



Meeting Minutes for ICTA Spring AGM

Tuesday, October 30, 2018 6:30 PM – Bayview Golf and Country Club – South Ballroom

Meeting called to order by Sonja at 6:50 pm

Quorum:

See sign in sheet for all attendees present

11 members of the executive board present as follows:

Sonja Zibin, Rick Bertozzi, Stuart Teather, Deborah Kiss, Marina Mihailovich, Gary Hophan, Todd Orrett, David Maples, Flaviu Dinca, Sagar Karri, Adrian Cordea

2. Approval of Agenda

Motion to approve Agenda moved by Flaviu Dinca, second by Marina Mihailovich (Newmarket TC).

Passed.

3. Approval of March 22, 2017 Spring AGM meeting minutes

Motion moved by Anoja Dias (Angus Glen TC), second by Laura Wilcox (Newmarket TC). Passed.

Sonja explains that Anton Katz, the President of the ICTA resigned during the summer due to increased work load at his law office and in order to spend more time with his family. Anton was a member of the ICTA Board for four and a half years; he joined as secretary and was elected President of the Association two years ago. On behalf of the ICTA Board, Sonja would like to express our appreciation for Anton's work and dedication during his tenure as a Board member.

4. Human Rights Tribunal Update – Stuart (slides 4-5 of the AGM Presentation)

The HRTO case has been active for 2.5 years since 2016 with the ruling being made on July 12 suggesting that the ICTA was discriminatory in its current format. It requires a staged implementation starting with the C level in 2019, and following with the other levels in the following years. At the August Special Meeting the decision by membership was to appeal the decision. This is a two-step process consisting of a request for reconsideration possibly followed by a judicial review. We are currently in the first phase of the process and awaiting the response to our request for reconsideration with a target date for mid November.

Questions from the floor:

- What is our exposure to damages?
 - o Potential damages that the ICTA may need to pay are in the range of \$7,500 for legal representation to the applicants if the appeal decision is made against the ICTA and the applicants use legal representation during the appeal process
- At what point will the ICTA make a decision regarding next year's format (Mike Bowcott – Richmond Hill Lawn TC)
 - o We expect a decision on the request for reconsideration in a timely manner at which point we will consider the next steps in the appeal process. We do not have a dropped down date yet.
 - o Gary Hophan: It is important to have a drop down date in order to ensure that clubs have the time to prepare for the next season. In the meantime, Gary will prepare for the 2019 season assuming that the current format will be used. It is too early to reconsider a new format at this point. If necessary, we could request a stay in the decision. Expects that mid-April is a date when we will need clarity on the format for 2019.

5. Report on strategic partnership agreements with the OTA and Tennis Canada – Sonja (slide 7 of the AGM Presentation)

As parts of these activities we focused on 5 projects:

- Powershares Tournament
- Tennis Rock Festival – a great success that reached its 5th edition this year
- Rogers Cup discounted tickets
- Rogers Cup volunteer recruitment
- ICTA tournament at the Aviva Centre

6. Treasurer Report – Sagar

Our Year End is on December 31 but based on current status we are well within budget.

Introduces Gary Hophan who will discuss team withdrawals from the league.

Gary: The ICTA by-laws include penalties for clubs who withdraw teams from the leagues. In the past these penalties were not enforced, however prior to the 2018 season we had a large number of teams that withdrew from the Mixed league. This is problematic in many ways. When clubs withdraw teams in April or May, the divisions and schedules have to be reworked resulting in possible scheduling conflicts. This impacts the remaining teams who will now have a reduced number of matches. We therefore would like to start implementing these financial penalties to clubs that withdraws teams after the Spring AGM.

