



CDMFA Board Meeting **MINUTES**
St Albert Rugby Club, Lower Level Boardroom
August 31st , 2021 – 6:00pm - 9:00pm

1. Approval or Additions to Agenda

Additions to the agenda:

Ali addresses the fact that we are in violation of our bylaws as we don't have quorum for the meeting. We are suppose to have 4 members but we only have 3 elected members since Dale stepped down as President. He asks for a motion to proceed with the meeting after we all can agree and vote to move ahead. The bylaws as we agree are not right but are the only thing we have to hold ourselves to.

Motion - Chris, Fort Sask

Second - John, Fort Sask

All in favor

Ali explains how the meeting structure will go. We will serve each other with respect. We are all going to be heard, action items moving forward. Please do not interrupt each other, not personal attacks of past issues. Any additions?

Michelle says we need to add the player release discussion as well as age of eligibility as agreed on by the board prior.

Player Release Discussion: Ali shares we almost lost our Atom program due to refs. Tanya stepped in and trained them to be refs for our program with the EOFA to ensure we could continue. The start of an amazing junior ref program. CFL and EOFA retired members will assist and ensure we make the program an amazing experience for keep Atom going. We pause the meeting to join the online accounts. Darryl shares any financial questions or concerns please let him know and he will send you all documents required. Ali wanted to apologize for being emotional during discussions. Rita shares she has had players that need releases that have been in her club for years since there is no track record for kids. RAMP helps with this discuss and is why there wasn't anything in before. Then looking to clubs for filings which they also do not have and have to find someone in the organization who knows that child and their story. Michelle asks if anyone wants to share before we make a motion. Nick says

Motion: Martin, SAMFA: to let kids continue to play where they are right now as we start the committee to address zones, releases along with RRPS and Bylaws. John asks if there is a report to show the issue with gaining releases. Darryl explained the issues with Zones and why we are starting this committee as well. RAMP gives you this report.

Second – Colleen - Rams

All in favor

Age Eligibility Discussion: Kids playing outside their age group

Colleen asks what the age limits and years are for the age groups. Darryl clarifies that info.

John shares the Rams can not use ignorance with age restrictions as they have been the same for 20 years. Ali shares this is the issue is information not being shared and held by clubs. CDMFA needs to include in annual club package. Discussion around club experiences for age groups. Ali shares minor football doesn't get any funding from Football Alberta so reach out to our local government to change those things. Ali moves to the next issue being addressed, Atom aged kids playing Novice flag. John shared his issue is Novice being mean for 6-8 year olds, if we allow 9 year old as they experienced before it's unfair competition. The group then discusses having more flag teams running at the same time. Geoff shares if you have the same seasons you will never miss out on a kid playing football if they aren't ready for tackle. GEFFA is not competitive and there is a need for competitive flag and if we don't do it someone else will and shared a story from Regina. Chris adds bringing up having a kid interested in playing and we only have tackle that doesn't show we are fostering the athletes needs but understands this issues with coaching resources. Justin says they want to look for flag season but doesn't agree they should be run at the same time. Terry shares spring flag would be drills going into fall tackle for the better.

Motion: John, Fort Sask - kids playing out of their age division need to either be removed from their teams or moved into their age division for the remainder of 2021

Second: Geoff, SAMFA

All in favor

2. Verification of Quorum

Present:

Beaumont

Warriors

Leduc

North Stars

Camrose

Mustangs

Raiders

SP Rams

Chargers

Spruce Cougars

Wolverines

Seahawks

SAMFA

Stony Bombers

Millwoods

All clubs present. Verified.

Approval of previous meeting minutes.

Meeting Minutes reviewed and no objections.

Motion – Geoff, SAMFA

Second – Mel, Chargers

All in Favor

4. Old Business

No new business to discuss.

5. New Business

Formal Complaints

5.1 CDMFA President position

President and Treasurer vacancy. Ali suggests we vote to fill those positions next meeting in December but we want to focus on our seasons right now.

Motion: – Chris, Fort Sask

Second: – Geoff, SAMFA

All in favor

5.2 CDMFA Loan

We start off with addressing the loan allegations made by Dan against Darryl. Ali shares when financial accusations are made the President should suspend the director with pay until allegations are addressed. Allegation was we broke our bylaws and borrowed money, putting our organization at risk.

Darryl shares Dale did not want that email sent to everyone, he wanted it to be dealt with as the board.

