



WDAFA Special Board Meeting Minutes

July 18-25, 2022

Meeting in 3 Parts

Special Board Meeting

Wetaskiwin

Part A Called to Order by President Codey Soanes at 6:33 pm on July 18th, 2022.

Attendance:

Board:

Role	Name	In Person	Via Phone	Absent
President	Codey Soanes	X		
Vice President	Katheryn Weremey			X
Treasurer	Tracey Bredlow	X		
Secretary	Sandra Kim	X		
Bantam	Jennifer Bohaychuk	X		
Peewee	Kim Grekul	X		
Atom	John Tomkinson	X		
Flag				
Female	Lynn Ware	X		

Other Attendees: CDMFA Representative Tracy Kocuiba via ZOOM, Steve Bredlow via Phone.

1. Follow Up from CDMFA- The head of the Discipline Committee; Jen and Codey met with the CDMFA; Tracey and Lawrence on the complaint that was sent directly to the CDMFA, by-passing the local WDAFA organization. There has been a follow-up addition to the original complaint following the ruling that was initially presented at the last meeting.

Question: Will the CDMFA support the local WDAFA board in the decision-making process?

Answer: Tracey indicated that the answer is no, they would not.

Question: Would the CDMFA insurance or the WDAFA insurance cover board members in the event of a ligation or lawsuit with Human Rights or any other court?

Answer: No, CDMFA would not.

Question: If CDMFA would support a Girl's only program was asked of Tracey.

Answer: No, CDMFA would not.

Discussion followed with members of the Board having direct discussion with CDMFA. Discussion carried on around Football Canadas new temporary inclusion policy and code of conduct. "Same parameters" would be applied to all teams.

Codey Soanes has submitted his resignation as of 11:59 pm July 18, 2022.



The Board is extremely saddened and regretfully accepts Codey's resignation and wishes all the best to his future endeavors with profound thanks for all his abundant support for WDAFA.

Motion: Sandra Kim moves that the meeting be recessed for 48 hours to Wednesday July 20th, 2022 at 6:30pm at the Wetaskiwin Transcom building, to allow time for feedback from the current and potential future coaching/training staff. Seconded by Lynn Ware. Carried

Meeting Recessed at 8:48pm, to be resumed 6:30 pm on Wednesday July 20th at Transcom.

Part B Called back to Order by Acting President Katheryn Weremey at 7:05pm on July 20th, 2022.

Attendance:

Board:

Role	Name	In Person	Via Phone	Absent
President				
Vice President	Katheryn Weremey		X	
Treasurer	Tracey Bredlow	X		
Secretary	Sandra Kim		X	
Bantam	Jennifer Bohaychuk	X		
Peewee	Kim Grekul	X		
Atom	John Tomkinson	X		
Flag				
Female	Lynn Ware		X	

Other Attendees: IN PERSON: Heather Orlemi, Kyle Amirault, Lacey Amirault, Kimberly Green, Tristan Stephanson, Jasmine Oliver.

Acting President Katheryn Weremey reminding everyone of Codey resignation and that's why we are having this meeting. She further stated, "Has been some miscommunication and I have been in contact with Tracey at CDMFA and her information is not matching up with minutes, so I'm confused about what happened Monday." Lots of questions. Questions about closing down WDAFA. What is the main reason for this meeting?

Kim: This isn't about closing down WDAFA.

KW: Lynn and Katheryn have found others in the community to replace spots on the Board if others intended on resigning.



Discussion around the table on Board concerns about recent developments. Others attending this special meeting were introduced.

Preliminary Draft Minutes from Part A sent out by Sandra read out loud by John, errors in minutes identified for correction: Kim need to be added, other corrections amendments then identified to be added.

John clarified this meeting was to allow time to get information on coverage and discussion on Board liability while facing association lawsuit from complaint.

