

CDMFA
Executive Director
Update Aug 5th/2021

A. CDMFA Process

- 1) **Bylaws** - Can only be changed by a vote of the Board of Directors at any General Meeting with notice. (Section 16 of 2021 CDMFA Bylaws, *Section 13 of 2017 CDMFA Bylaws*)
- 2) **Rules, Policies and Procedures** - May in some specific instances be changed without a vote of the Board of Directors (Operational specific items, Governing Body Rules/Policies and Risk Management Issues).
 - a. **Operational Specific Items** - Items that require allocation of staffing resources (Eg. Registration, Scheduling Timelines) We have limited staffing resources working on multiple tasks, we must manage timelines to assure all tasks are completed.
 - b. **Governing Body Rules/Policies** - These are Rules/Policies (Eg. Covid Restrictions, Amateur Rulebook) from our Governing Organizations that our organization/members must follow. (Govt Canada/Alberta/Edmonton, NSO Football Canada, PSO Football Alberta).
 - c. **Risk Management Issues** - These are issues (Eg. Sanctioning, Insurance) that may put the CDMFA, CDMFA Board Members, CDMFA Member Clubs, CDMFA Members and CDMFA Staff at Risk.

Process used to implement changes related to the items above has been:

- a. Where we are legally or contractually bound the change has been implemented.
- b. Staff have presented the majority of issues to the Member Clubs for approval.
- c. Staff have presented the item to the Executive Committee for approval.
- d. No one person has ever implemented a change without Member Club or Executive Committee approval.

B. CDMFA Culture Problem Question

- ***Does the CDMFA have a culture of I will do what I want even if it puts others at risk?***

Risk Management/Liability Issues - 2021

Covid Restrictions - We had coaches who knowingly broke the outlined Covid restrictions, in some cases they were contacted and they chose to continue breaking the restrictions.

These coaches directed players to break the restrictions (they may have unintentionally pressured players to do things against their personal or family beliefs). Their actions may have put the players, the players' families, their Member Club, the CDMFA and Football in general at Risk.

Uninsured Activities - The reason CDMFA clubs are required to purchase insurance through the CDMFA is that it is the safest way for the CDMFA to assure that they have insurance and all CDMFA members are protected. We had a member club who may have organized and operated activities without insurance. They were contacted several times and requested to submit a list of participants for insurance purposes. We were assured that they would submit a list but we did not receive it until a 4th request was made on July 27th. We are unsure if the club purchased insurance from a third party, if they did they chose not to share that information with us. We do not know if the coaches and players, who took part in the camp, were insured. If they weren't insured, did they know they were not insured, did the club inform them of the possible risks so that they could consent to that risk?

Restricted Activities - We had a CDMFA member club possibly break the July exemption restrictions. These restrictions were put in place to follow the intent of why Football Alberta removed the July ban for 2021. It was clear in the meeting and the release from Football Alberta that this was done to allow cancelled programming (Spring Leagues and Spring Elite) to have an opportunity to take place, it was not to replace spring camps or have extended training camps (keeping in mind why the July ban was needed in the first place). We contacted the club and made them aware that they could be violating these restrictions and we were assured that they did not want to violate them. The club then chose to continue with possibly violating the restrictions. We do not know if the players, parents and coaches consented to possibly not being scheduled for play-offs when they took part in these events.

These examples put the whole CDMFA at risk if something was to go wrong. These are also possible examples of members making decisions based on their personal beliefs and possibly putting others at risk and possibly not getting informed consent from the members they are guiding. This is an issue that affects all members of the CDMFA and it must be addressed by the Board of Directors.

C. Behavior Management Policy

This policy comes into effect this season, please be sure your club has a plan in place to support your HCs. We will email a copy of this policy to all clubs and it will be reviewed with the coaches at the annual CDMFA pre-season Coaches Meeting.

D. NCCP

We will try to put on a Community Sport Novice Coach Clinic (\$50) and two more Safe Contact Clinics (\$85) (1 of each in Aug. and Sept.). There are no fees for the Making Headway and

Safe Sport e-learning courses. There is a \$19.99 charge for the e-learning component for the Community Sport Novice Coach Course