Questions from the floor:

- What is the reason for the larger number of withdrawals in 2018 in comparison to prior years?
(David Maples)
 - o Difficult to answer, however some of the teams were affected by club renovations with the teams planning to play their matches at other clubs. This created problems for players who were not willing to relocate. We may reconsider our approach to allowing clubs to enter the league if their own courts are not available.
- Is it possible that some of these withdrawals were caused by forced promotions and relegations?
 - o None of the clubs gave promotion or relegations as reasons for withdrawing their teams. In general, if teams have difficulty recruiting or maintaining players as a result of promotions or relegation it is important to inform the League Director prior to the Spring AGM of their intent to withdraw a team. If circumstances change at a later date, it is much easier to add a team than to remove one from the league.
- What is the amount of the penalty?
 - o The amount is relatively small (\$50), however the other consequence will be that clubs that withdraw teams last minute will not have future requests for team reinstatements considered favourably.

7. Tournament Report – Stuart (slide 9 of the AGM Presentation)

Stuart would like to congratulate all teams that qualified for the tournament as well as the winners. For future years, we are looking to standardize the tournament across the 4 leagues. There has been a lot effort to make the tournament work for the Majors level in the Mixed League, which includes many junior or college players that are not available to play in September. We will have to look for new ideas in the future to address this.

8. Ladies League Report – Deborah Kiss (slides 10-11 of the AGM Presentation)

We had to fold the B2 Division this year as we were left with not enough teams. We will not be fielding a C Division next year but may consider it in future years depending of interest. In order to do so, it is important to have broad regional interest in both the West and East regions. We opened the B division up to the remaining B2 teams and we also had a number of new teams entering the league. ORC and Bronte entered with multiple teams and did very well.

We had an unusual situation in one of the playoff matches with a complete tie between two teams who then decided to enter a unified team at the Aviva Centre final. This will not happen in the future and we have a rule change to address that.

Deb will continue to work with Anoja in transitioning the Ladies League Director role next year. Promotions and relegations will be defined in the next few weeks and will be communicated to the team captains. Lunches will continue to be a big part of the social aspects of the league but we will not make accommodations for allergy requests as they are difficult to address.

Questions/ comments from the floor:

- There was a big gap in competitiveness in some B divisions with the inclusion of some of the B2 teams
 - o Teams are encouraged to recruit to be able to compete at their level.
- Schedules were affected differently in the various regions by rain, which created situations where some of the top players were not available for matches (Sandra Cimetta)

Proposed league rule changes:

1. G.

Move Club Professionals from "Must Play A or Majors" to "Must Play Majors"

Section B - Team Placement (Housekeeping) - Remove C Teams

E. Addition of c)

Both individual and pairing Player Performance numbers must be considered when setting lineups. Individual Player Performance numbers are the first criteria. Your lowest pairing Player Performance numbers must be on Court 1, then Court 2, then Court 3, then Court 4. Any exceptions must be approved prior to play by the Division Chair.

Add d) Injured Players

If a Player who typically plays Court 1 or 2 is injured but still wants to play or is coming back from an injury, they CANNOT play on a lower court. Player Performance numbers still apply.

Section E C. Rainouts

Housekeeping Error from 2018 transcription: Should read

With ANY players available whose Player Performance numbers comply with court placement.

H.

2. Playoffs

Change all "Playoff" references to "Year End Tournament"

ii. Add:

If teams are still tied, the tie will be broken by the existing score of the Line 1 players.

H3 Relegations

Housekeeping - Remove B2

Deb moves motion to approve the rule changes. Second by Jasmin Carleton. Motion passed.

9. Plus 55 League Report – Marina Mihailovich (slide 12 of the AGM Presentation)

The format was changed this year by the introduction of three levels (A, B, C). We do see a discrepancy in interest between the East and West regions, with significantly more teams participating in the East region. As such we had to merge the B and C levels in the West region. We had 4 divisional chairs this year and all of us are working very well together as a team and collecting ideas and suggestions for the next season.

