

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.

Mandi Levesque's response:

1. **Inappropriate communication and member relations:** Full transparency - at the beginning of the 2024/2025 season I received two formal complaints.

The first complaint was from an individual that I found in a players dressing room where the individual was not a volunteer of the CGHA and they were not vetted by the Ontario Hockey Federation. This individual admitted on the spot that they knew that they were not allowed in the dressing room, however admittedly chose to enter the players dressing room anyways (while players/vulnerable individuals were in there). This individual was asked to leave the dressing room immediately and was reminded of OWHA, OHF, Hockey Canada, and CGHA policies and guidelines. This individual then chose to file a complaint.

The second complaint was from an individual who was upset about hearsay rumours with regards to DS Tryouts, fixed teams, coach preferences, and other such rinkside banter. When the CGHA former Wellness Director followed up with this individual, and explained processes, guidelines, policies, etc... this individual called me and apologized to me profusely and admitted that they shouldn't have listened to the rumours and made such a heinous complaint. I accepted their apology, and we now have a wonderful working relationship.

– The couple of years prior to me joining the CGHA Board, the House League division was in partial chaos. Policies surrounding protecting our most vulnerable ran amuck, funds for additional development for House League Players were not utilized and swept under the rug, some volunteer staff were doing things to their own accord, some coaches were belittling and bullying minors/players, and filed complaints/grievances to the head of the Board were ignored month after month - all under the Presidency of Julie Van Hartingsveldt.

– To say that the Director of House League position is a breeze, would be an absolute lie. If I had to give my honest opinion, it is one of the heavier seats on the Board that involves a lot of time and commitment. I spend countless hours answering phone calls and emails and showing up in person to help make sure this association runs smoothly - creating a cohesive place for all members and families. I work to build friendships and working relationships that benefit the CGHA, and myself on a personal level. For the 'few' who don't care for me, there are 10 x those who do. When I came into this position and held coaches and other volunteer staff accountable to policies set forth by Hockey Canada, OHF, OWHA, and CGHA to

protect our youth - I had push back from those that didn't want governance. I have created security for players/members, I have opened up development, and I have also spent time working to understand Board governance - and holding Board members accountable to their roles and responsibilities. Am I perfect? Not at all. We all make mistakes, and we all learn and grow from those mistakes. The one thing that I know for certain - is that I am a good person, that does honourable actions for the right reasons.

2. **Partisanship and enabling misconduct:** Slanderous accusations made by Julie Van Hartingsveldt in being an 'enforcer' for the President is absolutely absurd and asinine. Julie Van Hartingsveldt, in her former Presidential role, was the Board member who praised my independent thoughts and actions, and verbalized (to the Board and myself) that my passion for House League and change for the greater good - and then invited me onto the Board.

- Proof? There is none - hence why she didn't write examples above.

- For the entirety of the time that I have served on the CGHA Board, I have acted in good faith and made all of my decisions based on positive growth for all of our players/members and the CGHA itself. Let me also make clear, that any decisions that required Board governance, through motions set forth by the President or any other Board member - resulted in independent votes cast by each Board member present. To be very clear - it is the sole responsibility of every officer and Director, to participate in an independent vote, allowing democracy to be at the forefront of such governance.

- Julie Van Hartingsveldt is a disgruntled former President of the CGHA, who lost her seat at the last AGM to Brent Strand, a man that she has had a distaste for, for quite some time. Upon joining the Board, Julie Van Hartingsveldt had spent numerous hours onboarding me and talking to me about the characteristics and ongoings of different Board members. It was right before last years agm, that I became aware of Julie Van Hartingsveldt's intentions, and unethical behaviour - to which I changed direction on whose morals and values that I wanted to support - it certainly wasn't Julie Van Hartingsveldt's. Much like the majority of the members in this association that attended the agm, I voted for Brent Strand - in support of what he offers to the CGHA - and in turn received hatred and outlandish accusations from Julie Van Hartingsveldt who has done nothing but attempt to remove Brent Strand and I from our seats - challenging every move/decision of the Board through harassing emails and attempts at having the OWHa throw our governance decisions. Zero success thus far.