Darryl shares he is obligated as an employee to bring up accusations of wrong doing. Dan sent the email in confidence to Dale, Dale sent it to Darryl, Darryl said he was obligated to share to the membership.

Dale was upset about how it was shared. Darryl asked Dale if had any others, he sent them and Darryl shared as well. Darryl isn't comfortable staying in this role with these allegations without resolution.

Darryl said yes we broke a by law and accepts responsibility for it. No excuse for not knowing the bylaws but it was disclosed to all clubs via email that he was applying for the loan before doing so. Shares copy.

Treasurer, accountant and old board were all informed prior, Darryl asks if anyone wants proof. Darryl asks if anyone wants him to step down due to this he accepts that. No legal laws were broke, just our own bylaws.

It was a COVID stimulus loan package. There wasn't any clarity around the situation. The money is sitting there and never spent. Darryl asked everyone he was suppose to trust and was in his board of employers, everyone agreed Darryl was good to continue his role.

Justin shares his issue isn't with the mistake itself but a system breakdown. If there was an actual vote it would have been captured in the minutes, so there is proof of meeting. It is a policy issue, instead of Darryl's mistake. Darryl shared the government had not approved electronic voting until afterwards.

Ali says this is a personal vendetta, causing issues for everyone in the membership. However these accusations have shed light on a lot of issues and areas of concern and that's why we are all sitting here.

Geoff from SAMFA says he remembers talking about it and being at the meeting. Ali shares we are the clubs, we are everyone sitting here. Ali starts to talk about Darryl's wage and the questions that were asked in the complaint and interrupted by Colleen to make a motion.

Motion: Tracy, Wolverines, to not continue this conversation, accept Darryl's apology and move on, everyone agrees.

Second: John, Fort Sask

All in favor

Motion: Tracy, Wolverines, to not continue this conversation, accept Darryl's apology and move on, everyone agrees.

Second: John, Fort Sask

All in favor

Terry brought up the need for bylaw and RPP needs and changes now. Committee will be formed to address it. We agree to deal with that until the next meeting. Ali shares the need for a committee to do this and we will set up groups

Motion: John, Fort Sask - Table the money repayment conversation until December 2nd

Second: Terry, Mustangs

All in favor

Motion: Stephanie , Raiders - to change the signing authority to a current CDMFA Director

Second: Geoff, SAMFA

All in Favor

5.3 Conflict of Interest

Ali asks the membership how they want to address the formal complaints against Tanya. How do we want to proceed? Do we want to go over what was said? Hear from Tanya? Or agree that we all know the issues, and it is no different than the accusations against Darryl and move on? Tanya speaks up about joining the CDMFA to give females the opportunity she desperately needed. When she started with the boys she saw the disconnect with girls. She says she will always have the best interest of players and the CDMFA at heart. She address the conflict of interest with the Raider player for her business post. There was a comment around the concern of the messaging with that photo and Tanya apologizes and says she will consider her actions going forward. Darryl says he takes responsibility for Tanya and teaching her. This is the importance of giving them employment contracts. They are not volunteers, they are paid employees. John shares his feelings around Darryl and Tanya have done so much for the CDMFA, this email complaint is again a personal vendetta. Terry shares, perception is the issue, the complaint is valid, but there are no employee terms of employee conduct, job description, job expectations or disciplinary action. Tanya shares another example of the allegations around running camps instead of putting on CDMFA programs for females during that time, the camps in question did not run. She shares her business is training, it's not coaching football. Performance training for sport as her profession as she is a personal trainer. No one has an issue with that. Darryl shared in the office they have been in contact with companies that want to share their own camp info. He was very clear that she can not use CDMFA accounts or contacts for her camp.

Motion: John, Fort Sask, to not continue this conversation, accept Tanya's apology and move on without issue.