Based on all the received suggestions, we are proposing a number of rule changes:

Section	Delete	Revised
1.1 (c)	"Club Pro" means a full-time Club tennis instructor, other than a student, whose major source of income is from tennis instruction and whose Level is determined by his or her Club's Executive Committee and by other objective considerations.	"Club Pro" means a full-time or part-time Club tennis instructor, other than a student, whose Level is determined by his or her Club's Executive Committee and by other objective considerations.
3.8	To address Player shortages, any extra Players who are not regulars on a Team may be added to the "General Sub List" to be called upon to sub for any Team in the League. To be added to the list, the name, phone number and/or e-mail address of the Player shall be submitted to the Division Chairperson. The "General Sub List" will be circulated to all Captains.	Removed.
4.3	Teams shall have a Captain, and, preferably, a co-Captain, with valid email addresses and telephone numbers.	Teams shall have a Captain and a co-Captain, with valid email addresses and telephone numbers.
4.5	None	ADD: Captain or co-Captains may not delete or edit Players once the season starts. Only the Division Chair or League Director can delete or edit players.
5.4	Where fewer than three courts are to be used for the start of the Fixture, the start time for all Matches not commenced at the starting time will be deemed to be five minutes after the completion of the first of the early Matches.	Where fewer than three courts are to be used at the start of the Fixture, (a) the start time for all later Matches is deemed to be five minutes after the completion of the first of the early Matches (b) the visiting team can request which 2 matches are played first.
5.17	In the event of a Player Retirement, the Match shall be scored as if the opposing Team won all remaining games in the Match.	In the event of a Player Retirement, the Match shall be scored as is at the point of retirement, and the opposing Team wins the match.
5.25	Make-up dates for Matches shall be arranged by Captains within 10 days, with Division Chair copied on all correspondence, and played within 26 days of the original Fixture date. If necessary, make-up Matches may be individually rescheduled to different dates within the 26-day period.	Make-up dates for Matches shall be arranged by Captains within 10 days, with Division Chair copied on all correspondence, and played within 26 days of the original Fixture date, or by the end of the regular season, whichever occurs first, or to the Division Chairs discretion. If necessary, make-up Matches may be individually rescheduled to different dates within the 26-day period.
5.28	Players must play for their respective Team a minimum of two Matches during the Season to be eligible to participate in the playoffs.	Players must play for their respective Team a minimum of three (3) Matches during the Regular Season to be eligible to participate in the tournament.

Questions and comments from the floor:

- Rule 5.25 should read "... or by the end of the regular season, whichever occurs first, at the Division Chair's discretion...". Replace "to" with "at" (Stuart)
- Schedules should be posted well in advance in order to allow clubs to adjust their own internal schedules (Nigel McClean – Don Mills TC)
 - o We depend on teams and clubs confirming their participation in the league well in advance. Will work with other league directors to improve scheduling and avoid conflicts such as two teams at home at the same club
- Is there any consideration to create a men's league for Over 55? In the case of RHLTC there are lots of men who would like to participate, however we are unable to fill the spot for ladies (Mike Bowcott)

Marina moves motion to approve the rule changes as presented with the edit suggested by Stuart on rule 5.25. Nigel second. Motion passed.

Other comments: Playoff/ tournament formats should be established at the beginning of the season.

10. Junior League Report – Todd (slides 13-14 of the AGM Presentation)

This year was an exceptional year for the junior leagues as we managed to attract new teams and had the largest number of teams participating (67). This league has the largest geography of any league resulting in significant travelling by the teams, which requires parents' engagement.

- Suggestion to consider playing all matches at one location. All clubs would travel to this one location and clubs would take turns in hosting (Nigel)

We have a major problem in attracting girls to participate in the league. We will consider involving the OTA to help us grow the girls' divisions.

- Suggestion from the floor: The ICTA should consider promoting the junior programs in high schools

The Boys Majors division is also short of teams with currently only 3 viable teams. One of the reasons given as to why juniors do not join in higher numbers the ICTA league is the fact that no OTA points are awarded for participation. We will consider discussing this with the OTA as well.

Tennis Rocks is currently the largest weekend junior tournament in Canada with 320 juniors participating and 240 matches played. Special thanks to Sonja Zibin and Peter Malcomson who are heavily involved in organizing this event.

11. Mixed League Report – Gary Hophan (slide 15 of the AGM Presentation)

Divisional alignments are published well in advance of the season. It is important that clubs review these and confirm their teams for the season to avoid last minute changes. Email communication goes to captains, division chairs and club reps if they are properly registered on the website.

