h) "Member" means each organization which the Corporation admits as a member in accordance with these By-Laws as governing the sport of speed skating in each of the Provinces and Territories of Canada.
- i) "National Program Athletes" means skaters who are on the National Team and Next Gen Team.
- j) "Officer" means each of the President, the Vice-President, the Treasurer, the Chief Executive Officer, or any other person appointed as an officer by the Board pursuant to these By-Laws.
- k) "Ordinary Resolution" means a resolution passed by a majority of the votes cast on that resolution.
- l) "Special Resolution" means a resolution passed by a majority of not less than two thirds (2/3) of the votes cast on that resolution.

1.2 Interpretation

In these By-Laws, all other By-Laws and in resolutions of the Corporation, the word person shall include individuals, partnerships, corporations, trusts, unincorporated organizations, governmental bodies, and other legal entities. Words in the singular include the plural and vice versa.

1.3 Corporate Seal

The seal, an impression whereof is imprinted adjacent hereto, shall be the corporate seal of the Corporation.

1.4 Financial Year

The financial year of the Corporation shall be April 1st to March 31st of the following year unless otherwise determined by the Board.

1.5 Banking Arrangement

The banking of the Corporation, or any part thereof, shall be transacted with such banks or trust companies as the Board may determine. All such banking business, or any part thereof, shall be transacted on the Corporation's behalf by such Officer(s) and/or other person(s) as determined by the Board.

1.6 Borrowing Powers

For the purpose of carrying out the objects of the Corporation, the Board may borrow or raise or secure the payment of money in such a manner as it deems fair and in the best interests of the Corporation.

1.7 Auditor and Financial Statements

The auditor of the Corporation shall be appointed each year by Ordinary Resolution of the Members at the Annual Meeting. The auditor must have the necessary qualifications to perform an audit and must be independent from the Corporation.

1.8 Execution of Instruments

Deeds, transfers, assignments, contracts, obligations and other instruments in writing which require the signature of the Corporation may be signed by the President or Treasurer together with another Officer of the Corporation authorized by the Board. In addition, the Board may from time to time direct the manner in which and the person or persons by whom a particular document or type of document shall be executed. Any person authorized to sign any document may affix the seal of the Corporation, if required, to the document.

1.9 Amendment of By-Laws

Except for the items set out in Article 1.10 (Fundamental Changes), these By-Laws may be amended or repealed by Ordinary Resolution of the Board. The Directors will submit the amendment or repeal to the Members at the next meeting of Members, and the Members may, by Ordinary Resolution, confirm, reject or amend the By-Law amendment or repeal. The By-Law amendment or repeal is effective from the date of the resolution of the Directors. If the By-Law amendment is confirmed, or confirmed as amended, by the Members, it remains effective in the form in which it was confirmed. The By-Law amendment or repeal ceases to have effect if it is not submitted to the Members as described or if it is rejected by the Members.

1.10 Fundamental Changes

In accordance with Section 197 of the Act, a Special Resolution of all Members is required to make the following fundamental changes to the By-laws or Articles of the Corporation:

- a) Change the Corporation's name;
- b) Change the province in which the Corporation's registered office is situated;
- c) Add, change or remove any restriction on the activities that the Corporation may carry on;
- d) Create a new class or group of Members;
- e) Change a condition required for being a Member;
- f) Change the designation of any class or group of Members or add, change or remove any rights and conditions of any such class or group;
- g) Divide any class or group of Members into two or more classes or groups and fix the rights and conditions of each class or group;
- h) Add, change or remove a provision respecting the transfer of a membership;
- i) Subject to Section 133 of the Act, increase or decrease the number of, or the minimum or maximum number of Directors;
- j) Change the statement of the purpose of the Corporation;
- k) Change the statement concerning the distribution of property remaining on liquidation after the discharge of any liabilities of the Corporation;
- l) Change the manner of giving notice to Members entitled to vote at a meeting of Members;
- m) Change the method of voting by Members not in attendance at a meeting of Members; or
- n) Add, change or remove any other provision that is permitted by this Act to be set out in the Articles.