Second: Nick, Seahawks

All in Favor

4. Process Concerns - Bylaw/Rpp's

Terry brought up the need for bylaw and RPP needs and changes now. Committee will be formed to address it. We agree to deal with that until the next meeting. Looking for 75% of club representation for this committee. Nick shares we should keep a small group of there isn't a ton of people on each group and Darryl recommends allowing clubs to make suggestions then send to the committee to discussion. Terry shared to make a package of the bylaws and other RPPs to send to clubs for their input and suggestions before the committee meets to address. Darryl to send an editable document to the clubs for terms of reference. Our bylaws are not set for an association which needs to be addressed during changes

Motion: Nick, Seahawks – 4 or more committee members and a board chair per committee

Second: John, Fort Sask

All in favor

Ali addresses the question of who gets paid what. Our bylaws contradict our RPPs and does not include any structure of authority and governance. Ali shares a business presentation of investors (kids), directors (clubs), elected board (CDMFA) to employees (Exec and Tech directors). We are looking after the kids interest as board directors, us as the CDMFA protects and shares members needs to ensure the support, growth, governance. Roles and actions being requested to be shared and some transparency on

who does what to be included. Ali shares Darryl and Tanya don't have valid employment contracts. They haven't for over a year. Justin shares he needs to see financials to understand the amount of income we spend on salaries. We need clarity on what fees are for and how they are spent. It should be shared to clubs on a breakdown of what those fees cover. Justin shares he doesn't see the financial longevity of the CDMFA and is concerned moving forward. Ali shares we need to grow to become more sustainable. Justin shares even if we are growing, we came from a much more successful place and during those times we never had paid employees and seems like we do not have any plan moving forward. Martin steps in and talks to Justin about flag, girls etc and grow our programs. Ali steps in and says there isn't you and US. We are all in this together. Nothing has been the same and we aren't growing. But we aren't working together. Geoff shares this is how we are asking to grow programs. Justin says what we pay in fees will not maintain us and we need to find another stream and a business plan in place. The business plan put in place Darryl shared was to start GEFFA, tackle doesn't have any margins for profit due to cost. We need to keep the organization going to receive casino funds. Flag at \$200 a kid will be 80% margin. You can fund most tackle programs just with those funds. CDMFA teams didn't want any part of flag and say they were tackle clubs. So the CDMFA started GEFFA for flag and now pays the CDMFA to put on those programs for them. Ali steps in and says to table conversations and brings this back to all of us together.

5. Staff Positions – Roles

President and Treasurer vacancy. Ali suggests we vote to fill those positions next meeting in December but we want to focus on our seasons right now.

Motion: Martin, SAMFA - table election to December 2nd meeting

Second: Chris, Fort Sask

All in favor

Reports

Darryl shared if there are any financial reports contact him to share. Ali explains not something that needs to be addressed together.

Open town hall style discussion:

Ramp issue with staff email addresses. Tanya will address. Ali shares the plan for the board to have experts in the support role to help clubs. Wolverines share how they want to see manager meetings going forward and bring Chantelle on to help with RAMP. Calling for clubs to help in that level as

Nick shares his concerns were missed on the agenda. Michelle and Ali address that was true. Michelle and Darryl were editing the agenda and it was not copied over and was missed and both apologize to Nick for the honest mistake. Nick shared his email was suppose to be kept private. Dale stood up at the declaration meeting and said send me your concerns to be addressed which was a complete 180 from the past President. Neil would have denied anything like this over the last few years. Nick feels like his trust was broken and we can not move forward without trust. We have to be clear when it comes to confidentiality. It should have never been shared to the membership. Darryl shared earlier it was his fault as he asked Dale for all complaints to address together. This was a huge issue amongst the board of directors at the time and has been addressed for actions moving forward. Ali explains again his email should have never been combined with the first as Nick's was to address concerns not personal complaints. Nick shares he is a big fan of Darryl and he hasn't been supported, shouldn't be leading meetings, shouldn't be left to deal with finances and need an employment contract. Shares his club is not stuck in the past and wants to ensure everyone remembers where we came from and protect said programming. Resources are a huge concern and that is why we can not be included in current plans. He shares all the programming changes were all done at once with flag and female at the same time at the

cost of tackle resources in his opinion and commits to having his club representation on all committees to grow the right way. Michelle shares the resource issue is a real concern for everyone because we aren't working together. Malo shares on the field we are competitors and shouldn't be when it comes to growing our programs, clubs and the sport for our kids. Ali shares to Nick some insight on the plans he and Dale had to work together. Nick is helping Ali get storage space and Nick is helping him get his field painted. We need to be a community first and foremost for our kids. Ali shares the level of respect needs to be given at all times. We all need to be heard but need to do it the right way. We are all volunteers here. We teach respect and discipline and we need to hold ourselves to that. Ali wants to thank everyone for their respect tonight's in the meeting and if there is nothing more than to adjourn.

6. Adjournment @ 8:14pm