



Toronto Ultimate Club Board Meeting
Wednesday, November 3, 2010

Meeting called by Blue McClellan – 7:05pm EST

Meeting Attendance:

Present: Jason Robinson, Blue McClellan, Jason Crowder, Richard Chao, Cory Lamothe, Carla DiFilippo, Nat Fitzgerald, Nat Wong, Ed Kung, Sara Beheshti, Ethan Milberg, Andrew Hunter, Mike Lane, Kevin Vigar, Gregory Lang, Rahil Suleman

Absent: Todd Fowler, Nancy So, Gerald Feeney, Aaron Carveth, Barry Goldlist

Regular Items and Housekeeping

1. Approval of Previous Minutes (September 29, 2010)
Motion put forth by: Ethan, seconded by Jason C.
All in favour, 1 abstention
2. Setting Next Meeting Date
Wednesday December 1, 2010 7pm EST, Scallywags
3. Amendments to the Agenda
Blue noted an addition to the agenda under New Business
4. Robert's Rules Overview
Blue briefly gave an overview of Robert's Rules.

Election for Board positions

Board positions:

President: Ethan Milberg elected by acclamation.
Chair: Kurtis McClellan re-elected by acclamation.
Vice-president: Natalie Fitzgerald elected by acclamation.
Secretary: Carla DiFilippo elected by acclamation.
Treasurer: Mike Lane re-elected by acclamation.

Select committee members and chairs: To be done by email

Report of Officers and Committees

GM Report (Jason Robinson)

- Membership/team update
- Indoor leagues update
- Discussion on possible pre-registration for indoor league returning teams and clarification on Fall Pro-Rated upgrade
- Membership vs. playership discussion
- Jason attending Ultimate Canada Conference Nov 13-14

President (Andrew Hunter)

- None

Standing Committees

- ODSA (Nat Fitzgerald)
 - ODSA AGM on Nov 6, 2pm, Crowne Plaza (Eglinton E)
- Finance (Mike Lane)
 - October Year-End Forecast
 - Into to Finances for TUC member
 - 30th anniversary budget discussed
- Human Resource (Jason Crowder)
 - Events Manager evaluation approved
 - MSC performance remuneration approved
 - Proposal by GM (Office Manager restructuring) reviewed and currently being finalized
 - GM contract negotiations to begin soon
 - Recruitment for new position(s) to begin soon
- Operations (Rahil Suleman)
 - To review Summer Subs Policy during offseason

Old Business

None.

New Business

Motion put forth by Blue to set the gender ratio for the Winter Indoor season of Mixed to 3 male and 3 female players. Seconded by Carla.

Discussion on roster imbalances, TUC membership breakdown, and where a 3:3 league might work best. Not to be done in Hat leagues and start with one league and some further research first.

Friendly amendment to add, “Non-Hat leagues” after ‘Mixed’ in the motion.

Amendment by Ed for the motion to “not take effect in the upcoming 2011 winter season.” Seconded by Greg. 9 in favour, 6 opposed, amendment approved.

Motion by Greg to table the motion, with response and report provided by Operations Committee at next Board meeting. Seconded by Rahil. 13 in favour, 2 opposed. Motion to table is passed.

Motion put forth by Jason C. as follows, seconded by Sara:

- The Board approve the creation of a new-entry level part-time contract position with responsibilities and a pay rate to be finalized and approved by the HR Committee
- The Board approve the creation of a new contract position to replace the MSC role, with responsibilities and a pay rate to be finalized and approved by the HR Committee. This role will have different and in some areas more responsibilities than the MSC position
- Both above-mentioned roles will report to the GM although some management of the part-time contractor may be delegated by the GM
- These new roles will be ongoing and the increased funds will be allocated in the TUC budget instead of coming directly and specifically from the surplus funds

HR Committee has not had a chance to discuss the proposed change as a committee. Questions include how long we should trial the change, is the salary structure correct, etc. Andrew added that the Club has been in this position before (i.e. looking to expand the management roles) and that the changes need to be discussed at length, starting with HR committee. Main question from his perspective is how to evaluate the change as it represents a large investment for the club.

Motion by Blue to consider Jason C.’s motion by paragraph. Seconded by Greg. Unanimously approved.

Jason C discussed the review process of the proposal put forth by the GM, the revisions that were made to the proposal and the endorsement by the HR Committee to move forward with this proposal. Jason R. outlined the goals of the Club to continue growth and development projects and the need for increased administrative support.

Motion by Blue to move discussion In-Camera. Seconded by Rahil.

Approved unanimously.

---In camera discussion ---

Motion to approve the creation of a new-entry level part-time contract position with responsibilities and a pay rate to be finalized and approved by the HR Committee. Moved by Jason C, seconded by Sara. 13 in favour, 2 abstain. Motion passed.

Motion to approve the creation of a new contract position to replace the MSC role, with responsibilities and a pay rate to be finalized and approved by the HR Committee. This role will have different and in some areas more responsibilities than the MSC position. Moved by Jason C, seconded by Sara. 14 in favour, 1 abstain. Motion passed.

Motion to have roles reporting to the GM although some management of the part-time contractor may be delegated by the GM. Moved by Jason C, seconded by Sara. All in favour. Motion passed.

Motion to have roles be ongoing and the increased funds will be allocated in the TUC budget instead of coming directly and specifically from the surplus funds. Moved by Jason C, seconded by Sara. All in favour. Motion passed.

Meeting End

Call for Motion to Adjourn 10:00pm – Blue McClellan
Seconded by Carla. Unanimously approved