1.11 Official Languages

The official languages of the Corporation shall be English and French. These By-Laws have been drafted in English and the official French text is a translation. In the case of conflicting interpretations, the English version will prevail.

2. MEMBERS AND REGISTRANTS

2.1 Classes of Members and Registrants

2.1.1 Members

The Corporation has a single class of membership who are known as the Members. Membership shall be available only to (a) duly constituted Provincial or Territorial Associations or Federations recognized as governing the sport of speed skating in that Province or Territory of Canada and (b) the National Program Athletes, as a group.

Upon:

- a) A written application in a form prescribed by the Board;
- b) Having heard representatives of any existing association for that Province or Territory which serves as a Member, if any; and
- c) Having heard representatives of the applying association;

such candidate for membership shall be admitted as a Member if:

- a) The candidate member has paid dues as prescribed by the Board;
- b) The candidate member is recognized as governing the sport of speed skating in the applicable Province or Territory; and
- c) The candidate member has been approved as a Member by Special Resolution.

If the Members approve the application of another association to represent a Province or Territory as specified above, such Special Resolution shall also remove the membership of the existing association for that Province or Territory, if any.

2.1.2 Registrants

Each of the following individuals and groups are not Members but are instead known as “registrants”.

- a) Skaters and Supporters: Skaters and supporters are those registrants who are affiliated with SSC, a Member, and/or a local club governed by a Member, as the case may be, according to rules set by SSC and/or the Member. The types of skaters and supporters and associated fees are described in the policies and procedures of the Corporation.

- b) Honourary Skaters and Honourary Supporters: Honourary skater and supporter status shall be conferred directly by:
 - i. the Corporation, by an Ordinary Resolution at the Annual Meeting, to a person who has made an outstanding contribution to the welfare of the Corporation or the sport in Canada.

The rights, duties, duration and privileges of honorary skaters or supporters may be fixed by the resolution naming them to such status.

2.1.3 Each Member and registrant agrees to abide by the Corporation's Articles, By-Laws and policies, procedures, rules and regulations.

2.1.4 A Member may be represented by its President or, alternatively, by some person or persons authorized on behalf of the Member in writing.

2.1.5 Memberships and registrant status are not transferable.

2.2 Member and Registrant Fees

The fees for Members and registrants shall be set by the Board and published in the policies and procedures of the Corporation.

2.3 Member Termination

Membership in the Corporation terminates when:


- a) a Member withdraws in writing to the head office of the Corporation;
- b) a Member is dissolved or otherwise ceases to exist;
- c) a Member is expelled from the Corporation by an Ordinary Resolution of the Board;
- d) the Member's term of membership expires; or
- e) the Corporation is liquidated or dissolved under the Act.

2.4 Discipline

2.4.1 Member in Good Standing

A Member will be in good standing provided that the Member:

- a) Has not been suspended or expelled from membership, or had other restrictions or sanctions imposed;
- b) Has completed and remitted all documents as required by the Corporation;

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- c) Has complied with the By-laws, policies, procedures, rules and regulations of the Corporation;
 - d) Is not subject to a disciplinary investigation or action by the Corporation, or if subject to previous disciplinary action, has fulfilled all terms and conditions of such disciplinary action to the satisfaction of the Board; and
 - e) Has paid all required membership fees to the Corporation.

The consequences of any Member ceasing to be in good standing shall be determined by the Board in accordance with any applicable policies or procedures of the Corporation.

2.4.2 Suspension and Expulsion

The Board may, by Ordinary Resolution, suspend or expel any Member of the Corporation, provided that the circumstances of the suspension or expulsion have been reviewed under the Corporation's disciplinary policy, if any.

3. MEETINGS OF THE MEMBERS

3.1 Persons Entitled to Be Present

The only persons entitled to be present at a meeting of Members shall be those entitled to vote at the meeting, the Directors and the auditor of the Corporation, and such other persons who are entitled or required under any provision of the Act, Articles of By-Laws of the Corporation to be present at the meeting. Any other person may be admitted only on the invitation of the chair of the meeting or by Ordinary Resolution of the Members.

