

# **Board Meeting minutes 4pm May 6, 2024**

In attendance:	Gerry Williamson	
	Denis Ross	
	Peter Korecki	
	Maurice Belliveau	
	Thelma Cassidy	
	Garry Uhl	
	Gill Mulligan	
	Renée Blanchard	
	Linda Williams	
Regrets	Andrea Boucher	
Pres;	Maurice Belliveau	
Bo	y Thelma Cassidy	
(n		

		Adoption	Assignment and/or Action item
	Welcome all		
4:00	Adoption of May 6, 2024 agenda	Moved:Pete	
		Seconded: Gary	
		Motion Carried:Yes	
4:05	Adoption April 9, 2024 meeting minutes	Moved: Thelma	
4:05		Seconded: Gil Motion Carried: Yes	

Time	Agenda item (Notes below)	Adoption	Assignment and/or Action
	(Trotes below)		item
4:05-	Atlantic's		
4:10	Update: Gerry/Pete (Verbal)		
4:10-	Meeting with City of Moncton Reps		
4:15	(Verbal update from Moe if required)		
4:15- 4:20	Code of Conduct/Disciplinary Process (Appendix A) Gerry: Any questions, comments?	Moved: Gerry Seconded: Motion Carried:	
	Motion: That the policy as outlined in Appendix A be adopted and published on our website.	Wiotion Carried.	
	*Pete to do a review of published policy and make any recommendations before publishing.		
4:20- 4:25	Court Surface	Moved:	
	The plan is to have that visit done and reco for the next meeting.	Seconded: Motion Carried:	
4:25- 4:25	Erne ball machine (Final payment: shipping, duty etc.) Appendix B	Moved: Pete	
	<b>Motion:</b> That we pay the remaining \$513.02 for the ball machine.	Seconded: Gerry Motion Carried: Yes	
4:25-	In camera session (Private):		
4:45			
4:45- 4:50	Curling event.  Nov 4 <sup>th</sup> 2024 - a 5 hour run of the system in the Pickleball shed. This will not/should not	Moved: Seconded:	
	interrupt play	Matian Camia I	
	Nov 16th – Dec 14 <sup>th</sup> we will be out of the facility while the curling event is held.	Motion Carried:	
	Moe: Potential use of other space during Curling event		
	Cam Taylor training session:		
4:50	Comments/questions (Did anyone hear any feedback?) Only heard positive feedback. People seemed to enjoy learning from him and learnt a lot.		

Time	Agenda item (Notes below)	Adoption	Assignment and/or Action item
4:50- 4:55	Date for AGM After the Atlantics		
4:33	Gerry and Moe to look into dates		
4:55-	Picklecourt test	Moved: Denis	
5:00			
	Flight and accommodations (\$2,500 roughly)	Seconded: Linda Motion Carried; Yes	
	Motion: That we invest roughly \$2,500 for two members of the board to go check out the surface n Montreal.	1.200011 0.111201, 1.00	
5:00-	Parking lot:		
5:10	Moe to provide update.		
	Committee Reports		
5:15-	Finance: Treasurer (Appendix C)	Moved: Linda	
5:20	Any Question/Comments?	Wioved. Emda	
0.20		Seconded: Garry	
	Move to adopt as presented	Motion Carried:Yes	
5:20-	Membership	Moved:	
5:25	Adding new members		
	Denis/Moe update	Seconded:	
	- Consensus that we add another 15-20 new members and re-evaluate in the fall	Motion Carried:	
5:25	Membership Comms and Marketing	1) Moved:	
	1) Sponsorship update (Gil): Nothing to report at this time	Seconded:	
		Motion Carried:	
	2) Swag (Moe): on-line store closing soon.		
	, 60 %		

