

Motions brought forward to the membership of the Clarington Girls Hockey Association by:

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To: CGHA Board of Directors

From: Julie Van Hartingsveldt – Member in Good Standing

Date: May 18, 2025

Subject: Formal Submission of Member Motions for 2025 Annual General Meeting

Dear CGHA Board,

I am writing to formally submit the following member motions for inclusion on the agenda at the 2025 Annual General Meeting (AGM), pursuant to the Clarington Girls Hockey Association (CGHA) By-Laws and Ontario Not-for-Profit Corporations Act (ONCA). To date, no formal notice of the AGM has been issued, though I understand it may be scheduled for June. In keeping with best practices and statutory timelines, I respectfully request confirmation of the AGM date, submission deadlines, and procedures for member-submitted motions.

As part of my formal submission of member motions for inclusion in the 2025 Annual General Meeting agenda, I am writing to confirm the following:

1. Posting of Motions:

In accordance with best practices and the principles of transparency outlined in ONCA and CGHA's bylaws, all member-submitted motions must be made available to the membership in advance of the AGM. I request that the full text of the motions be posted publicly, with sufficient notice to allow members to review and prepare to vote in an informed manner.

2. Anonymity of Motion Submitter: While I am submitting these motions as a member in good standing, I request that my name not be published or circulated with the motions when shared with the membership. There is no requirement under ONCA or CGHA bylaws

that motions be published with the identity of the mover, and anonymity may help reduce the potential for bias or retaliation. I am prepared to confirm authorship privately, as appropriate.

I trust that these reasonable requests will be respected in the interest of fair process, transparency, and member engagement. Please confirm receipt of this request and your intended process for member communications and posting.

#### 1. Motion 1: Transparent Criteria and Documentation for Rejection of Team Officials

Moved that: CGHA adopt a formal policy requiring that any rejection of a nominated team official

(Manager, Co-Signer, Assistant Coach, Trainer, Room Mom, etc) must be supported by clear, written justification based on CGHA, OWHA, or OHF policy. Personal bias or informal board preferences shall not constitute valid grounds for disqualification.

This motion shall not apply to Head Coach appointments, which are governed by a separate, published application and interview process. No volunteer shall be denied a support role unless:

- There is documented disciplinary action resulting in ineligibility, or
- The nominee fails to meet clearly defined eligibility criteria (e.g., police check, Respect in Sport, certifications).

In such cases, the following must be provided within five (5) business days:

- Written rationale citing applicable policy or bylaw;
- Confirmation of a formal vote recorded in board minutes;
- Written notice to both the Head Coach and nominee.

CGHA shall publish eligibility requirements for team officials annually, no later than April

1. Additionally, that this rationale shall apply to 2025-2026 nominations.

Rationale: Coaches deserve support from qualified individuals they trust. This policy protects volunteers, ensures transparency, and upholds consistency.

## 2. Motion 2: Establishment of an Independent Disciplinary Review Committee (IDRC)

Moved that: CGHA establish an Independent Disciplinary Review Committee (IDRC), effective for the 2025–2026 season, to oversee all formal complaints involving members, coaches, or volunteers.

### Structure:

- 3 to 5 voting members, elected from the floor and ratified at the AGM.
- Members must be in good standing and may not sit on the CGHA board or be an immediate family member of a standing CGHA Board Member.

Vacancies not filled at the AGM shall be posted publicly and filled by a member vote at a subsequent special meeting or via electronic vote within 30 days.

### Mandate:

- Review complaints involving conduct, policy violations, or conflicts.
- Follow CGHA, OWHA, Hockey Canada, and ONCA procedures.
- Ensure notice, opportunity to respond, documented findings, and rationale.

Liaison Role: The Director of Wellness/Safety or other CGHA Board Member shall act as a non-voting administrative liaison.

Ratification: Final recommendations shall be presented to the Board. The Board may only reject a recommendation with written justification referencing policy or legal advice.

Rationale: This member-led structure promotes fairness, reduces conflicts of interest, and improves confidence in CGHA's internal processes.

### 3. Motion 3: Immediate Pause and Review of the Fourth U18 Rep Team Approval

Moved that: The approval of the fourth U18 rep team (comprised of Whitby GHA players) be paused immediately pending full disclosure of:

- The board motion and vote count used to approve the team;
- Documentation of the coaching selection process;
- Details of the tryout or evaluation process;
- Confirmation of compliance with CGHA's import and tryout policies;
- A statement on ice availability and impact on existing CGHA teams.

No further roster or bench staff approvals shall proceed unless:

- A transparent review is completed;
- Members confirm that all policies were followed;
- It is demonstrated that no CGHA teams or players will be displaced.

Contingency: Should the team remain with CGHA, it must retain its original designation (e.g., U18 BB2).

No retroactive reclassification (e.g., BB to A) may occur without member approval.

Restriction: The team shall not be granted voting rights at CGHA member meetings for two seasons.

Future Safeguards: No rep team composed primarily of imports shall be approved without:

- Transparent board vote and published minutes;
- Compliance with tryout/import rules;
- Membership ratification at a special meeting;
- Public ice availability review.

Rationale: The process used to approve this team bypassed standard governance procedures and ignored CGHA's own policies. This motion prioritizes fairness and accountability.

#### 4. Motion 4: Adoption of a Fair and Transparent Ice Allocation Policy

Moved that: CGHA develop and adopt a formal Ice Allocation Policy by September 15, 2025, to be approved by the membership.

The policy shall include:

1. Equity Across Age Divisions: Ice shall be equitably distributed from U9 to U22. Late-night slots

(post 8:30 p.m.) must be shared proportionally across U15, U18, and U22. U15 teams shall carry fewer late practices.