Katheryn said she talked to “Kaylee as she is the compliant, and her and I have solved it by following the laws, so I have made an executive decision to follow the laws of the human rights and I have removed the boys only from Bantam. As doing that the complaint is no longer valid. We no longer have a complaint and it’s a human rights issue”. Katheryn went on to state no one is liable unless they are personally mentioned, which is very different from our insurance information.

Jasmine stated she works in a law firm and that what Katheryn stated may not be correct.

Kim clarified for those attended about Kaylee’s complaint not following process.

Jennifer briefed the Board on the attempted mediation which was reported to the Board in Part A. The mediation meeting did not happen with CDMFA as planned as new information came forward regarding the new Football Canada policies.

Kim reminded the acting president Katheryn that she did not have the authority or right to unilaterally get rid of a complaint or overrule the Board on a Board motion. That is a Board decision.

Katheryn said, “no that is a legal decision”.

Sandra sought clarification that the issue isn’t the complainant, it is the decision of what we must deal with as higher-level policies change. This puts Board members in the crosshairs and Board members must decide what level of risk they wish to take personally in a court or tribunal. Not about the complaint directly.

John addressed the Board about reaching out to Football Alberta and that all documentation and communication he received regarding the Board members insurance coverage was shared with the entire Board. CDMFA and Football Alberta and insurance broker documents showed we may not have coverage; this is not clear. The underwriter is still supposed to reply, and this was also sent to Katheryn. Agree with Kim that it is out of order for Katheryn to step in and overrule the entire Board.



Katheryn said that's why the rest of the WDAFA members were then invited. Katheryn states she sent out invitations to attend this Part B of the Special Board Meeting.

John clarified asking Katheryn if she sent an email invite to all WDAFA members.

Katheryn says yes, she did.

Numerous people including Board members around the table identified that they did not receive Katheryn's email to bring people to this Special Board Meeting continuation.

Board discussion around communication issues ensued.

Sandra clarified again for Katheryn that this is not a new meeting, it is the same Special Board Meeting to address the complaint that began on last Monday.

Sandra says full disclosure should be given to all interested people for Board seats on potential personal liability.

Kim and John clarify to Katheryn that her opening statement about shutting down WDAFA was not what the meeting is about. Discussion is needed in association capacity with volunteers and coaches. Only John and Eric are eligible as head coaches. Katheryn says she is aware of that.

Atom does not have a head coach at this point. Katheryn says she has reached out but doesn't have Peeewe and Atom coaches. Eric Weremey could help as ATOM, then Tristan Stephanson to take over. Jason cannot commit to head coach. Kim says John can Head Coach. Katheryn says setting up Bantam Head Coach, but Katheryn wants to have a conversation first outside this meeting. Stan can't commit at this time either. Katheryn advises Dan Branco is willing to support and train and do skills and drills if we have a head coach, Katheryn Says Eric will head Coach Peeewe and Atom.

Discussion on where the Board is going. We need to replace Board members. Jennifer adds Mike Loe is ready to coach Bantam, but not as Head Coach, and Jay Grekul as well.

Sandra advises she is intending to resign due to personal assessments of legal liability.

Jasmine advises the Board should speak with a lawyer before further resignations.

Concern isn't about on field liability; it is specific to coverage and indemnification from Football Alberta and whether that coverage extends to human rights tribunals. Only 2 weeks remaining before start of season.

Katheryn suggests setting up a meeting with a lawyer with another Board member.



MOTION: John moves that WDAFA seek a legal opinion and consult on our insurance policy to a maximum of \$300. Kim seconds. Carried unanimously.

Kim asking do we need an AGM to get new Board members voted in. Katheryn says can be voted in on a temporary basis according to our bylaws.

John read out Bylaw sections on AGM being within 30 days. Policy 3a clarified that contrary to Katheryn's statement the current bylaws do not allow what she has proposed. Discussion on options. Katheryn stating Roberts rules would let it happen as bylaws don't have it. Could we look at CDMFA bylaws?