3.2 Votes and Voting Delegates

Each Member in good standing shall be entitled to appoint voting delegates to cast votes on its behalf to all Member meetings based on the number of registrants affiliated with the Member as of March 31st immediately preceding the date of the meeting, as per the following:

Number of Registrants	Number of Delegates and Votes (in aggregate)
1-200	Two (2)
201-500	Three (3)
501-1000	Four (4)
1001-1500	Five (5)
1501-2000	Six (6)
2001-2500	Seven (7)
2501-3000	Eight (8)
3001-3500	Nine (9)
3501-4000	Ten (10)
4001-4500	Eleven (11)
4501-5000	Twelve (12)
5001-6000	Thirteen (13)
6001+	Fourteen (14)

Each Member may assign its votes amongst its delegates as it see fit and shall register such delegates and votes with the scrutineer prior to the start of all Member meetings.

The National Program Athletes shall be entitled to appoint one voting delegate to cast two votes on their behalf at all Member meetings.

A voting delegate must be a registrant in good standing with the Corporation, registered as such through the Member appointing them as a voting delegate, and cannot be a Director, Officer, Committee member or employee of the Corporation.

3.3 Voting

At any meeting of Members every question shall, unless otherwise provided by the Articles, By-laws or the Act, be determined by Ordinary Resolution. In the case of an equality of votes either on a show of hands or on a ballot or on the results of electronic voting, the President or Chair shall have a casting vote.

A ballot shall be considered spoiled if it contains votes for a number of nominees other than the number of available positions.

3.4 Annual and Special Meetings

The Annual Meeting of the Corporation shall be held at such place and on a date designated by the Board. Unless otherwise extended by applicable law, the Annual Meeting will be held within fifteen (15) months of the last Annual Meeting but not later than six (6) months after the end of the Corporation's preceding financial year.

The general business to be considered at an Annual Meeting shall include the report of the President, elections of Directors, presentation of the annual financial statements, appointment of auditors, and such other business, if any, as may properly come before the meeting.

Special Meetings of the Corporation may be called by Members who hold not less than five percent (5%) of the total Members' votes or by any four (4) Directors. A call for a Special Meeting must be delivered in writing to the President. The call must be signed by those requesting the meeting and set forth the purpose for which such Meeting is called. Upon receipt of such request, the President shall within five (5) business days, send out such notice as required to call a Special Meeting of the Members.

A meeting of Members may be held by means of telephone, electronic or other communication facility, provided the facility permits all participants to communicate adequately with each other during the meeting.

3.5 Quorum


A quorum at any meeting of the Members shall be:

- a) Voting Delegates representing no less than 50% of total votes capable of being voted at that Meeting; and
- b) Voting Delegates representing no less than 50% of the Members.

If a quorum is present at the commencement of the Meeting, the Meeting may continue even if a quorum is not present throughout the meeting.

3.6 Chair

The President, or the Vice-President in the President's absence, shall chair all meetings of Members. In the absence of the President and the Vice-President, Voting Delegates present at the



meeting shall choose another Director as Chair. If no Director is present, or if all the Directors present decline to act as Chair, the Voting Delegates present shall choose from their numbers a Chair.

4. BOARD OF DIRECTORS

4.1 Nomination Procedures

Nominations of an individual for election as an Officer or Director may be made only by a registrant, by a Member, or by the Nominations Committee, in a form and in accordance with a timeline set by that Committee.

The Nominations Committee shall review the nominations pursuant to the policies and procedures of the Corporation and to ensure that nominations meet the eligibility requirements established in those policies and procedures.

The Nominations Committee shall present to the Members at least twenty-one (21) days prior to the commencement of the Annual Meeting all eligible nominations (as per Section 4.4) and, if and to the extent it sees fit, make recommendations for election at the Annual Meeting.

Nominations may not be made from the floor at the Annual Meeting.

4.2 Election

The Board of Directors shall consist of the President, the Treasurer, the Athlete Director and a number of Directors at Large determined annually, such that the Board is comprised of no fewer than eight (8) and no more than twelve (12) individuals, in accordance with the Articles.

If an Ordinary Resolution of the Members provides for such powers, the Board of Directors shall determine, by resolution of the Board, a fixed number of Directors to be elected at each Annual Meeting. In the absence of such powers having been assigned to the Board, the number of elected Directors will be fixed annually by Ordinary Resolution of the Members.

