

**Special CLGA Executive Meeting
Glencoe Golf & Country Club at 7pm, Thursday, August 25, 2016**

Attendees: Barb Alexander, Cara Bonney-Barr, Joanne Saunders, Debbie Cook, Cindy Beaudet, Sylvie Dugas, Margie Nicol

Call to order at 7:03pm by Joanne Saunders.

Quorum present here with proxies and votes received.

Joanne Saunders presented the process for the discussion and voting.

Karen Saunders written submission -

I am sorry I am unable to attend this meeting. I have jotted down a few thoughts that I would appreciate being read into the minutes.

1) Firstly I believe this meeting is a result of our failure as a group to have an open discussion around the table. At our previous meeting, Cheryl made an inappropriate comment that reflected poorly on two of our members. Rather than addressing this at the time and dealing with the comments we chose as a group to put our heads down and ignore it. So instead of the air being cleared and an apology issued, back door discussions were held with the result being this motion that is currently on the floor to have Cheryl removed from her position.

2) I have heard from a few people that Cheryl is regarded as "disruptive" around the table. However there to my knowledge had never been anyone from the executive that has ever sat down with Cheryl and had a conversation with her regarding her tendency to be emotional over some issues. If she had been mentored to curb her opinions or temper the discussions we would also not be at this point.

3) A board cannot be a "yes" board. Healthy discussion ensues from conflicting opinions with ideally the best solutions arising from constructive conversations. Yes there are appropriate/inappropriate ways of doing this. Cheryl cannot be pilloried for her passion. She can be guided in how to better use her filters.

4) This motion is on the floor with no prior warnings or indications that there was a problem with her behaviour. That is not fair nor warranted. How do you hope to attract volunteers if the optics of the board say "my way or the highway?"

I would like to see Cheryl retained on this board. She does a fabulous job with the Medalist program. I think she can learn to be more restrained in her opinions and continue to be a valued member of the CLGA executive.

Cindy Beaudet - commented that sometimes people get passionate. She herself has learned to temper her remarks. Acknowledged Cheryl's poor choice of words. She expressed the sense that the Board should have addressed issues to Cheryl if there was such dissatisfaction. General club members don't seem dissatisfied. Cindy hopes we are forgiving enough to work with Cheryl.

Sylvie Dugas report -

I'd like to give you my perspective on this motion and to also respond to some of the language and comments of Karen Saunders' discussion document.

I accepted the Vice President position because I wanted to contribute to the objectives of the CLGA as a responsible member. I expected the same from everyone else on this Executive team.

From our first meeting this year I witnessed by Cheryl a behaviour that is not conducive to the spirit and effectiveness of the CLGA, Cheryl's behaviour and conduct surprised me. There were two key items that contributed to the motion put forth:

1. Cheryl's continued stubborn stance against the Medalist Series fee that just got in the way of progress towards the real goals.
 2. Cheryl's refusal to apologize to members for inappropriate comments.
- I don't disagree that the world would be a better place if we all had courageous interpersonal skills.
 - But I don't agree that Cheryl is the victim of our irresponsibility in being proper surrogate parents, teachers, or therapist to her.
 - The purpose of the CLGA is to promote the sport of golf for the thousands of women of Calgary. That requires sound resource management and decision making.
 - If our purpose was to identify the people who have trouble functioning in a group and then raise their skill level, then I agree. We failed at that.
 - I'm sorry but I do not acknowledge that I have been negligent in my duty or my promise to mentor the ill-tempered. That doesn't mean I don't care about my committee members as people but, my duty is to the female golfing community of Calgary. Let's be careful that we're not saying a vote to keep Cheryl is a vote that endorses her behaviour, and furthermore, a vote that we will all promise to do better by her.
 - I resent the implication that we have somehow failed because obstructive behaviour isn't explored and fixed. I think the real failure is not removing the cause of the obstructive behaviour.
 - Had Cheryl, herself, asked for this understanding and forgiveness, I, too, would be moved to help her. But that hasn't happened. I'm happy that she has a friend who has an apologetic understanding of her behaviour. But this behaviour isn't how the CLGA succeeds in its mission.
 - Anyone who has attended a CLGA meeting with Cheryl has been amply "warned" of the problem with her behaviour.
 - I believe we attract even more volunteers if we show we create a climate of respect by removing the obstructive members.

Margie - disappointed in the way this was handled and how this got out of hand. She didn't understand why this couldn't have waited. Sylvie advised Medallist will be looked after by the CLGA.

Joanne Saunders - Joanne said by not acting now is being silent which is not okay. Joanne expressed the need to run the association in a businesslike manner. A stop needs to be put to it. Joanne Saunders also noted that she had tried to talk to Cheryl about the issues in the Spring and she refused.

Barb Alexander - expressed constant battles since the beginning of the season with Cheryl.

Cara Bonney-Barr - noted that players are hearing negativity about the Glencoe with respect to responsibility/blame for the new Medalist fee and noted this comes from Cheryl. Cara added

that Cheryl gave her resignation at the Spring Executive Meeting at which point there was no contest. This was then further approved in the Minutes at the July 25th Executive meeting.

Debbie Cook - commented that this issue has arisen in a prior year which led to the Priddis CLGA members resigning due to issues with Cheryl. It was noted that Cheryl has relayed to members that we spend too much on Juniors which goes against the mission of the CLGA (\$.50 of each member goes to Junior golf which is part of our mandate). It was further noted that Cheryl's demeanour when dealing with clubs regarding times for the Medalist is not courteous which doesn't help our position.

All members agreed to move on and turn the page - whatever happens in the vote.

Joanne Saunders read the motion -

To relieve Cheryl Inkpen from her position as Medalist Series Chair on the Executive of the Calgary Ladies Golf Association. This motion is put forward to the Members of the Executive as a result of her inappropriate conduct as a member of the Executive. This conduct undermines the effectiveness and spirit of the Calgary Ladies Golf Association.

Ashley Vankroonenburg (Glencoe Professional) acted as vote counter.

Vote results:

For the motion 8

Against the motion 3

Abstained the motion 1

Motion has passed. Debbie, Joanne and Sylvie will arrange to get the Medalist materials from Cheryl and the Executive will look after the remaining Medalist events for this season.

Joanne Saunders moved to the terminate meeting at 7:40.