Time	Agenda item (Notes below)	Adoption	Assignment and/or Action item
5:25- 5:30	Social: Update Linda: Board liaison a) Saturday Night Fever hits PBM Saturday April 13 <sup>th</sup> the courts were full with disco fever. It was quite a blast and an amazing time. Can you say "annual event"?	Moved: Seconded: Motion Carried:	
5:30- 5:40	Scheduling Denis RReport (Appendix D)  Motion: advanced courts 1 and 2, Tuesdays and Thursdays at 7 p.m., will be put back into reservation, once voted, from May 7, 2024	Moved: Denis  Seconded: Gary  Motion Carried: Yes	
5:40- 5:50	Training Update (Garry) Motion: That we engage Taylored pickleball Academy to develop curriculum and train the trainer in a standardized manner for the cost of \$5000.	Moved:Garry Seconded: Pete Motion Carried:Yes	
5:45- 5:55	Moe: Youth development at the Y  Facilities and Ambassador committee (Pete K.) See report: Appendix F Accepted as presented.  Ball machine use/policy (Appendix G) Motion: that the ball machine rental policy be adopted as outlined in appendix I	Moved: Pete Seconded:Gil Motion Carried:Yes	
5:55	Health And Safety (Andrea)	Moved: Seconded: Motion Carried:	
5:55	Governance (Gerry)  1) Gerry to bring information and recommendations on "conflicts of interest"  (Next meeting)	Moved: Seconded: Motion Carried:	

Time	Agenda item (Notes below)	Adoption	Assignment and/or Action item
	Next Meeting: Monday June 6th @ Pickleball Moncton	Garry	
	Adjournment	6:03 (Linda)	

# Appendix below



# Appendix A



# **Code of Conduct/Disciplinary Process (Draft for review)**

# **Purpose**

To provide a fair and consistent approach to dealing with Pickleball Moncton members whose conduct or behavior falls below acceptable standards as per established club policies and code of conduct.

# Policy

Members Moncton should be able to enjoy a safe and comfortable facility free from bullying, harassment, violence or other actions that would compromise the safe whose conduct or behavior falls below acceptable standards will be subject to disciplinary action in order to reduce or eliminate the chance of recurrence enjoyment of the facility.

bers of Pickleball Moncton and their guests.

# **Definitions**

Board means the Board of Directors of PBM.

PBM means Pickleball Moncton.

Facility means Curl Moncton located at 80 Lockhart Avenue, Moncton, NB or any other venue administrated by PBM.

Infraction means contravening an established standard.

Serious infraction means violence towards a member(s), threats of violence, bullying and harassment, or repeated infractions resulting in a written warning.

#### General

- 1. Each PBM member is expected to conduct themself in a manner which conforms to the applicable established standards.
- 2. When a violation of an established standard occurs, each case will be investigated and any disciplinary action will be administered on the merits of each case.
- 3. As applicable, progressive discipline will be applied, with the expectation that the member's behavior or conduct will change to meet acceptable established standards in the early stages of progressive discipline.
- 4. However, should there be a serious infraction, the Board retains the right to bypass the progressive discipline steps and apply an appropriate disciplinary sanction, up to and including termination of membership.
- 5. Suspended members are prohibited from using the facility unless clearly detailed as part of the written suspension arrangement. Any member who attends the facility to play while privileges are suspended will have their membership terminated immediately.

#### **Progressive Discipline**

In progressive discipline the objective is to address a, relatively minor, infraction before it develops into a serious infraction or becomes a repetitive offence. This is accomplished through a series of disciplinary actions, with the severity of discipline escalating should the infractions persist. The following describes the levels of progressive discipline.

# **Level 1 - Verbal Warning**

This level will provide an opportunity for a Board member to address a violation of a standard by a member at an early stage. Specific actions needed to correct the problem and a time frame within which to accomplish them should be defined.

# Steps:

- 1) Give an explanation of when and how the behavior or action took place. This will include the reason as to why the behavior or action was unacceptable.
- 2) Give an opportunity for the member to explain the situation and their actions. This should be his/her opportunity to give their side of the story.
- 3) Give a description of the desirable and/or acceptable behavior or actions.
- 4) Give a verbal warning regarding the undesirable behavior or action.
- 5) Inform the member that further disciplinary action, up to and including termination, could follow if unacceptable behavior continues.
- 6) Explain that the incident will go into general file, but that it is a warning and will be taken note of in order to follow up on possible further disciplinary actions.