The President, Treasurer and Directors at Large shall be elected by the voting delegates at the Annual Meeting according to the cycle and for the terms described below. The Athlete Director shall be appointed according to By-Law 4.5.

The election of individuals pursuant to the above shall occur in the following two (2) year cycle:

Year 1: election of President, minimum of two (2) Directors at Large

Year 2: election of Treasurer, minimum of three (3) Directors at Large

Election shall be conducted by means of ballot or electronic voting. Any candidate whose nomination is unopposed shall be elected only upon receiving a majority of the votes cast in the election. Where more nominations for a specific office are received than the number of available positions, the successful candidate(s) will be determined by the highest number(s) of votes cast, so long as those votes achieve the required majority of total votes cast. If the available positions are not filled by candidates achieving a majority of votes cast, elected candidates having achieved a majority in the first round of voting will be removed from the ballot and a re-vote will occur for

any remaining positions. No position will be filled without the candidate having achieved a majority of votes cast.

4.3 Terms

All Directors are elected for a term of two (2) years or the remainder of the two year term if a Director is elected to fill a vacancy. For the purposes of commencing this cycle, the identity of those individuals, and the years in which their terms commence, shall form part of the resolution approving these By-Laws or any amendment to By-Law 4.2 or this By-Law 4.3.

A Director, including the President, Vice-President and Treasurer, can serve up to four (4) consecutive two (2) year terms, or a maximum of eight (8) consecutive years.

4.4 Qualification

Any person who is an individual with power under law to contract, who is at least 18 years of age, who is a registrant in good standing with the Corporation, who has not been declared incapable by a court in Canada or in another country, who does not have the status of bankrupt may be nominated for election or appointment as a Director.

Qualified applicants shall clear a background check (E-PIC) and enhanced character screening, and consent to becoming a UCCMS Participant under the jurisdiction of the Office of the Sport Integrity Commissioner (OSIC). Failure to meet these requirements will result in automatic disqualification from the election process.

4.5 Athlete Director

As soon as practically possible after the Annual Meeting, the Board shall appoint one additional director pursuant to s. 128(8) of the Act, for a term expiring at the close of the next Annual Meeting of Members. This additional director shall be the individual selected by the National Program Athletes as the Athlete Director in a process determined by them.

4.6 Board Vacancies

Any Director position shall be automatically vacated:

- a) If a Director is an officer or director of a Member, provided that the Director shall have four (4) months to resign as an officer or director of the Member;
- b) If a Director resigns by delivering a written resignation to the Corporation;
- c) If a Director becomes of unsound mind or is found to be mentally incompetent or is physically unable to carry out the duties required;
- d) On the death of a Director;
- e) If a Director ceases to be a registrant;

- f) If a Director has the status of bankrupt;
- g) If a Director is charged and/or convicted of any criminal offence related to the position; or
- h) When a Director is removed from office pursuant to these By-Laws.

When any vacancy occurs on the Board, the remaining Directors may, by resolution and if applicable, in compliance with By-Law 4.5, fill the vacancy with a registrant in good standing until the next Annual Meeting.

4.7 Removal of Director

Members may, by Ordinary Resolution, remove any Director other than the Athlete Director from office before the expiration of that Director's term of office, and elect any registrant in their stead.

The Athlete Director shall be removed from office by the Board when notified in writing that at least two-thirds (2/3) of the National Program Athletes have voted in favour of removal of the Athlete Director and the National Program Athletes, in a process determined by them, shall select a replacement Athlete Director for appointment to the Board.

4.8 Meetings, Quorum and Voting

Meetings of the Board shall be called by the President or any other three (3) Directors on at least seven (7) days notice. Board meetings or meetings of any committees of the Board may be held by means of telephonic, electronic or other communication facility that permits all participants to communicate adequately with each other during the meeting.

A quorum for the transaction of business at any meeting of the Board shall be a majority of Directors then in office.

Each Director has one (1) vote and all matters of the Board shall be decided by a majority of votes cast. In case of an equality of votes, the Chair of the meeting shall have a second or casting vote.

