

Alberta Chess Association Annual General Meeting

Sunday, October 28, 2012

2:40 pm Rick Pedersen calls the meeting to order.

In attendance: Mike Zeggelaar, Peter Kalisvaart, Aman Hambleton, Aaron Sequillion, Dale Haessel, Edward Porper, Vlad Rekhson, Roy Yearwood, Cameron Kubik, Brian Phillips, George Sponga, David Miller, Rick Pedersen, Armine Arzumanyan, Ali Razzaq, Terry Seehagen, Richard Pua, Jim Daniluk.

Roy makes a motion to approve the Financial Statement (See below):

David seconds. Passed unanimously

Membership:

David makes a motion to change the junior age from 18 to 20. Roy seconds. Armine asks what percentage of juniors will this affect. Vlad says that only about 5% of juniors are in that range. Motion passed unanimously.

David makes a motion to adopt a special membership rate for affiliate clubs: \$2 a year for adults and \$1 a year for juniors. Terry seconds. Passed unanimously.

Roy makes a motion to remove ACA tournament membership option. David seconds. Richard asks whether CFC tournament memberships can still be purchased. Vlad says that CFC tournament memberships can still be purchased, but a regular ACA membership must be purchased with it. Motion passed unanimously.

David makes a motion to cancel the junior participating membership. Peter seconds. Vlad mentions that CFC no longer sells those memberships which means that they are pretty useless provincially. The motion passes unanimously.

Harrassment policy:

Rick presents the harassment policy as was written by Brad Willis. Edward asks how this all would apply to chess and whether this is relevant. Rick says that we need to ensure that we are protected against potential problems.

Roy makes a motion to adopt the harassment policy as outlined. Peter seconds. Passed unanimously.

Election:

Vice President Nominations-Dale nominates Jim. Nomination is declined.

Roy nominates David. David accepts the nomination.

Jim nominates Mike. Mike accepts the nomination.

Mike and David make speeches. Mike wins the election and becomes the new Vice-President.

Secretary nominations:

Dale nominates Jim. Accepts. No further nominations are presented. Jim becomes Secretary by acclamation.

4 two year Director positions and 1 single year director position. It is decided that if more than 5 nominations occur the top 4 by vote would become two year director and fifth would take the one year term.

Ali nominates Lethbridge CC President: Pat Porter and Fort McMurray President: Jina Burn. Neither is present at the meeting but both indicated interest in serving on the board.

Mike nominates Dale Haessel –Dale accepts.

Ali nominates Terry Seehagen-Terry accepts

Terry nominates Robert Davies-Robert is not present at the meeting but he has indicated interest in being on the board if a spot is not sought by someone else.

Richard nominates Aaron Sequillion-Aaron declines.

Pat Porter, Jina Burn, Terry Seehagen and Dale Haessel become two year directors and Robert Davies becomes a one year director.

Rick opens the floor for new business. No new business is presented.

Peter makes motion to adjourn. Jim seconds. Passed unanimously. Meeting is adjourned at 3:40 pm. The present directors set future meeting dates: Nov 24 (Strategic Planning Meeting). Dec 9 (Budget Meeting).

Alberta Chess Association: Harassment Policy

Definition of harassment

Harassment occurs when a participant or spectator at a chess tournament or at any meeting or event held by or directly or indirectly under the auspices of the Alberta Chess Association ("ACA") is subjected, during the tournament, meeting, or event or (if subsequent to it) in connection with it, to unwelcome verbal or physical conduct because of race, religious beliefs, colour, place of origin, gender, physical or mental disability, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation

Examples of harassment that will not be tolerated by the ACA are: verbal or physical abuse, threats, derogatory remarks, jokes, innuendo or taunts related to any employee's race, religious beliefs, colour, gender, physical or mental disabilities, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation. Neither will the ACA tolerate the display of pornographic, racist or offensive signs or images; practical jokes that result in awkwardness or embarrassment; and unwelcome invitations or requests, whether indirect or explicit.