Kim asks John to pull up CDMFA bylaws. Jasmine reminds Board that a vote for president would then also occur.

Tracy reminded meeting attendees of previous Board discussions and history for context, asking what Katheryn now reports to know that is "totally different" than what the rest of the Board knows. Tracey states we are moving towards 2 co-ed play seasons. At the Monday meeting, the CDMFA clarified it can't support Girls only or Boys only any longer. History was provided on the Board decision last year to support Boys and Girls only, and the unanimous Board support for that at the time. Complicating factor now is that Football Canada has in the interim changed and released a new policy on inclusion while still holding policies advocating for single gender football programming.

Questions and discussion surrounding WDAFA position on boys and girls only teams, and lack of consultation with boys.

Kim had a discussion with Lynn about on field contact. No liability there.

Katheryn says CDMFA told her differently that fall should be co-ed and girls only will proceed. This was different that the CDMFA information the Board received on Monday. Jennifer clarified the CDMFA and football Alberta policy. Football Canada needs to clarify their self-contradictory policy positions.

Katheryn says it all depends on the players. Tracey and CDMFA acknowledges their own documents are contradictory.

Kimberly identifies contradictory nature of policies harming youth sport access. Tristan agrees.

Discussion around player safety and player equality.

Meeting Recessed at 8:00pm, to be resumed on Monday July 25th, location TBA.



Part C Called back to Order by Acting President Katheryn Weremey at 6:32 pm on July 25th, 2022.

Attendance:

Board:

Role	Name	In Person	Via Phone	Absent
President				
Vice President	Katheryn Weremey	X		
Treasurer	Tracey Bredlow	X		
Secretary	Sandra Kim	X		
Bantam	Jennifer Bohaychuk	X		
Peewee	Kim Grekul		X	
Atom	John Tomkinson	X		
Flag				
Female	Lynn Ware	X		

Other Attendees: Kevin Lonsdale, Jasmine Oliver, Tristan Stephanson, Kaylee Belbeck, Eric Weremey, Libby Ware, Dan Branco, multiple others.

A proposed agenda had been distributed by Acting President Katheryn Weremey without Board consultation or collaboration outlining issues and association roles in contravention of issues already addressed and resolved by the Board.

The Board communicated its intent to proceed in dealing with its outstanding discussion issues from part A and part B of this meeting.

Point of Order was call by John Tomkinson on the procedures that need to be followed for the continuation of a recessed Special Board Meeting.

Point of Order was called by Sandra Kim on proper notice for an AGM meeting to fill some positions should there be any vacancies from resignations and on following the agenda that was already set out at the start of the Meeting back on July 18th, 2022.

Acting president Katheryn Weremey demand for a response from the Board on which members will be resigning from the board immediately. The discussion was stopped and redirected to the Board Agenda at hand.

A question was asked on the status of the complaint against WDAFA. There was no clarity provided by the Acting President on the status.

Kathryn made a call to Tracey from the CDMFA on the official stance on who can and cannot play on a Bantam. Tracey stated that:” It has always been an unofficial co-ed team.” According to the Trans-Gender policy at this time the government has not clearly vetted that out. Those that identify as female may play on a female only team and those that identify as male may play on a male only team.

There was a meeting with the Lawyer on July 22 which was requested by multiple Board members to be recorded and was consented to by those present: being John Tomkinson and Kathryn Weremey. The result of the legal ramifications on the segregation of gender between spring and fall. The board wanted to know what the options were. The recommendations were: IN practice, any team would be co-ed and open to all genders and gender identifications. The only point of difference where discrimination is currently acceptable in minor sports would be on age only. The end discussion is: Do we have a boy’s season and a girl’s season at the Bantam level, or do we get to one or two Co-ed seasons only. Referred to the Spring season and the Fall Season at the Bantam level.

Lynn Ware made an objection to the CDMFA ruling on co-ed teams.