While this early intervention is considered a verbal warning, the PBM member should maintain his/her own record of when the discussion took place (date and time) as well as the required actions to be taken by the member to reverse the infraction.

# **Level 2 - Documented Warning**

Should there be a subsequent infraction, this level will once again provide an opportunity for the Board member and PBM member to address the problem. Specific actions needed to correct the problem and a time frame within which to accomplish them will once again be reviewed. At Level 2 the Board member will document the discussion, providing the member and the Board with a copy via email or in person. A copy will also be placed in a file created for that member.

# Steps:

- 1) Give an explanation of when and how the undesirable action took place. This will include the reason why the behavior or action was unacceptable.
- 2) Give an opportunity for the member to explain the situation and his/her actions. This should be his/her opportunity to give their side of the story. This may be done at the subsequent Board meeting if desired.
- 3) Give a description of the desirable and or acceptable behavior or actions.
- 4) Give a written warning regarding his/her undesirable behavior or action in the event that the behavior or action had either been discussed in a previous verbal warning or action was considerably severe in nature.
- 5) Provide the Member with a copy of the written warning and another will be placed in their file with date and time of the event.
- 6) The Member involved in the infraction will sign the document as proof that he/she has received it.
- 7) It will be explained to the Member that further disciplinary problems will be addressed with further disciplinary actions up to and including termination of membership.

# **Level 3 - Suspension**

In cases of a serious infraction or when a member has committed a series of infractions that have previously been reviewed at Level 2 disciplinary action, a suspension will be issued.

#### Steps:

- 1) Member will be given written documentation regarding the suspension in relation to the undesirable behavior or action in the event that the behavior or action had either been discussed in a previous verbal or written warning or the behavior or action was considerably severe in nature.
- 2) The documentation will include information on the offence and the term of the suspension and why the member has been suspended.
- 3) The member will be given an explanation of when and how the undesirable action or behavior took place.
- 4) The member will be given a description of the desirable and/or acceptable behavior or actions.

- 5) Member will be provided a copy of the suspension and another copy will be placed in the member's file.
- 6) Member will sign the document as proof that he/she has received it.
- 7) It will be explained to the member that future disciplinary problems will be addressed with further progressive disciplinary actions up to and including termination.

The length of the suspension will depend upon the seriousness of the infraction. Note that if previous discipline was in the form of a suspension, a subsequent suspension must be of greater duration. It is suggested that a minimum suspension be for a period of 30 days.

#### **Level 4 - Termination**

In cases of repeated serious infractions or dependant upon the seriousness of the infraction, the Board may choose to terminate membership.

Members of PBM will not be refunded membership dues as a result of Level 4 – Termination.

Members who have been terminated are prohibited from accessing the PBM operated area of the facility.

Membership terminations will be reviewed by the Board after the Annual General Meeting each year and not before.

#### Appendix B

UPS BROKERAGE C.O.D. FRAIS D'IMPORTATION - ENVOIS CR 1-800-PICK-UPS / 1-800-742-5877

Date of Transaction / Date de la transaction Involce No. / N° de facture Tracking No. / N° de sulvi Reference No. / N° de reference Transaction No. / N° de la transaction Port of Entry / Port d'entrée

APRIL 03, 2024 8883921395 ZB666046827**049689** 

Importer Charges/ Freis d'Importations



GST/TPS R105453328 QST/TVQ:1000958915

CUSTOMER COPY / COPIE DU CLIENT

UPS DRIVER COLLECT THIS AMOUNT

CHAUFFEURS UPS : PERCEVOIR CE MONTANT

SHIPPER / EXPÉDITEUR

VICTORY SPORTS TECHNOLOGIES LLC 504 LOUISE LANE

NORTH WALES, PA US 19454

IMPORTER / IMPORTATEUR

MAURICE BELLIVEAU 9 GENERATION AVE

MONCTON, NB CA E1A9N3

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\* LEGEND

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CO . Country of Origin / Pays D'Origin