We had two clubs with courts out of commission during 2018; they had a number of 7 teams between them. Two of these teams withdrew on a last minute basis. Four of the remaining teams had multiple problems in attracting players and entering appropriate rosters. In the future we will not permit clubs to enter teams when their courts are unavailable for the entire season. These clubs will have their teams reinstated when their courts become available again.

We would like to have pros designated as such on the website. This makes it easier to enforce some of our rules addressing pros participation in the B league for example.

Promotions and relegations are currently more flexible as we take into consideration both place in the standings but also point count. First place teams with strong point counts (average of 4 or higher per fixture) will be promoted. Last place teams with low point counts (average of 2-2.5 or lower per fixture) will be relegated. Teams in second last place with low points count may also be relegated. We did receive a relatively large number of requests for special consideration.

Comments from the floor:

- Terry Redvers (Marilyn Redvers TC) would like the ICTA to consider more flexibility and allow strong teams to join at higher levels than B to ensure a good competitive tennis, if the teams can demonstrate an appropriate roster for the level at which they intend to play.
 - o In the past, new clubs could only enter at the C level. The ICTA changed that rule a few years ago and currently allows teams to enter at the B level if they present an appropriate roster. We will consider your request for an A team next year
- The onus should be on captains to demonstrate that they have an appropriate roster for the level. If they are able to do so, they should be allowed to play at the appropriate level (Mike Bowcott)

- Everyone wants to play competitive tennis and captains should be allowed to choose the level at which their team will play (Nigel McLean)
- We should strive to place teams at the level that they belong; this will be self-regulated as weaker teams will eventually be relegated (David Maples)
 - o We will consider these suggestions, however the first priority will be given to teams that earned their promotion (Gary).

Gary moves motion to change rule 1.1 from the Mixed League Rule:

1.1 (gg) **“Roster”** means the complete list of eligible Players on a Team, consisting of not fewer than 18 Players, 6 women and 12 men, with no maximum, except with permission of the Divisional Chair. No changes may be made to a Roster after a Club has played its ninth Fixture.

- Rule change motion: Change rule 1.1 by deleting the last sentence that prohibits captains from adding players after the 9th week

The rule was intended to address captains’ practice to add ringers to their teams. This rule did not achieve its intent as captains can add the ringers earlier in the season. Second by Ashley (Sandy Beach TC). Motion passed.

12. Other motions:

The following motion was introduced by Lawrence Park TC in a timely manner prior to the AGM.

Formation of an ICTA Task Force to investigate all possible solutions concerning the recent decision of the Human Rights Tribunal of Ontario (HRTO) concerning equality of opportunity for women in the present format of the ICTA Mixed League

Whereas 3 applicants brought suit against the Intercountry Tennis Association (ICTA) alleging inequality of opportunities for women in the Mixed league,

And whereas the Association presented their case and defended the format in written and verbal submissions over the past two years,

And whereas the HRTO recently rendered their verdict that inequality does exist and that the format of the Mixed League must change to provide equality of opportunity.

At the recent ICTA Special Meeting 52 clubs were represented and many voiced their concern for the future of the league and the makeup of the “new” format.

Lawrence Park TC hereby moves that an ICTA Task Force immediately be created to investigate all possible alternatives to the present format,

That any club with a team in the Mixed League may nominate one individual to be on the Task Force (that individual should be a past or present Captain, Co-Captain, Club Rep or President),

That the Task Force will investigate any and all submissions,

And present their findings to the entire membership at another Special Meeting at least 6 weeks prior to the Spring General Meeting

Motion is second by Nigel McClean (Don Mills TC).

John Mowat introduces the motion:

- Does not believe that the ICTA is discriminating against women and also believes that the 8:4 format was selected based on player availability.
- Recognizes the current executive for appealing the decision but considers it necessary to consider alternate formats in case our appeals are rejected.