Discussion switched to the complaint that was made at the beginning of the meeting started on July 18th, 2022.

MOTION: Moved by John Tomkinson that the “WDAFA Corrective Action Policy” be passed as presented.

WDAFA Corrective Action Policy:

Whereas the Board believes that WDAFA is currently threatened as an organization, and

Whereas the Board wishes to take decisive action to support the success of WDAFA moving forward, and

Whereas deficiencies and short comings in WDAFA’s governance and bylaws have been identified multiple times, and

Whereas previous WDAFA executives were unable to implement necessary governance safeguards in a timely manner, and

Whereas the Board wishes to take this action for the safety and security of the organization, its volunteers, and its players, and

Whereas this policy would empower the WDAFA Board to ensure the viability and operational success of the impending 2022 fall season focussing on the players and kids without continued controversy and discord, and

Whereas WDAFA's oversight comes from CDMFA and therefore reference and deferral to CDMFA Governance policies and Bylaws is in the best interest of WDAFA, and

Whereas any further delay creates undue risk and unnecessary governance instability for the WDAFA Board, therefore

Be it resolved by Board motion that effective immediately on the passing of this motion that WDAFA accept and fully implement as the "WDAFA Corrective Action Policy" the current CDMFA Bylaws 2.3, 5 entirely, 6 entirely, 7.1, 8.6, and 8.7 as highlighted, and where any to 75% be changed to 66% as WDAFA has a smaller Board, and where any reference is made to "CDMFA" it shall be replaced with "WDAFA". This policy shall be migrated into WDAFA bylaws at the next AGM.

Seconded by Kim Grekul

Vote result (Board meeting needs 50%): Passed 5-2

Ref: CDMFA Bylaws (Now then in force as policy)

<https://cloud.rampinteractive.com/cdmfa/files/Policy%20and%20rules/CDMFA%20Bylaws%20June%202021.pdf>

2.3. Withdrawal and Termination of Membership

2.3.1. Membership in the Association is terminated when

2.3.1.1. The Member fails to submit the information required for renewal

2.3.1.2. The Member fails to maintain any of the qualifications or conditions of membership

2.3.1.3. The Member resigns from the Association by giving written notice to the Board, in which the resignation becomes effective on the date specified in the resignation. The Member will be responsible for all fees payable until the resignation becomes effective;

2.3.1.4. The Member fails to pay membership dues or monies owed to the Association by the deadline dates prescribed

2.3.1.5. The Member's team of membership expires;

2.3.1.6. The Member is liquidated or dissolved

2.3.1.7. Player/Athlete Membership shall cease when the child or legal ward of a member becomes ineligible for participation in the WDAFACDMFA's program. Notice of Resignation from

any member wishing to withdraw their membership must be given in written notice to the WDAFACDMFA President or Registrar.

2.3.1.8. Membership may be suspended and a member expelled upon a vote approved by sixty-six percent~~seventy five percent~~ (66.75%) of the Board of Directors of the WDAFACDMFA, for any reason deemed reasonable and in the best interests of the WDAFACDMFA. Such suspension will not require refund of the annual registration fee(s), or any other fees assessed.

5. SUSPENSIONS AND EXPULSIONS:

5.1. Any Director, Executive Officer, Coach, Player or Member may be suspended or expelled for any reason deemed reasonable and in the best interest of the WDAFACDMFA.

5.2. A Disciplinary Committee duly established by the Board of the WDAFACDMFA will rule on all Suspensions and Expulsions.

5.3. Suspensions and Expulsions will take effect immediately, subject to an appeal as described in Bylaw 6.

5.4. Any player, coach or volunteer who has been determined to have physically abused an official will be suspended for a minimum of 12 months, with no opportunity for appeal.

6. APPEALS:

6.1. Any Director, Executive Officer, Coach, Player or Member that has been suspended under the provisions of Bylaw 5, sections a, b or c, shall have the right to appeal that decision to the Board of Directors of the WDAFACDMFA.

