



MBA Board of Directors

Meeting Minutes

December 17, 2022, 9 AM

Location: Virtual

Attendees: Yuns Oh (YO, President, Acting Secretary), Paul Poirier (PP, Vice-President), Renée Kunka (RK, Appeals Manager), Cheryl Bartel (CB), Lionel Curé (LC), Cadin Dupasquier (CD), Marj Niemi (MN), Michael Oman (MO), Mariette DeGagné (MD), Adam Morin (AM)

Absentees: None

1. Call to Order

9:05: Called to order by YO.

2. Approval of Agenda

Agenda items 8 and 10 were switched.

MN moved to approve the Agenda. RK seconded.

3. Approval of November 26th minutes

PC amended his report from November 26th to reflect changes requested at that meeting.

LC moved to accept minutes. CB seconded.

4. Open Executive positions: Treasurer, Secretary

No volunteers for these positions.

5. Executive Director's Report

LD will update MASRC about the MASRC-MBA clinics.

Questions about Arts, Culture and Sport in Community: Do other PSOs use this grant the way we did, MBA applying as a non-profit to upgrade Prairie Badminton, a for-profit.

Prairie Badminton has outstanding membership dues from 2020-2021 of \$1,934.10. Prairie Badminton concerned that the new fee structure was too high in summer of 2021. Board and ED over several meetings and months revised the fee structure, then at the end of 2021 this was additionally discounted by 25% and approved at the beginning of 2022. Due to an oversight this was not billed until September 2022, and is now 80 days past due. After discussion, request for payment by noon on Friday December or Prairie Badminton will not be in good standing.

RK moved to make request. PP seconded.

Action Item: YO will send request for payment with above terms.

PP moved to accept Executive Director's Report. MN seconded.

6. Provincial Coach's Report

Questions about how alternate was selected. Was any process followed?

Several tournaments are still not set. Proposal for December 31st deadline to fill out calendar.

MO moved to implement proposal. MN seconded.

Action Item: YO will work with ED to fill out calendar by December 31st.

PP moved to accept Provincial Coach's Report. RK seconded.

7. Technical Director's Report

Website should be better updated and should be the gold standard for information.

We should have shorter post-Herb Richard survey report for public, keeping longer report linked in public and for board and staff to use.

PP moved to accept Technical Director's Report. LC seconded.

8. GIC repayment options

As outline in the Executive Director's Report, vote was in favour of Option A: Debit Community Builder Account (earning 0.25% interest) in the amount of \$40,000 to retire the CEBA loan in full.

RK moved to act on Option A. CB seconded.

Action Item: YO will instruct ED to direct bank to implement Option A.

9. Signing authority

Update MBA bank account at Assiniboine Credit Union for Executive changes. Remove previous President Barrington Nichols and LC, and add PP.

RK moved to approve signing authority changes. MN seconded.

Action Item: YO will sign letter requesting changes and forward to ED who will sign then send to the credit union.

10. Gurmeet Jassal (Brandon) addressed the board

Create an accountability process for all board members.

Create a consequence model and execute on it.

Michael should have issued a public apology for breaking the law twice and basically our own policies but somehow is allowed on the board (no offense he's a nice guy but ownership needs to be had)? This includes any parties involved.

More effective communication expectations and standard>let me know when these have been reviewed and working on.

Create a vision mission statement for MBA and have everyone bought into it on the board or else it'll fail.

Use the funds MBA has to promote and implement badminton in rural markets. Travel to Grand Rapids and do events as an example.

Redo the entire CWG process as it was handled and done terribly. It does not appeal to or allow rural players to be involved or engaged.

There is too much "manipulation and control of the narrative" with certain issues instead of keeping it simple and basic with resolutions.

Why are there members in good standing that shouldn't be?

Hire more people if workloads are too much (have an assistant president?).

The culture of badminton mb is not going well (change needs to happen now).

Make a survey asking questions to all players posted on the FB page and website asking relative questions about their experiences and what they would like from MBA.

Remove any redacted meeting minutes, those are public and should be.

Board members can't be holding people accountable if they aren't in return (that's unfair).

Review morals/ethics and why each board member is there.

Fix the email account today.

Think of the children and kids, the future of badminton.

11. Discussion of Gurmeet's address

We should investigate a strategic plan using 3rd party consultant. CD mentioned they had used Mosaic Engagement as a facilitator previously.

Interesting points were raised by address for discussion now and in future. We should thank Gurmeet.

MD moved to act on above points. AM seconded.

Action Item: YO will contact Mosaic Engagement, find out more about strategic plan, and email thanks to Gurmeet.

12. Employee Code of Conduct and Communication Policy (ECCCP)

Due to poor communication and dysfunctional environment amongst MBA staff, YO proposed a strict ECCCP to help alleviate the problems until a long-term solution could be worked out. The ECCCP placed behavioural regulations on behaviour and many forms of communication both internally and externally.

RK moved to implement ECCCP. MD seconded.

Action Item: YO will email ECCCP document with explanation to all staff and require them to follow it.

13. Employee feedback

In camera session where Kevin Barkman, Justin Friesen, and Mélanie Curé provided feedback on their experiences and situations. Mélanie Curé requested that her feedback be recorded in minutes but that request was denied by YO. Questions followed.

14. Forms

Improve expense and travel forms discussion.

14. Adjournment

Next meeting set for January 14th in the morning.

MN moved to adjourn. Everyone seconded.

Meeting adjourned at 1:51 PM.