3. **Operational breakdown within U18 House League:** The 'breakdown' of the U18 division has been ongoing since the start of Julie Van Hartingsveldt's former presidency - to be honest, there's a possibility it began before that. Over the three years of my daughter's time in U18 there had been ongoing gross misconduct from players and coaches/bench staff. Reports were sent in to the House League Director (by myself and others) in the 2022/2023 season, reports sent in to the President in the 2023/2024 season (by myself and others), and in the season of 2024/2025 chaos ensued. The chaos and breakdown of the U18 division began, minimally, 3 years ago (at the time of Julie Van Hartingsveldt's presidency), caused by poor governance, untimely investigations, and lack of care for the well being of the House League division. It wasn't until the end of the 2024/2025 season, where Julie Van Hartingsveldt finally met with me (an upset mother/Trainer) where actions toward 'change' were in preparation. I was told at that time that the reprimands for poor misconduct and violations against policies and harassment would be enforced because safety for players was at the forefront - nothing happened. In 2024/2025 the same behaviour from players and coaches continued. Harassment, belittling, name calling...and now parents fighting in the stands!

I'm going to be quite frank, the amount of safety issues and ongoing problems in the U18 division were so horrendous, that I filed my own formal complaints to the Board to put in writing the absurd behaviour and safety risks. Being a Trainer on one of the U18 teams I also **recused myself** from all decisions and handlings of the U18 division due to the conflict of interest. As a responsible Board member, I stepped back and let the rest of the Board handle and make decisions in the best interest of the U18 division. This accusation is yet another attempt by Julie Van Hartingsveldt to point fingers from 'hearsay' of happenings that she knows nothing about. An attempt to bring someone down, and hold them accountable for the problems that she couldn't control during her time as President of the CGHA.

4. **Loss of confidence and member trust:** Julie Van Hartingsveldt, this is what happened to you and why you were removed from your Presidency. Your lack of integrity, lack of transparency, and self-propelled agenda is what caused the members of this association to lose confidence and trust in you. For you to write such slanderous accusations about myself without hard factual evidence tells me that you are not looking out for the greater good of this association, instead this is just a personal vendetta against me.

5. **Conclusion:** It's unfortunate that we will meet at the AGM on Sept 30th, and all that will be in the forefront are these numerous motions and allegations that Julie Van Hartingsveldt has put forth (*note: initially she didn't want her name attached to the motions, because she knows the distaste that the membership has for her - an attempt to hide behind text*). What we should be doing is coming together and celebrating the amazing volunteers that we have, our growth/accomplishments, and our fantastic association - working together to create even more success!

I am thankful for the 10 years that I have been a Trainer/Coach in this association - watching my daughter and your kids grow year to year. The friendships that I've made and the progression in House League that I've helped put forward will forever be great stories that I can continue to share! And I am thankful for my time on the Board, learning governance and creating wonderful memories for your daughters, and empowering females in hockey! Those of you who truly know me, know that I am a woman of great morals, values, and ethics. I pride myself in being honourable, fair and just. I am not afraid to stand up to bullies. I am not afraid to create change and growth. And I am not afraid to stand up for what I believe in. For those of you who don't know me - My door is open, and I invite you to get to know me, and to learn more about me and what I have brought to the House League division over the last year and a half (*extra development, U9 development sessions, Goalie specific development, the U7 program, helping bridge House League to Rep (coaches and players), etc...*)

On September 30th you will have to make decisions on all of these motions put forth. I ask you to take everything into consideration and not just base your vote on big words and vague sentences without factual evidence set forth by Julie Van Hartingsveldt. If you choose to have me step-down, I will do so gracefully and will thank you all for your support during my tenure - and will abide by the democratic process.

Thank you!

Respectfully,

Mandi Levesque

House League Director