4.9 Powers

Except as otherwise provided in the Act or these By-Laws, the Board has the powers of the Corporation and may delegate any of its powers, duties and functions. More specifically, the Board's responsibilities include:

- a) Fulfilling the duties and responsibilities given to it by the Members at the Annual Meeting;
- b) Approving the vision, mission, values and strategic direction of the Corporation;
- c) Approving policies, procedures, rules and regulations;
- d) Hiring and evaluating the performance of the Chief Executive Officer of the Corporation;
- e) Establishing committees and approving terms of reference for those committees;

- f) Ensuring payment of Corporation debts, including the borrowing funds and pledging any assets; and
- g) Delegating, as deemed necessary, any or all powers, duties, and authority of the Board that may be lawfully delegated to any committee, Officer or other person.

4.10 Committees

The Board shall establish such Board committees as it deems necessary to inform and assist the Board in the carrying out of its duties and shall approve terms of reference prescribing the duties of such committees. A Director shall Chair any such committee of the Board and selected members may or may not be Directors or registrants.

4.11 Remuneration

The Directors and committee members shall not receive any financial remuneration for their services, but they shall be entitled to be reimbursed for reasonable travel and other expenses properly incurred by them in connection with the affairs of the Corporation.

S. OFFICERS

5.1 Description of Officers

The Officers of the Corporation shall be the President, the Vice-President, the Treasurer, the Chief Executive Officer and such other officers as the Board may appoint from time to time. The Vice-President shall be appointed by the Board, selected among the Directors at Large. The Chief Executive Officer shall be appointed by the Board and shall not be a Director.

Unless otherwise specified by the Board which may, subject to the Act, modify, restrict or supplement such duties and powers, the officers of the Corporation shall have the following duties and powers associated with their positions:

- a) Subject to these By-Laws, the President shall chair all meetings of the Members and the Board. The President shall exercise general supervision and management of the affairs of the Corporation.
- b) The Vice-President is responsible for filling the role of President in the absence of the President and assists the President in carrying out their duties as required.
- c) Should the position of President become vacant, the Vice-President will assume the position and full responsibilities as President until the next Annual Meeting when a new President can be elected. In the event no individual holds the office of Vice-President at that time, the Board shall appoint a President from among themselves to serve until the next Annual Meeting when a new President will be elected.
- d) The Treasurer shall have general charge and oversight of the finances of the Corporation.
- e) The Chief Executive Officer shall be responsible for the implementation of the strategic plans and policies of the Corporation and shall keep in safe custody the corporate seal, corporate records of the Corporation including maintaining the minute book and other documents required by law to be kept on file by the Corporation.
- f) The Board may appoint such additional Officers and agents as it shall deem necessary which shall have such authority and shall perform such duties as may from time to time be prescribed by the Board.

5.2 Vacancies

The position of an Officer shall be automatically vacated:

- a) If an Officer resigns by delivering a written resignation to the Corporation;
- b) If an Officer becomes of unsound mind or is found to be mentally incompetent or physically unable to carry out the duties required;

- c) On the death of an Officer;
- d) If an Officer has the status of bankrupt;
- e) If an Officer is charged and/or convicted of any criminal offence related to the position;
- f) In the case of the President, Vice-President and Treasurer, upon that individual ceasing to be a Director; or
- g) When an Officer is removed from office pursuant to By-Law 5.3.

5.3 Removal of Officers

The Board may remove any Officer, including the President and Treasurer, from office and appoint any qualified individual in their stead. The offices of President, Vice-President and Treasurer may only be held by a Director.

5.4 Remuneration of Officers

The President, Vice-President and Treasurer shall not receive any financial remuneration for their services, but they shall be entitled to be reimbursed for reasonable travel and other expenses properly incurred by them in connection with the affairs of the Corporation. The Chief Executive Officer shall be compensated as determined by the Board.

