



Pickleball BC Association Board Meeting
23-05-02, 6:00 pm Zoom

Attendees

Dave Eaton	Present	Miranda Thomas-Merkley	Absent
Brett Forsythe	Absent	Phil Sheps	Absent
Rick Folk	Present	David Snell	Present
Susan Inkman	Present	Rod Williams	Present
Walter Knecht	Present		
Sharon MacDonald	Present	Martin Schinkel	Guest/Appointee

1. **Quorum** - achieved.

2. **Agenda**

Tacit approval - no changes.

3. **New Board Members**

Moved by Walter, seconded by Rod that Martin Schinkel be appointed to the PBC Board. Short discussion as Martin's bio was previously circulated. Motion carried.

4. **Prior Minute Review - April 4, 2023**

Moved by Sharon, seconded by Rick that these minutes be adopted as presented.
Carried

5. **PCO Bylaws Discussion**

The text/body of the recent email to all Board members will be entered as part of these minutes.

WK gave a short history of the 4 year task of getting an update bylaw set. There is no doubt that updates are needed, and some progress has been made. But there remains 6 to significant clauses deemed t be deal breakers.

PBC along with the Prov orgs from Alberta, Manitoba, Ontario and Quebec are collaborating to change these clauses palatable.



The prime reason for these intense discussions now is the plan by PCO to hold a late May SGM to ratify the bylaw set. Repeated attempts to instill a improvements or even delays have been summarily rejected.

After considerable discussion:

WK moved that the PBC Board approve an intense member information campaign regarding the pros and cons of the proposed bylaw set, a campaign to all 13,000 members. Seconded by RW.

Additional discussion ensued. RW suggested a pre-advice email to club presidents be sent - agreed!

Motion carried unanimously.

6. PBC Board meeting in Vernon

Due to our invite to attend the VIP Reception May 11 - we will be reviewing the opportunity to meet during the Provincials.

7. Motion to adjourn 7:39 pm



As no other reports, even though submitted, were not discussed they are NOT included in these minutes.

PCO Bylaw situation - for your edification - by Walter Knecht

After much discussion within the G5 provinces the following email message was sent to all PCO Board members and all Provincial leaders - about 30 recipients. Date time = April 22, 1023 AM

Date & time: Wednesday, April 26, 2023 at 5 pm ET

The Provinces of British Columbia, Alberta, Manitoba, Ontario and Quebec in collaboration, on April 11th, requested a meeting with the Directors of Pickleball Canada. Our request has not been acknowledged by Pickleball Canada therefore we have been forced to take the step of calling this meeting.

Directors of Pickleball Canada and representatives of PTSOs (we suggest two per PTSO) are invited to attend a meeting via Zoom on April 26 at 5 pm ET. Zoom link provided at the end of this email.

The purpose of this meeting is to discuss with all, in an open and transparent manner, our collective loss of confidence in the ability of the Pickleball Canada executive leadership to achieve the mission of the Corporation. We desire an open and respectful discussion that will lead to an agreement on how we work together for the betterment of pickleball members in Canada. There will be no motions at this meeting therefore no conflict of interest of any Directors of Pickleball Canada or PTSO's to participate.

Please plan to attend this vitally important meeting. We anticipate being able to arrange simultaneous translation between French and English.

Time: Apr 26, 2023 03:00 PM Mountain Time (US and Canada)

A copy in French followed.

A response was received from PCO Peter M, April 25, 11 am.

The Board of Directors held a special meeting on Monday April 24 to consider how to respond to your announcement of a meeting. The Board has chosen to decline your request to meet on April 26.



Instead, the Board offers a facilitated meeting with a trained mediator who has experience working with both PTSO and NSO conflicts to dialogue and work to resolve issues. All PTSO Presidents or their designates and all Pickleball Canada Directors are asked to attend. The costs of this mediation will be covered by Pickleball Canada as will the costs of translation.

The date for the facilitated meeting will be determined based on the availability of the mediator. If any PTSO has someone to recommend for consideration, please send their names and contact information to either Carla Anderson or me. In the meantime, Pickleball Canada will follow up with our contacts to seek recommendations as well.

The Motion from yesterday's meeting reads as follows:

Alan T moved that PCO reply to the correspondence received from Beverley Walker declining to meet on Wednesday 26th April and with an offer to hold a facilitated meeting with the Board of PCO and all the presidents or designates of member PTSOs, with a facilitator, with NSO/PTSO experience, at PCOs expense, seconded by France E., no discussion, 1 abstention, carried.