2. Balanced Allocation: All rep and house league teams shall be treated equitably.

3. Late Ice Return: CGHA shall return or avoid accepting weekday ice from 9:30 to 11:00 p.m., wherever possible, to support age-appropriate scheduling.

4. Arena Rotation: Arenas shall rotate fairly, based on this hierarchy:

- First - Garnet B. Rickard Pads A & B

- Second - South Courtice Pads A & B

- Third - Darlington and Newcastle and others as they are secured by the CGHA

5. Academic Consideration: When feasible, weekday ice slots scheduled before 5:00 p.m. shall be prioritized for U18 and U22 teams, recognizing that players in these age groups often have earlier school dismissal times. This approach helps minimize disruptions to the academic schedules of younger divisions, who would otherwise be required to leave school early for practices.

6. Conflict of Interest Safeguards: Board members with children on CGHA teams must declare conflicts and may not finalize schedules for their child's team. A summary of each team's ice times, with the number of preferred and not preferred arenas and times be summarized to the board for final approval ensuring general fairness.

7. Team Input: Managers will be invited to a meeting for the purpose of consultation of the draft schedule, keeping in mind the goal is balanced, not perfection.

8. Public Posting: The full schedule (team, time, location) shall be posted on the CGHA website by August 1 annually.

Interim Application: These principles shall guide all 2025–2026 allocations until formal policy is adopted.

Rationale: Equitable ice access is foundational to fairness, development, and trust. This motion promotes transparency and consistency.

#### 5. Motion 5 A & B Removal of Specific Board Members for Cause

a) Moved that: Brent Strand be removed from his role by ordinary resolution under Bylaw 4.20 and ONCA:

Brent Strand (President)

- Mr. Strand's conduct has raised serious concerns regarding governance integrity, leadership judgment, and respect for process. Specific actions include:

- Conflict of interest and manipulation of process: Filed anonymous disciplinary complaints against his child's coach while simultaneously appointing the very panel tasked with adjudicating those complaints, an egregious breach of due process and transparency.

- While privately filing formal complaints seeking the coach's removal, Mr. Strand never raised concerns directly with the individual. Instead, he presented the situation as a joke, gifting the coach a "You're Fired" shirt and repeatedly telling 11-year-old players that he had "fired their coach." Regardless of intent, this behaviour was emotionally manipulative, an abuse of authority, and deeply inappropriate. It created confusion for both the coach and the players, and significantly undermined the trust and integrity expected of the CGHA President.

- Undermining the board's authority: Routinely contacted coaches and managers after board meetings or decisions to contradict decisions he had participated in, stating he "didn't agree" or shifting blame to "the board," thereby eroding member confidence and misrepresenting how board decisions are made.

- Lack of governance understanding: Demonstrated repeated failure to follow or uphold CGHA's basic governance protocols, including quorum, minutes, and voting clarity. This has exposed the Association to reputational and legal risk.

- These actions do not reflect the conduct expected of a President entrusted with stewarding a youth organization and have caused lasting damage to member trust and CGHA's credibility.

b) Mandy Levesque (Director, House League)

Moved that: Mandy Levesque be removed from her role by ordinary resolution under Bylaw 4.20 and ONCA:

Ms. Levesque's leadership has contributed to a culture of exclusion, unprofessional conduct, and failed oversight in one of CGHA's largest and most sensitive divisions. Concerns include:

- Inappropriate communication and member relations: Multiple reports describe Ms. Levesque's tone—particularly in emails and in-person—as aggressive, dismissive, and occasionally vulgar. These interactions have alienated parents and volunteers and contributed to an environment where many feel afraid to speak up or express concerns.

- Partisanship and enabling misconduct: Rather than acting as an independent board representative, Ms. Levesque has repeatedly acted as an enforcer for the President, supporting decisions that lacked transparency and bypassed policy. Her alignment with questionable governance practices has contributed to a defensive board culture and eroded public trust.

- Operational breakdown within U18 House League: Under Ms. Levesque's oversight, the U18 division experienced serious issues, including escalating conflict that resulted in the cancelling of the U18 House League season, and perceived favouritism in player and coach assignments.

- Loss of confidence and member trust: Her continued presence on the board, despite widespread concerns, signals to many families that their voices do not matter, damaging CGHA's reputation and future volunteer recruitment.

● Given the responsibilities attached to a board role, especially one tied to House League, these issues warrant removal in the interest of rebuilding trust, transparency, and a respectful culture.

#### 6. Motion 6: Governance Reforms and Conflict of Interest Policy Enhancements

Moved that: CGHA amend its governance framework and bylaws to include the following:

1. Executive Role Restrictions: President, Vice President, Secretary, and Treasurer, or any officer position shall not serve as bench staff or official team role during their term.

2. Mandatory Governance Training: All directors must complete annual training covering ONCA compliance, fiduciary duties, conflict of interest, board vs. operations, and transparent decision-making, and confirmation of such be made available at the request of a member in good standing.

3. Conflict of Interest Disclosures: All real or perceived conflicts must be declared at the outset of any meeting and recorded in minutes. A conflict log shall be maintained and reviewed annually.

4. Public Board Minutes: Meeting minutes must be approved and posted to the CGHA website within 30 days, including motions, votes, and attendance. In camera items may be redacted but must be acknowledged and follow the appropriate steps.

Rationale: These changes align CGHA with nonprofit governance best practices and promote ethical, transparent leadership.

Closing Statement: These motions were developed to strengthen the integrity, transparency, and fairness of CGHA operations and governance. I respectfully request their inclusion on the 2025 AGM agenda and remain available for clarification or procedural discussion.



Sincerely,

Julie Van Hartingsveldt

Member in Good Standing, Clarington Girls Hockey Association