



Guelph Minor Baseball Association Inc.

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Special Board of Directors Meeting

Tuesday September 22nd, 2020

Meeting was called to order at 9:00 pm.

Meeting was held virtually, using Zoom Video Conferencing.

Present: Jeff Hoffman, Cory Hanley, Stefanie Mocuik, Richard Elmes, Vicki Marshall, Libby Malott, Ryan Herron, Jim Price, Rob Robinson, Sean Staniforth, Iain Durk, Koko Gillis, Kevin Caron, Adam Fanjoy, Erik Tremblay, Heather MacPherson

Absent: Dave Shapka

Discussion on Member Motions put forward for the AGM

Adam provided a brief overview of the 13 constitutional changes he brought forward as a member. These 13 motions include smaller housekeeping changes and larger, more impactful changes.

Adam noted the last constitutional updates was 2 years ago, with a year of effort to build out.

Adam is open to pulling back some of the motions, if board can identify viable alternatives.

Jeff opened a round table discussion, below are key points noted during the discussion.

Question by Jeff: Why now vs. taking time over another year?

Adam: As a board, we are hesitant to make decisions, we need to move forward. Why be stuck in another year of no action, as a board we can't wait.

Adam put out a survey to the board asking for their input, only 11 of 17 responded, of which 6 were in favor of reducing the size of the board, 3 were against and 2 were undecided.

Jeff noted that if we go to 12 directors, that is 6 less people available to help out when called upon. This may present challenges moving forward.

Adam agrees there are concerns with volunteers and noted that in past years, every board member was a convener for a house league.

80% of our membership is house league, but board is very rep dominate

Smaller board would drive us to use committees more effectively.

Cory agrees with the overall desire to reduce the board, but has concerns as to why we are jumping in so quickly. Believes we should be below 10 board positions, but does not agree with the idea of cutting strings without a plan on how to move forward. Cory has concerns with how we can look at our membership and justify cutting roles without knowing what the actual cost of doing so will be. We need to be able to prevent it from crashing.

Heather pointed out that not being on the board doesn't make you not a volunteer. Volunteers will still help out and can provide same level of support without being on the board. Agrees that committees with the leader being on the board could be as effective

Heather also noted that some members are going above and beyond currently and believes some are burning out because of the structure we have now.

Iain questioned if there is any evidence that going to a smaller board will make it more effective and would like to know if we investigated how other sports board are working,

Adam noted that specific comparisons with other organizations was not performed, however consistent feedback when discussing size is that we are too big to be effective. Jeff noted that most boards he works with are 10-12 people and are trending away from having an executive committee.

Cory reiterated that he believes that smaller is better and believes that we are missing due to lack of leadership, accountability & structure coming from the board. Cory noted that he has performed a gap assessment and we are missing structure and succession planning and cutting ties with board positions before these are in place may lead to disaster.

Ryan noted concern that with a smaller size, one branch such as rep could take control of the board.

Jim stated that he believes we need a smaller board, with succession planning and recruiting of talent. Fears that if we cut positions without the restructuring piece, we will lose accountability.

Kevin agrees that it should be smaller board, and doesn't believe we should waste time in moving forward. He noted that if he wasn't on the board, it would not change how he volunteers. He does believe we need to find and use volunteers more effectively.

Kevin also noted that we have a significant information and documentation gap, with Documents & Files not managed centrally or available to the board. Many documents only exist on the board members personal computers, and are not centrally shared. Erik noted that moving to more committees with board members at the head can help drive accountability and may facilitate finding committee members and volunteers if they don't have to commit to a 3 year term. Non board positions would also allow for members to be changed easily if they are not effective.

Adam reiterated that just because the constitution says we could have up to 18 directors, it does not mean we have to have 18 directors.

Koko agrees that a smaller board is the way to go, believes it may be easier to recruit people to committees if they are not board positions.

Stefanie noted that she chairs 2 committees now and recruiting people to a committee can be difficult at times.

Rob agrees that it makes sense to revise the structure, but feels that these motions are rushed. Questions if we know what roles we want to have and how we could ensure we can get there. Rob noted that Kitchener Baseball runs their organization with a small executive team and 13 different committees

Rob favours a detailed review and reduction of the roles, but reiterated that it feels rushed.

Rob suggested that we have a Special AGM in Q1 2020 to address this and use the time between now and then to align our approach.

Cory expanded on Rob's suggestion and proposed we push the vote back to March, and in the mean time we set up a special committee with Adam as head to work on identifying the new structure and volunteered to help where needed.

Adam noted that he already has 2 working models on how this could be done based on outcomes of the board motions. Kevin asked if Adam could share these.

Based on the conversation and the suggestions made by the board members, Jeff will discuss with the Executive and provide a recommendation on the 13 motions for the Oct 1st board meeting.

It was noted that since Adam brought forth these motions as a member, we are obliged to present them at the AGM unless Adam elects to withdraw them.

Other Business

None

Adjournment

Meeting ended at 10:05 PM