6.2. Application to appeal a suspension or expulsion must be submitted in writing to an Executive Officer within seven (7) days of receipt of notice of suspension or expulsion. The President must be immediately notified of such an application.

6.3. The Board will hear appeals of Suspensions and/or expulsions at its next meeting.

6.4. The Board's decision shall be final and binding.

7. BOARD OF DIRECTORS:

7.1. The Board of Directors shall, subject to the by-laws, have full control and management of the Affairs, Operations, Directives, Rules, Policies and Procedures of the WDAFACDMFA.

8. Executive Officers

8.6. No one person may occupy more than one Elected Executive Officer position; and Members of any one Participating Association shall hold no more than one position on the Elected Executive.

8.7. Any Executive Officer's position that becomes vacant may be filled on an interim basis. This interim appointment must be approved by a ~~sixty-six~~ ~~seventy five~~ percent (66~~7~~5%) vote of the Board and shall be in effect until the next Annual General Meeting of the WDAFACDMFA.

Motion made by: Tracey Bredlow that as President Codey Soanes has submitted his resignation to the Board during this Board meeting, and under policy section 8.7, that Jasmine Oliver be appointed as WDAFA President, effective immediately.

Seconded by: Sandra Kim.

Vote: Carried 5-2

Kathryn Weremey left the meeting at 6:47pm

Jasmine Oliver took over as Chair of the meeting.

Motion made by: Jennifer Bohaychuk that policy 5.2 establishes a WDAFA Disciplinary Committee. This committee shall consist of Jennifer Bohaychuk, Kim Grekul, Jasmine Oliver effective immediately.

Seconded by Kim Grekul.

Vote: Carried 6-1

Sandra Kim moved the meeting to go In Camera at 7:02pm. Seconded by John Tomkinson

Sandra Kim moved to come out of In Camera at 7:33pm. Seconded by John Tomkinson

Motion made by: Sandra Kim that under policy section 5.1, Kathryn Weremey be expelled from WDAFA membership effective immediately.

Seconded by John Tomkinson.

Vote Carried 6-1

Motion made by: John Tomkinson that as Vice-President Kathryn Weremey is no longer a WDAFA member in good standing that the WDAFA Vice President Executive position is now open. Under policy section 8.7, be it moved that Jennifer Bohaychuk be appointed as WDAFA Vice President, effective immediately.

Seconded by Tracey Bredlow.

Vote Carried 6-1

Motion made by: Kim Grekul that as Jennifer Bohaychuk is now the WDAFA Vice President, that the WDAFA Bantam Board seat is now open. Under policy section 8.7, be it moved that Tristian Stephanson be appointed as the Bantam Board member, effective immediately.

Seconded by John Tomkinson.

Vote Carried 6-1

Motion made by: Tracey Bredlow that as the ATOM board seat remains open, under policy section 8.7, be it moved that Kevin Lonsdale be appointed as the ATOM Board member, effective immediately.

Seconded by Jennifer Bohaychuk.

Vote Carried 7-1

At this time Sandra Kim declares that she is resigning from the Board effective at the conclusion of this meeting. Resignation was then accepted by the Board.

Motion made by: Sandra Kim that as her Executive position of Secretary is to be vacated, effective at the end of this meeting and under policy section 8.7, be it moved that John Tomkinson be appointed as the Secretary, effective immediately.

Seconded by Jennifer Bohaychuk.



Vote Carried 8-1

John Tomkinson declares he is stepping down as WDAFA Head Trainer effective at end of this meeting. Resignation was then accepted by the Board.

Motion moved by: John Tomkinson that Kimberly Green be appointed as the WDAFA Head Trainer.

Seconded by Jennifer Bohaychuk.

Vote Carried 8-1.

As Past President Codey Soanes was the Head Coach, the position is now open for nominations.