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Savings are the result of elementors of the Import Collect on Cellulary (ICCO) free if applied to these collections





# **Appendix C**

#### Pickleball Moncton Inc.

#### **Balance Sheet**



Year to date as at April 30th, 2024

Assets	
Current Assets	
Cash	\$96,179.38
Petty Cash	\$0.00
GIC Investment (note 1)	\$50,000.00
HST Receivables	\$1,951.06
Receiver General Receivable	\$0.00
Total Current Assets	\$148,130.44
Fixed (Long-Term) Assets	
Ball Machine (Class 8)	\$3,168.24
Accumulated Depreciation	(\$26.40)
Total (Long-Term) Fixed Assets	\$3,141.84
Total (Long-Term) Fixed Assets	\$3,141.04
Total Assets	\$151,272.28
Liabilities and Owner's Equity	
Current Liabilities	
Accounts payable (note 2)	\$3,980.00
HST Payables	\$2,723.22
Receiver General payable	\$0.00
Unearned Membership Fees (note 3)	\$48,712.45
Total Current Liabilities	\$55,415.67
Owner's Equity	
n et de et e	\$49,498.02
Retained earnings prior year	\$46,358.59
Retained earnings Other	\$0.00
Other  Total Owner's Equity	\$95,856.61
Tom Other s Equity	Ψ22,030.01
Total Liabilities and Owner's Equity	\$151,272.28

Note 1 - An amount of 50,000 was invested in a variable rate GIC at the rate of prime minus 2.8%.

At time of investment prime rate was 7.2% so rate of return was 4.4%

Note 2 - 398 Key Fobs Deposits @ \$10 (to be reimbursed upon the return of key fobs)

Note 3 - Uneared membership fees are collected this year, but will only be accounted as revenue in the income statement of next year

#### Pickleball Moncton Inc.

#### **Income Statement**



Year to date as at April 30th, 2024

EX		

Membership Fees	\$96,448.15
Grants	\$10,000.00
Interest Income	\$78.05
Sponsorships	\$0.00
50/50 Ticket Sales	\$662.00
Drop in Fees	\$1,690.95
Rebate From Pickleball NB	\$0.00
Locker Rentals	\$643.48
Other Income	\$0.00
Clothing Sales Commission	\$0.00

TOTAL REVENUE	\$109,522.63	\$109,522.63

#### EXPENSES

Rent	\$39,075.00
Security	466.99
Material & Supplies	9,446.75
Key Fobs	1,874.25
Advertising & Promotions	2,556.58
Repair and Maintenance	6,191.61
Accounting & Legal Fees	249.99
Interest and Bank Charges	155.00
Heating	-
Food	796.32
Office Supplies	1,750.15
Depreciaton Ball Machine (note 1)	\$26.40
Insurance	\$575.00
Other	-

TOTAL EXPENSES	63,164.04	\$63,164.04

#### NET INCOME \$46,358.59

Note 1: Class 8 depreciaton for the month of April calculated at half of 20% for first year.

#### Appendix D

#### Rapport - Comité de la cédule 1 mai 2024

Présents: Mathieu Ouellette, Mireille Lanouette, André Lamontagne, Phil Cassidy, Marilyn Wortman, David Toriero, Chantal Leblanc, et Denis Ross.

1. Avancé + Ceci n'a pas fonctionné, le comité suggère de l'enlever de la cédule et retourner aux réservations.

Motion: les terrains 1 et 2 d'avancés, les mardis et jeudis à 19h, seront remis en réservation, une fois voté, à partir du 7 mai 2024.

2. Manque de terrain pour le jeu du Interm/Avancé et des terrains de libres dans les sessions Intermédiaire. Il est suggéré de prendre trois terrains des sessions intermédiaires pour les inscrire aux Interm/Avancés. Que les sessions de six terrains de l'interm/Avancé soit joué, jeu en échelle. Les trois terrains en même temps que l'intermédiaire serait le jeu avec PB Play, comme à l'habitude. Denis Ross devra rencontrer les membres du groupe Interm/Avancé pour leur faire connaître la suggestion du comité de la cédule, tout en laissant savoir que cela n'a pas été voté.