The motion to respond occurred after much negative discussion - intention to NOT meet was high on the list.

"We" responded, again after considerable discussion April 27, 1 pm.

Leaders from the provinces of Quebec, Ontario, Manitoba, Alberta and British Columbia have discussed your April 25th email offering a facilitated meeting. The purpose of this email is to reply to and seek clarification of the PCO proposal. It is sent with the full endorsement of the five provinces named; representatives of which are in the cc of this email.

We are disappointed that PCO feels the need for a third party to manage our discussions and that our repeated efforts to meet with the PCO Board continue to be rebuffed. We believe matters of concern can be resolved through direct, and respectful discussions that reach mutually beneficial agreements. This can be accomplished without the expense of a third-party facilitator or mediator. Your previous refusals to meet with us and other PTSOs directly only goes to reinforce our lost confidence in the management and leadership decisions of the PCO Executive Committee necessary to meet the mission of the corporation.

However, if this is the only way for PCO to be comfortable in meeting with PTSO's to discuss the areas of concern, we are open to participate pending your response to the clarifications noted below:



1. The May 16, 2023 Special Meeting announced by PCO must be immediately postponed. One of our significant concerns with PCO management and leadership is the process and approach in developing the latest changes to PCO By Laws. In addition, we continue to have significant concerns with parts of the April 14, 2023 draft By Laws recently distributed. It is essential that we meet to resolve our concerns with the PCO Board well in advance of a members meeting to address a new set of By Laws.
2. The approach to the facilitated meeting requires clarification, namely:
 - The facilitator should be bilingual and acceptable to both groups – PCO and PTSOs.
 - We suggest the facilitator could have either experience in resolving conflicts between prime stakeholders and boards of not-for-profit corporations or experience with NSO / PSO interactions.
 - While the facilitator is likely to be a trained mediator, the primary role will be to moderate or facilitate the discussion in order to bring clarity of understanding of concerns being raised and to identify potential solutions. Mediation has a range of interpretations which do not apply in this circumstance.
 - The PTSO President and/ or other designates from the PTSO should be able to participate in the session (i.e., not be limited to one representative if the PTSO desires more participants).

With your confirmation of the two points above, we will immediately search for the name and contact information for meeting facilitators. It is our desire for this meeting to occur as soon as possible.

The PCO response April 28, 9 am

Thank you for your response. We welcome the opportunity for a mediated dialogue with the leaders of the PTSOs.

PCO's current bylaws are inadequate – they do not comply with the [Canada Not-for-Profit Corporations Act](#), they are inconsistent with the [Canadian Sport Governance Code](#) and are impractical (e.g. facilitating a vote of 44,000 is not practical). We need to update our bylaws and, to become an officially funded [National Sport Organization](#) with Sport Canada, and we need to do so now.

The ad hoc group you represent does not 'represent' members. You each individually have one vote. The process for requesting a Special Meeting is outlined in the current Bylaws and requires a written request from the members holding ten percent of the votes of the corporation.



Under the proposed bylaws, the PTSOs will choose delegates to represent them at meetings of Members where Directors are elected and other business conducted. It is surprising to see the lack of support for moving in this direction while you simultaneously attempt to exert this type of power without the legal backing.

Over the last 10 months we have held 14 Bylaw Discussion Group meetings and conducted three national surveys to gather the opinions and thoughts of our PTSO stakeholders. Additionally, the Board's Governance Committee met 24 times to move the process forward. Literally 1000s of hours of volunteer time and effort have gone into getting this work done. On April 4, 2023 the Board of Pickleball Canada adopted a motion approving the draft bylaws and recommending that they move forward to a Special General Meeting and vote by our 44,000 members. The results must go to the membership for a vote.

When if we get a reasonable opportunity to 'talk' we planned to introduce or start the conversations with something along these lines:

Whereas we have every desire for a strong PCO executive team, the overwhelming evidence brings us to conclude the current PCO Board does not have the ability or desire to understand and properly manage the affairs of PCO evidenced by:

- the general consultative process and respect afforded to the Provinces
- the handling of the bylaw review process
- the multiplicity of suspensions, threats to suspend and misc disciplinary activity
- the increasing secrecy with respect to PCO 'affairs'
- open or obvious misrepresentation of facts in several cases

Through open discussion it is our objective to mutually come to grasp the nature and depth of our concerns, put processes and procedures into place that do support a strong pickleball organization from the grass roots up to the national level and if needed place people in positions that can make the necessary adjustments.