

Minutes - KTC Executive Meeting
January 16, 2018 @ 7:00pm
Douglas Library, Queen's University

In attendance: Viki Andrevska, Mike Bartlett, Doug Bowie, Bob Goddard, Paula Loh, Taco Meuter, Nerissa Mulligan, David Stocks, Bud Nelson, Claire Tremblay, Gill Turnbull, Chloe Wilson

Absent: Sam Faris

1. Review/approve minutes of meeting from November 29, 2017

Approved.

2. 2017 AGM Minutes

Motion: The minutes dated December 22, 2017 for the 2017 AGM Meeting will be distributed to the members. Moved by Chloe and seconded by Bud. Carried.

3. Roles and Responsibilities of the KTC board

The roles and responsibilities, which are also included in the by-laws, were explained. The KTC board keeps the best interest of the membership. The KTC board provides members with information, asks for the membership opinion and makes decisions taking in consideration membership opinion. The KTC board does not put personal opinion in making decisions. The KTC board is the final decision maker.

4. Motion to rescind the carried motion from the November board meeting

The carried November motion was:

Motion: Chloe moved and Mike seconded: That the board will discuss the following 3 options and decide by vote which to pursue.

Option One: That the board had the right, based on the 2016 motion (and confirmed in the 2016 audio recording), to hold the vote at the AGM. Therefore, the AGM vote established the required 55% membership approval, no further membership approval is required, and the board will follow through on the combined Options 1&2.

Option Two: That, as was decided at the AGM, we hold a membership-wide vote seeking membership approval (55%) of one of the three options (Combined Options 1&2, Option 3 or Option 4). The instructions on the vote will recommend the combined Options 1&2 with a 57.3% approval at the AGM.

Option Three: That the AGM vote does not show a sufficiently clear approval of the project and therefore the board will work to obtain a clearer level membership

support before committing to a final project. Improvement in the club can be carried out while this work is in progress.

Option Three was carried.

Discussion:

- The board made efforts to effectively present the Capital project at the 2017 AGM. Two years have been spent on this project to move it forward since the last membership vote. Some board members are asking for information on alternative projects, but in the meantime the current project is not moving forward. The Capital project options were discussed at the Board meeting prior to the 2017 AGM meeting. The options presented at the 2017 AGM meeting were the top options to the best of the Board's knowledge.
- The Board is not wanting to disrespect the members' vote but some board members thought that the members at the 2017 AGM were confused regarding the Capital project.
- Board members have different comfort limits regarding the level of borrowing to fund the Capital project.
- Furthermore it was mentioned that we are building equity as we are paying the loan. We will keep contingency plan of \$100,000 in reserve for unforeseen expenses. Jim Martin was very conservative regarding the amount of the loan suggested.
- Other concerns were also raised: how much will be the property tax after the new project is finished, how much will be the steward wages after the recent minimum wage increase, would we be able to hire a club manager etc.
- Also it was suggested that the board should concentrate on framing what the real issue is for some board members: 1. What risk are we comfortable to take on regarding the Capital project (the dollar loan amount) and 2. How much would it cost to rebuild the existing clubhouse.
- Some board members believe that rescinding the November 29th motion will not change anything, since it is still up to the board to determine the next steps on the capital project, but the November 29th motion does show that the board is seeking to carry out a project with clear membership support.
- Moreover the question was raised as to what is considered "sufficiently clear approval of the project" and how will it be measured?
- The motion above from November 29, 2017 was made before the 2017 AGM meeting minutes were finalized.

Paula moves and Bob seconds to rescind the motion of the November 29, 2017 Board meeting as being out of order as it failed to acknowledge the capital project vote approved by the membership at the 2017 AGM. Motion defeated.

5. Planning for the 2018 Season

Review key dates

Australian Open Men's Final Social – January 28th, noon
Open Online Registration for Membership & Summer Camps – March 1
Early Bird Membership Deadline – Sat. March 31
Open Online Registration for Group Lessons – Sun. April 1
Spring Cleanup - Sat. April 14, 10:30am [Raindate: Sun. April 15]
Club Opening Day - Sat. April 28
Junior Open House - Sat. April 28, 11am-2pm [same day as Opening Day]
Adult Open House - Sat. May 5, 10:30-1:30pm
Mixed Singles Ladder - starts May 5
Mixed Doubles Ladder - starts May 5
First Social - Friday, May 18 (Victoria Day Weekend)
Club Outing to the Rogers Cup (August 6-12, 2018) - book a suite for the quarter-finals in Toronto, Friday, August 10

Club Tournament dates – Chloe will check with Sam

We all agreed with the above dates.

5. Pay Structure

With the legislated increase in minimum wage from \$11.60 to \$14.00/hr in 2018, what do we want the 2018 pay structure to look like?

The existing pay structure is as follows:

Stewards: \$12.00/hr and \$12.50/hr for first-year and returning stewards, respectively

Stewards: \$14.00/hr for all, we agreed.

Camp Counsellors: \$13.50/hr and \$14.00/hr for first-year and returning counsellors, respectively

The comment was made that we paid more than minimum wage. The counter argument was made that camp counsellors like what they are doing and the wage increase above the minimum wage will not make a difference. It is a tough job but camp counsellors also enjoy what they are doing.

Camp Counsellors: \$15.00/hr and \$15.50/hr respectively, we agreed.

Camp Director: \$20.00/hr

We agreed, to make no change to the camp director wage, \$20.00/hr.

7. Rates and Camp Fees

Taco proposed rolling back membership rates to 2016 levels. It was preferred that either a minimum of a cost-of-living increase be made or that rates be maintained at the 2017 level.

Motion to keep the rates for all membership categories at the 2017 rates. Claire moved. Gill seconded. Carried.

Taco will redo the calculations for the proposed camp fees to take into account both the new wages and a suggestion made by Nerissa to widen the differential between Member and Non-Member prices. He will distribute this information prior to the next meeting.

8. Hiring committee

We need a hiring committee to hire stewards and pros. Isaac and Emile will both be pursuing other opportunities and not returning as teaching pros in 2018.

David, Bob, Claire and Taco expressed an interest to be on the hiring committee.

9. Capital Project Committee

It was agreed that we need a special meeting to discuss the capital project. The date was set for Thursday, January 25th at Douglas Library at 7pm.

10. Fundraising Committee

This Committee is contingent upon having a defined Capital project.

11. Next meeting date - Tuesday, Feb 13, Douglas Library

12. Other Business

Taco was wondering who has the keys for the mail box and is responsible for picking up parcels. Bud will check if he has a key. Chloe's name will be added for picking up parcels.

13. Adjournment at 9:09pm