**Motion:** Créer une bulle supplémentaire pour l'interm/Avancé en utilisant trois des terrains des sessions Intermédiaire.

- 3. Session d'entraînement les dimanches à partir du 17 mai. Suggérer de garder une session pour les débutants et de fournir des coachs. Afin d'assurer le développement des nouveaux membres et de tout autres désirant s'améliorer.
- 4. Réservations. Les membres trouvent que ce sont toujours les mêmes membres qui réussissent à réserver et ceux-çi utilisent des lettres parce qu'ils ne savent pas qui sera de la réservation.

Après de multiples discussions, le comité n'a pu arriver à une entente unanime.

Les points suggérés étaient;

- Statu quo
- Ne peut réserver que deux fois par semaine. (Semaine veut dire du lundi au vendredi)
- Ne peut jouer que deux fois par semaine dans les réservations mais dans une journée donnée, le membre peut réserver un terrain non réservé, il peut le faire même s'il/elle a déjà joué deux fois dans la semaine. Que si le membre est appelé une journée

pour combler le manque d'un membre qui a dû se retirer à la dernière minute, le membre pourra accepter même s'il a déjà joué deux fois dans les réservations cette semaine-là. (Semaine veut dire du lundi au vendredi.)

Report - Schedule Committee May 1, 2024

Présents: Mathieu Ouellette, Mireille Lanouette, André Lamontagne, Phil Cassidy, Marilyn Wortman, David Toriero, Chantal Leblanc, et Denis Ross.

1. Advanced + This did not work, the committee suggests removing it from the schedule and returning to reservations.

Motion: advanced courts 1 and 2, Tuesdays and Thursdays at 7 p.m., will be put back into reservation, once voted, from May 7, 2024.

2. Lack of terrain for Interm/Advanced play and free terrain in Intermediate sessions. It is suggested to take three courses from the intermediate sessions to register them for Interm/Advanced. Let the sessions of six courts of the interm/Advanced be played, ladder game. The three courts along with the middle would be the game with PB Play, as usual. Denis Ross will have to meet the members of the Interm/Advanced group to inform them of the suggestion of the schedule committee, while letting them know that it was not voted on.

**Motion:** Create an additional bubble for interm/Advanced using three of the Intermediate session grounds.

- 3. Training session on Sundays starting May 17. Suggest keeping a session for beginners and providing coaches. In order to ensure the development of new members and any others wishing to improve.
- 4. Réservations. Members find that it is always the same members who manage to book and they use letters because they do not know who will be booking.

After multiple discussions, the committee was unable to reach a unanimous agreement.

The points suggested were;

- Status quo
- Can only book twice a week. (Week means Monday to Friday)
- Can only play twice a week but on a given day, the member can reserve a non-reserved court, he/she can do this even if he/she has
  already played twice in the week. That if the member is called for a day to fill the gap of a member who had to withdraw at the last
  minute, the member may accept even if he or she has already played twice in the reservations that week. (Week means Monday to
  Friday)

# Appendix E

# Training Committee Report May 2024

- 1) Training to end May 12th, will resume in Sept.
- 2) Gill Mulligan and Paul Nickerson are Level 1 Instructors
- 3) Cam Taylor training on April 29th was very well received. Everyone who took the training that I talked to said it was excellent.
- 4) Training the next step.

We have been up and running for 19 months. We have supplied training to our members for

13 of those months. We have used Gilles Doucet as our primary instructor.

He has done an amazing job. He has indicated that he wants to step back a bit.

I would like to reward Gilles for all his efforts with a free membership or gift card of some sort.

I would also like to recognise all the trainers who have done a fantastic job:

Denis Ross, Andrea Boucher, Larry Boudreau, Gil Mulligan, Paul Nickerson, David Torri,

Elmer Wade, and Gerry Williamson.