Discussion:

- Consideration should be given to limit the number of task force members in order to make it more effective (Sandra Cimetta)
- Gary Hophan respectfully opposes the motion for the following reasons:
 - o It is premature to create a task force prior to a decision on our request for reconsideration and the subsequent appeal process
 - o We repeatedly stated that our format is not discriminatory and we should stand behind this statement
 - o Worst case scenario only the C level will be affected in 2019
 - o We could possibly get a stay on the ruling until 2020
- Surprised that the executive is not supporting the motion. It is the most logical thing to do from the ICTA's perspective. We should use the opportunity and consider a reform of the league and know what the clubs want to do moving forward (Mike Bowcott)
- Recommendations by the task force are not binding and it is important to start thinking of alternate options. We need to start discussing as an association rather than simply take directions from the executive board. (Nigel McClean)
- We already know what the clubs want based on the decisions taken at the August Special Meeting. Separately we continuously receive notifications from clubs that they are short of women players even with the current format. (Gary Hophan)
- It appears that opinions changed between the August meeting and now. Or is it possible that we have different people present tonight than at the August meeting? It also appears that the information is not properly reaching the clubs. We need to make sure that the information sent is actually reaching the clubs. (Marina)
- We need to be proactive as an Association and we currently appear to be reactive. (John Mowat)
- We do expect a decision on our request for reconsideration to come down soon and if so creating the task force now appears to be premature as all the work may be for nothing. Secondly, the way the task force is proposed may result in a very large group being part of the task force which would render it ineffective. It is clear that we need to come up with an alternate format if the decision stands as is but we do not think the way the motion is formulated to be appropriate and we also do not consider timing to be appropriate (Stuart Teather)
- With all due respect, I was part of the Special Meeting. The purpose of that meeting was to vote on two questions, it did not include discussions regarding different formats but there was at the time reference to a task force. Generally, people were positive towards that approach. I do not

see this as being binding but it is positive to have multiple ideas coming in. Would like to thank Lawrence Park for their initiative to put forward the motion (Liz)

- At the Special Meeting we voted in favour of a plan of action. The outcome of our plan of action is unknown but the likelihood of it going our way was deemed to be low. In any organization faced with an uncertain decision that could affect its operation there is an imperative need for a Plan B and this is what the motion is proposing. This being said it may be a good idea to wait until a decision is made on the request for reconsideration. We just need to decide on the composition and mandate of the task force. (Bernard)
- Concern that the Board seems to be dismissive of the motion and that even if passed the Board will not be taking this motion into serious consideration. No reasonable argument was presented by the Board as to why this motion should not be supported (Mike Bowcott).
- Comment from the floor regarding the voting procedure and the fact that not everyone present has voting rights.
- Issue raised regarding the bad PR that the ICTA is exposing themselves to by pursuing this appeal (Sandra Cimetta)
- There was a variety of opinions at the Special Meeting and many different opinions were presented but shut down as the scope of the Special Meeting was limited to rebutting the HRT0 decisions. There is nothing to fear about in pursuing the task force as it will allow consideration of new ideas that have to be anyway vetted and approved by the members. (Nigel McLean)
- It is premature to create a task force now given the ICTA's engagement in the appeal process. A Plan B is definitely necessary, it is just not appropriate to discuss at this point. We should wait for a response to our request for reconsideration, approx. mid November. (Gary Hophan)
- Stuart proposes two amendments to the motion as follows:
 - o That the ICTA Task Force be established as of December 1; second by Val
 - o That a 9 person task force be established
- We already waited too long and we shouldn't wait any longer (John Mowat)
- Suggestion is made by Rob to move the set up date for the task force to January 7. Introduced as amendment. Stuart seconds. Flaviu notes that Rob is not a club rep and cannot introduce an amendment.
- Marina reintroduces Rob's amendment that the Task Force be established as of January 7, 2019. Second by Terry.
- If we're waiting until January to create this task force there is little chance for this to be effective prior to the 2019 season (Deb Kiss).
- What is the point of arguing about dates if this motion will be approved? (Mike Bowcott)
- A concern is raised regarding the timing of the task force given that we will probably appeal the decision in Superior Court (Gary Hophan).

