

Special Executive Meeting Feb 7th 7:00 pm via Zoom

This Special Executive Meeting was called by Sheri Berard, Carrie Bradshaw and Anthony Windsor citing Bylaw 5.1, which states: A directors' meeting may be called by the president or by any 3 other directors.

Agenda: Hiring of new office staff.

Call to Order: The meeting was called to order at 7:04 pm

Attendance: Kelly Grooms, Amanda McKenzie, Cleve Shillingford, Sheri Berard, Carrie Bradshaw, Anthony Windsor, Brad Scafe, Leanne Plester, Candice Mclean Kristin Marshall, and Recording Secretary, Kathy Irving.

Absent: Mike Ganter, Shannon McKinlay

A question was raised by the Recording Secretary as to whether the meeting should be in Closed Session as it is related to labour issues, however no motion was made or passed by the board to that effect.

Concerns were expressed over the new hire Kellie Spence, as the Administrator by the hiring committee: consisting of Kelly, Amanda, and Cleve, with Kathy Irving also asked to sit on the committee. It was noted that Kathy Irving had objections to the job being split into two positions, noting that without the continuity of one person it would be very confusing. In the end Cleve and Kathy endorsed one candidate and Kelly and Amanda supported the other.

Concerns were raised that the Board was not consulted regarding this hire, contravening Bylaw 4.4 which states that "that the Board will renew or fill the position of Director of Hockey Administration...."

Concerns were also expressed that at no time was anyone else offered the chance to sit on the hiring committee for this current hire.

Concerns were also raised citing Bylaw 6.10, that while the hiring committee can recommend a candidate be hired, it is clearly the board who decides the annual contract for Administrator and after a review by the board, and at no time was this brought before the board prior to the current candidate being offered the position.

Further, Bylaw 7.3 states that "The chair of a committee is responsible to chair the committee meetings and report to the directors" and at no time was there a report provided that the Board was given the opportunity to discuss.

Holding a secret email vote on an issue does not constitute "discussion" on an issue. Email vote was to split the job, 5-2 for splitting.

Further, at no time was the board able to review the wage offered. It was noted that the new hire was being paid close to what a person with many years' experience had been paid, and far in excess of what the previous candidate was offered.

Shannon, in an email earlier that same day, noted that hockey experience was essential for the Administrators job and should be a requirement in any candidate.

Concerns were also expressed that there is a perceived Conflict of Interest in that one person sitting on the committee knows the applicant.

Sheri, Anthony, Brad, Carrie, and Candice felt the committee had overstepped their role in not bringing forth a contract for the board to approve, including wage to be paid, and that the job had not been posted, and the entire process lacked transparency.

The Hiring Committee felt that they had previous authority to hire someone citing the previous minutes of June 23, 2021, which gave them the authority to hire the previous candidate. It was asserted by Kelly that the hiring process was different and tightened up because of the errors in hiring the previous candidate. It was noted by others that it appeared nothing had changed and that the process was still flawed, lacked transparency, was not posted to allow more applicants to respond, and the board was not consulted as per bylaws on either the hiring itself, provided in depth information on the candidates, or had any input into the wage currently being offered.

In the end it was agreed to allow Kellie Spence to remain as the new hire on a 90 day probation at the rate that was offered by the hiring committee for 12 hours a week max. The board would review the position prior to the 90-days being up and decide on the next steps.

Motion: To adjourn at 8:09 pm.

Candice, 2nd Cleve
Motion Carried