We have done a great job, but it is now time to formalize and polish our training.

Areas of concern:
1) Training is not always in logical steps
2) Training can sometimes contradict between instructors
3) Students are not at the same place for a level due to missed training sessions
4) The training is not standardized.
Proposed Training:
1) Professional Standardized Lesson plans that are taken in order.
Any instructor can step in and teach the next lesson in the series.
This also allows for review of last weeks lesson.
2) Students sign up for 4/6 weeks and pay a fee (Form of commitment)
3) Three different levels (Beginner/Recreational/Competitive)
Start in Late Sept 2024
What we get:
3 Professional Pickleball Curriculum and Programs (Beginner/Recreational/Completive)
12 Hours of Train the trainer sessions
12 hours of consulting on curriculum and program

# Cost \$5000.00 TNIP

Grants available to help offset cost

Motion: To proceed with the new pickleball curriculum to prepare for Sept training.

May 2nd, 2024



# **PARTNERSHIP PROPOSAL**

Pickleball Moncton & Taylored Pickleball Academy





# Appendix F

# Facilities Report of May 6<sup>th</sup> 2024 Presented to the Board of Directors Pickle Ball Moncton

#### **Courts**

Surfaces are in good safe order with a high consistency of adhesion.

There were zero slip and fall reportable incidents over the past month.

Line repair maintenance continues with a work detail scheduled for this Saturday May 4<sup>th</sup>.

Temperature on the courts is extremely comfortable, with zero complaints in the past month.

The work kiosk type divider between courts 3 & 4 needed to be reconnected on May 1<sup>st</sup>. This was done with the assistance of players from the 8:30 time slot. Thank you for taking time away from your games to repair the wall.

# Lounge

After three weeks of advanced notice, we donated 24 water bottles from the lost & found. These containers were sanitized and taken to Harvest House. They were received with extreme thanks and gratitude.

You will notice a Coca Cola/ Dasani vending machine has been added to our entrance area. This unit was contracted by Curl Moncton.

# Training Machine "Erne"

We have taken receipt of our newly purchased Pickle Ball Training machine. At the Board meeting of May 6<sup>th,</sup> we will formulate and ratify the process of members booking this machine for training purposes. This policy shall be communicated to the membership in a general information email communication.

Report Respectfully Submitted "Pete"
Peter Korecki
Facilities Chairperson

# Appendix G

# Draft of a Motion Presented to the Board of Directors Pickle Ball Moncton May 6th 2024

Motion made by Pete Korecki. Presented as follows:

To allow the membership fair and equitable access, usage and rental of the clubs Pickle Ball automated training machine. (Hereafter referred to as "Erne")

- Erne to be rented for \$10.00 per session, (not per person).
- > Session duration is established by court reservation time slot.
- Members may reserve for one time slot per day, and may not extend rental by utilizing another training partners name.
- Erne must not leave Pickle Ball Moncton facility.
- Erne is available first come first served. No advanced reservations.
- > Erne may only be used by PBM members.
- Erne to be signed out and back in utilizing Erne Rental Form (attached)
- ➤ Usage of Erne to be limited to either of the following:
  - a) Self-training by PBM member(s) on reserved courts 4 or 6. (use of ball containment panels in mandatory)
  - b) Court utilization by certified PBM Coaches when conducting Sunday morning training sessions for the PBM general membership.

Motion seconded by	 -		
Questions/Discussions?			
Vote			

# Pickle Ball Moncton Member only Rental & Utilization Form ERNE Automated Ball Training Machine

Date of Rental
Payment made by EFT to <u>pickleballmoncton1@gmail.com</u> prior to using please.
Time commenced Time returned
Court utilized Courts 3,4,or 6 only please
Ball Control nets must be utilized please.
Please make a note here if the Erne machine did not operate correctly (provide details)
Denosit this form in the Locking mailbox after signature please
Deposit this form in the Locking mailbox after signature please.