A vote is called on the second amendment to establish the Task Force on January 7.

In favour: 5. Against: 11. Motion defeated

A vote is called on the amendment to establish the Task Force on December 1.

In favour: 4. Against 11. Motion defeated

Stuart Teather moves an amendment to limit the size of the task force as having 9 members. Second by John Mowatt.

Discussions:

- Who will select the members if the number of volunteers is higher than 9 (Gary Hophan)
- Consideration should be given to representation of clubs based on number of team (Mike Bowcott)
- The board will set up the task force based on expertise, equal representation (Stuart)
- The 9 positions should be assigned to non-board members only. Amendment proposed by Liz to address this. Second by Anoja
- Concerns expressed from the floor of limited effectiveness of the task force if there is excessive representation from the board on the task force. Various options are being discussed to limit the number of board members on the task force.

Sonja calls the vote on the most recent amendment introduced by Liz to have “9 non-board members on the task force”. Votes in favour: 1; Against: majority. Motion defeated.

Sonja calls a vote on Stuart’s amendment: “The Task Force shall not exceed 9 members”. Votes in favour: 15; Against: 1, Amendment passed.

Sonja calls vote on the motion as introduced by Lawrence Park with Stuart’s amendment. Votes in favour: 16; Against: 2. Motion passed.

13. Election of the 2019 Executive Board

Rick Bertozzi – Past President

The nominating committee worked hard to recruit new volunteers for the Board as we have 4 members that will be leaving the executive: Anton Katz, Sagar Kari, Flaviu Dinca, Deborah Kiss. Rick presents them with gift certificates in recognition for their work.

Rick presents the candidates for the 2019 Executive Board on behalf of the nominating committee – see page 17 of the AGM Presentation. Sonja does a brief introduction of Nicki Monahan who could not be present and expressed interest in becoming ICTA Secretary as a replacement to Anton Katz who withdrew his candidacy. The candidates that are present introduce themselves: Angela Kooij, Anoja Dias. We have two candidates for the position of Tournament Director: John Mowat and Rob Radinov. Stuart invites the two candidates to introduce themselves prior to a vote by the AGM.

John Mowat expresses a concern with the proposed slate as his initial intent was to run for Secretary. At the time of expressing this interest, the nominating committee suggested that this position will likely be filled by another candidate and that he should consider running for Tournament Director given his background and experience. Seeing however that the position of Secretary became again available, John Mowat would like to run for this position.

If anyone else is interested to put their name forward for any of the positions, they are encouraged to do so. (Sonja)

John Mowat confirms his intent to run for Secretary. Terry Redvers nominates John Mowat for Secretary. Second by Mike Bowcott. John introduces himself to the AGM. He will run against Nicki Monahan for the Secretary position.

Mike Bowcott moves a motion to dispense of the secret ballot and vote on the position of Secretary by show of hands. Second by John Mowat.

In favour: 10; Against: 3. Motion passed. The vote for the Secretary position will be done by show of hands. Votes for John: 10; Votes for Nicki: 4. John is elected as Secretary.

Rob introduces himself as a candidate for the Tournament Director position.

Laura Wilcox (Newmarket) moves a motion to elect the slate of candidates for the executive board as follows:

President – Sonja Zibin

Vice-President – Stuart Teather

Treasurer – Angela Kooij

Past President – Rick Bertozzi

CIO – Adrian Cordea

Marketing – David Maples

Tournament Director – Rob Radinov

+55 Director – Marina Mihailovich

Jr Director – Todd Orrett

Ladies League Director – Anoja Dias

Mixed League Director – Gary Hophan

Motion is second by George Carloni (Veneto TC). Votes in favour: 15; Against: 0. Motion passed.

14. Proposed Date for the Spring AGM: Tuesday, March 25, 2019

15. Other business:

Would there be consideration to have AGM's on weekends so that more clubs can participate? (Nigel)

15. Adjournment

Motion to adjourn: Stuart; second: Anoja. Passed. Meeting adjourned at 10:30 PM