6. NOTICES

6.1 Notice of Meeting

- a) Any notice (which term includes any communication or document) to be given shall be served either personally or by sending it by registered mail or digital transmission (e.g., facsimile or email) addressed to such Member, Director, or auditor, or other person, at their contact information as it appears in the books of the Corporation. A notice so delivered shall be deemed to have been given when it is personally delivered, when it is posted in a post office or public letter box, or when it is transmitted using electronic communications means, as applicable.
- b) Notices of meetings of the Members or the Board will include the time and place of a meeting, the proposed agenda and reasonable information to permit the participants to make informed decisions. Notice of a meeting of the Members will be given between 21-60 days before the day on which the meeting is to be held or as otherwise permitted pursuant to the Act.
- c) The accidental omission to give notice of any meeting, the failure of any person to receive notice, or an error in any notice which does not affect its substance will not invalidate any action taken at the meeting.

7. PROTECTION OF DIRECTORS, OFFICERS AND OTHERS

7.1 Indemnity

Directors, Officers, officials, committee members and other volunteers carrying out acts for or on behalf of the Corporation, and their heirs, executors, and administrators, and estate and effects, respectively, shall, at all times, be indemnified and saved harmless out of the funds of the Corporation, from and against:

- a) All costs, charges, and expenses whatsoever that such person reasonably sustains or incurs in or about any action, suit or proceeding which is brought, commenced or prosecuted against them for or in respect of any act, deed, matter or thing whatsoever, made done or permitted by them in or about the execution of the duties of their office; and
- b) All other costs, charges and expenses that such person reasonably sustains or incurs in or about or in relation to the affairs thereof, except costs, and charges and expenses as are occasioned by such individual's own wilful neglect, illegal acts, acts of fraud, dishonesty, bad faith or default.

7.2 Limitation of Liability

Every Director, Officer, official, committee member and other volunteer of the Corporation in exercising their powers and discharging their duties shall act honestly and in good faith with a view to the best interests of the Corporation and exercise the care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances. Subject to the foregoing, no such person shall be liable for the acts, omissions, failures, neglects or defaults of any other person, or for joining in any act for conformity, or for any loss, damage or expense suffered or incurred by the Corporation through the insufficiency or deficiency of title to any property acquired by the Corporation or for or on behalf of the Corporation, or for the insufficiency or deficiency of any security in or upon which any of the monies of the Corporation shall be invested, or for any loss or damage arising from the bankruptcy, insolvency or tortious act of any person with whom any of the monies, securities or effects of the Corporation shall be deposited, or for any loss occasioned by any error of judgment or oversight on their part, or for any other loss, damage or misfortune that shall happen in the execution of the duties of their office or in relation thereto. Nothing herein shall relieve any Director or Officer from the duty to act in accordance with the Act or from liability for any breach thereof.

7.3 Responsibility for Corporate Acts

The Directors of the Corporation shall not be under any duty or responsibility in respect of any contract, act or transaction whether or not made, done, or entered into, in the name, or on behalf of, the Corporation, except such as shall have been submitted to and authorized, or approved by, the Board.

7.4 Insurance

The Corporation shall purchase and maintain such liability insurance for the benefit of its Directors, Officers, committee members, employees, officials or such other volunteers as the Board may from time to time determine.

7.5 Conflict of Interest

It is the duty of every Director or Officer of the Corporation who is in any way, whether directly or indirectly, interested in a contract or proposed contract with the Corporation to declare their interest at any meeting of the Corporation and, except as permitted by the laws governing the Corporation, to refrain from voting in respect of any contract or proposed contract in which such Director or Officer is so interested, and otherwise to observe the provisions of said laws.

8. PARLIAMENTARY AUTHORITY

8.1 Authority

The Corporation shall be governed by the rules and procedures contained in *Call to Order* (Second Edition) by Perry H & S (2004) [ISBN 0-9691683-2-2], as it may be amended or supplemented in further editions from time to time, in all cases in which they are applicable, provided they are not inconsistent with these By-Laws or any special rules of order the Corporation may adopt.

8.2 Effective Date

These By-Laws shall be effective when approved by the Board.

CERTIFIED to be the By-Laws of the Corporation, as enacted by the Directors of the Corporation by resolution on the __18th__ day of __May__, 2023 and confirmed by the Members of the Corporation by special resolution on the __10th__ day of __June__, 2023.

Dated as of the __10th__ day of __June__, 2023.



Blair Carbert, President



Dave McQuaid, Director