Definition of sexual harassment

The *Alberta Human Rights Act* prohibits discrimination based on the ground of gender, including sexual harassment. Unwanted sexual advances, unwanted requests for sexual favours, and other unwanted verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; or
2. submission to, or rejection of, such conduct by an individual affects that individual's employment. Sexual harassment can include such things as pinching, patting, rubbing or leering, "dirty" jokes, pictures or pornographic materials, comments, suggestions, innuendoes, requests or demands of a sexual nature. The behaviour need not be intentional in order to be considered sexual harassment. All harassment is offensive and in many cases it intimidates others. It will not be tolerated by the ACA at any tournament, meeting or event held by it or directly or indirectly under its auspices (for example, without restricting the generality of the foregoing, at a meeting of an affiliated chess club)

A) Procedure

If you are being harassed:

1. Tell the harasser that their behaviour is unwelcome and ask them to stop.
2. Keep a record of incidents (date, times, locations, possible witnesses, what happened, your response). You do not have to have a record of events in order to make a complaint, but a record can strengthen your case and help you remember details over time.
3. Make a complaint. If, after asking the harasser to stop their behaviour, the harassment continues, report the problem to one of the following individuals:
 - a) tournament director;

b) ACA director or official;

c) any adult ACA member

You also have the right to contact the Alberta Human Rights Commission to make a complaint of sexual harassment and you can report any incident of assault that has occurred to the police.

B) Dealing with a complaint

1. Once a complaint is received, it will be kept strictly confidential. An investigation will be undertaken immediately and all necessary steps taken to resolve the problem. If appropriate, action taken may include conciliation.
2. Both the complainant and the alleged harasser will be interviewed, as will any individuals who may be able to provide relevant information. All information will be kept in confidence.
3. If the investigation reveals evidence to support the complaint of harassment, the harasser will be disciplined appropriately. Discipline may include suspension or expulsion from membership, and the incident will be documented in the harasser's file. No documentation will be placed on the complainant's file when the complaint has been made in good faith, whether the complaint is upheld or not.
4. If the investigation fails to find evidence to support the complaint, there will be no documentation concerning the complaint placed in the file of the alleged harasser.
5. Regardless of the outcome of a harassment complaint made in good faith, the member or spectator or other person lodging the complaint, as well as anyone providing information, will be protected from any form of retaliation by other members.

C) Responsibility of ACA board and its agents

It is the responsibility of a director, tournament director, or member of the executive of any affiliated chess club to take immediate and appropriate action to report or deal with incidents of harassment of any type, whether brought to their attention or personally observed. Under no circumstances should a legitimate complaint be dismissed or downplayed nor should the complainant be told to deal with it personally.

The ACA seeks to provide a safe, healthy and rewarding environment in which its members can play, discuss and analyse chess, and enjoy each other's company. Harassment will not be tolerated by the ACA. If you feel that you are being harassed, contact us. We want to hear from you.

Please note: A complaint must be made to the Alberta Human Rights Commission within one year after the alleged incident.

Financial Report Operating Statement for Alberta Chess Association for the Year Ending December 31, 2011

INCOME

ASRPWF Association Development Program	\$ 27,373.00	
ASRPWF Association Support Grant	\$ 54,746.00	
ASRPWF Coaching Grant	\$ 3,250.00	
ASRPWF Development Initiative Grant	\$ 2,000.00	
ACA Associate Memberships	\$ 1,643.50	
ACA Tournament Dues	\$ 1,583.00	
Admin	\$ 99.80	
Other Revenue	\$ 356.00	
Casino Deposit	\$ 1,495.79	
Bank Rebate	\$ 66.45	
Donation	\$ 3,829.00	
Equipment	\$ 300.00	
Investment	\$ 504.27	
Tournaments:	\$ 16,180.00	
TOTAL INCOME	\$ 113,426.81	\$ 113,426.81

EXPENSES

GENERAL EXPENSES

Adminstration	\$ 2,864.37	
Alberta Chess Report	\$ 1,230.71	
Equipment	\$ 1,923.36	
Bank Charges	\$ 66.90	
Membership rebates	\$ 533.00	
Casino work expenses	\$ 2,057.25	
Miscellaneous	\$ 64.00	
TOTAL GENERAL EXPENSES	\$ 8,739.59	

BOARD OF DIRECTORS

Meals	\$ 722.59	
Travel	\$ 443.00	
Venue	\$ 603.75	
TOTAL BOARD OF DIRECTORS EXPENSES	\$ 1,769.34	

EXECUTIVE DIRECTOR

Office	\$ 2,624.23	
Payroll	\$ 42,000.00	
Payroll Deductions	\$ 2,948.70	
Additional CRA fees	\$ 2,112.06	
TOTAL EXECUTIVE DIRECTORS EXPENSE	\$ 49,684.99	

ACA TOURNAMENTS

Prize Fund Support	\$ 1,860.00	
Canadian Chess Federation - Rating Fees	\$ 3,023.93	
TD Honorarium	\$ 1,785.00	

Tournament Expenses	\$ 156.00
Trophies and Medals	\$ 241.16
Venue Rental	\$ 8,956.90
Entry Fees Retuned as Prizes	\$ 13,532.00
TOTAL TOURNAMENT EXPENSES	\$ 29,554.99