This was tabled as current Head Coaches can collaborate as a team to full this for the interim.

As Past Vice-President Katheryn Weremey held the Safety Officer position which is now vacated.

Motion moved by: Tracey Bredlow that Kimberly Green take over as Safety Officer, combined with Head Trainer/Trainer Coordinator.

Seconded by Sandra Kim.

Vote Carried 8-1.

Motion moved by: Jennifer Bohaychuk that WDAFA temporarily suspend it Spring Season football programming to focus on supporting and strengthening unity and inclusion in delivering a full Fall Football season slate, open to all children. This does not include canceling any "Spring Camp" WDAFA initiative.

Discussion took place on the process and the need for information before committing to a direction on Co-Ed Spring/Fall teams. We need time to determine what CDMFA and WDAFA will do going forward.

So, there is the option to defer discussion on any suspension currently.

Motion Withdrawn by Jennifer Bohaychuk.

A question came from the members of age limits on players and team gender composition. The CDMFA has made age a determining factor when deciding team composition.



Meeting Recessed by the Chair at 8:15pm for 10 minutes.

Meeting Resumed by the Chair at 8:26pm.

Motion moved by: John Tomkinson that WDAFA hold a Special Business Meeting for all members to vote on the future of the Spring Season, to be held before the end of the Fall Season.

Seconded by Lynne Ware

Vote Carried 9-0

A comment from the floor on the poor emailing list and strongly suggests that there be a cleanup and clarity of communication

Motion moved by: Tracey Bredlow that any previous WDAFA motions, policies, or positions on gender exclusive programming such as "Girls Only" or "Boys Only" are hereby temporarily rescinded, until such time as Football Canada, Football Alberta, and CDMFA review and align their conflicting policy positions on access to play, player safety, and gender-based programming. In principle, WDAFA remains supportive of Girls Only football as communicated by Football Canada, and by extension Boys Only Football as the Bantam and above levels. Until Policy conflicts are resolved however, WDAFA returns fully committed to a single co-ed fall season program.

Seconded by John Tomkinson.

Vote Carried 9-0

Motion made by: Tracey Bredlow that signing authority for WDAFA banking have Codey Soanes, Katheryn Weremey and Sandra Kim removed, and that incoming WDAFA Executive consisting of Jasmine Oliver, Jennifer Bohaychuk, Tracey Bredlow and John Tomkinson have signing authority.

Seconded by Sandra Kim.

Vote Carried 8-1

Motion made by: John Tomkinson that the locks on the Hog Barn be changed and rekeyed as soon as possible.

Seconded by Jennifer Bohaychuk.

Vote Carried 9-0



Motion made by: Sandra Kim that all individual involved with WDAFA present their Vulnerable Sector Screenings done in the past 24 months to the President within the next 14 days. If anyone needs to renew or reapply, see the President for a Volunteer letter or extension.

Seconded by Tracey Bredlow.

Vote Carried 9-0

Motion made by: Jennifer Bohaychuk that WDAFA contact CDMFA and expedite training for any and all association volunteers for coaching, training, RAMP, or any related courses to build association capacity. It is encouraged that as many people as possible be allowed to attend any and all training, cost to be carried by WDAFA in full.

Seconded by Kim Grekul.

Vote Carried 9-0

Motion moved by: John Tomkinson that the President investigate online meeting options up to \$300/yr.

Seconded by Jennifer Bohaychuk.

Vote Carried 9-0

Board discussion on the issue surrounding the need for an ATOM Head Coach. More discussion to be held on this and the organization at the upcoming Regular Board meeting.

Meeting Adjourned at: 8:35pm July 25, 2022

Next meeting date: Wednesday July 29th, 2022, 6:30pm Location: Manluk Pool

Minutes submitted for Board review by

WDAFA Past Secretary Sandra Kim and Current Secretary John Tomkinson.

Minutes Accepted and Approved by Board Motion on August 10, 2022.