

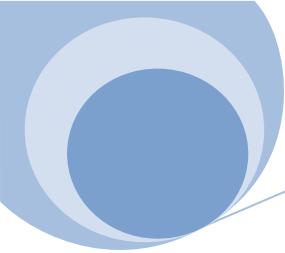
Sudbury Indoor Tennis Centre

Board of Directors Meeting Minutes

Date/Time: 07/15/2025

Location: Zoom

Introductions (AGM) or Roll Call (Board Meetings)	<p><u>Board Members Present:</u> Michael Boeswald, Kris Venkatraman, Olga Demchenko, Kiran Arunachala, Phil Howard, Elena Zabudskaya, Vedran Dukic and Mark Ament</p> <p>Director: Richard Bullbring Staff: Diego Costales Club Members: Guests:</p>
Call to Order	Time: 7:05 pm
Approval of the Minutes	<p>Motion: To approve minutes of the May 2025 meeting as presented.</p> <p>Discussion: None Moved by: KV Seconded by: MA CARRIED</p>
	<h3>Quick recap</h3> <p>The board focused primarily on facility maintenance issues, including court resurfacing and a retaining wall, while also discussing funding options and scheduling for these projects. They reviewed staffing updates and addressed various operational matters including a water leak, membership changes, and a harassment complaint investigation. The board concluded by outlining governance improvements to be implemented over the next year, including policy updates and the development of a board code of conduct.</p> <h3>Summary</h3> <h4>Facility Maintenance and Court Repairs</h4> <p>The board discussed several facility maintenance issues, focusing primarily on the retaining wall and court resurfacing. The group agreed to measure the sinking of Court 4 in November after the winter season rather than pursuing immediate engineering assessments, as long-term members hadn't noticed significant changes. They also discussed</p>



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	<p>resurfacing the indoor courts, with a meeting scheduled for Friday at 3 PM with the resurfacing company. The board decided to postpone committee updates until after addressing these facility maintenance matters.</p>
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Indoor Court Resurfacing Priority Plan

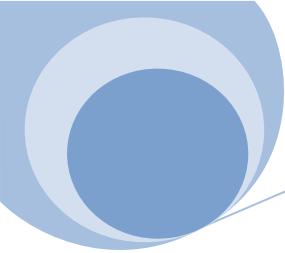
The group discussed resurfacing options for both indoor and outdoor courts. They agreed to pursue funding for indoor court resurfacing before considering the outdoor court, as this would provide better value and avoid public access issues. Vedran will contact the city to clarify funding options and requirements. If the city offers money for indoor courts, the group will accept it immediately. Otherwise, they will proceed with the outdoor court resurfacing, which will include new fencing, lights, and cleanup. The group acknowledged that while an outdoor court could increase club visibility, it might also attract non-members and require insurance adjustments.

Indoor Tennis Courts Resurfacing Plan

The board discussed resurfacing the indoor tennis courts, which haven't been redone in at least 8 years. Most members favor resurfacing now due to safety concerns and the courts' poor condition. The club has sufficient funds, with a record net income of \$177,000 for the year and over \$300,000 in cash. They decide to proceed with resurfacing and will seek guidance on the desired court surface texture, aiming for a balance between slow and fast play.

Court Resurfacing and Expansion Planning

The group discussed scheduling court resurfacing work, aiming for late August but potentially moving to early September to avoid conflicts with furnace installation. They agreed to meet on Friday at 3 PM to get updated quotes and confirm timing. The team also reviewed an expansion plan document, which Diego had prepared with input from former city officials. Elena and Vedran will review the plan by Sunday night, focusing on making the case for additional court space while avoiding specific budget details at this stage.



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Facility Maintenance and Staff Updates

The meeting discussed several issues, including a water leak on Court 2 that occurs during heavy rain, which Vedran suggested addressing regardless of the resurfacing project. Richard agreed to have someone inspect the drain and pump system, potentially involving an electrician. The group also reviewed updates on staffing, with Kevin excited to join the team, Annabelle appointed as a coach, and positive feedback on summer camp and pickleball programs.

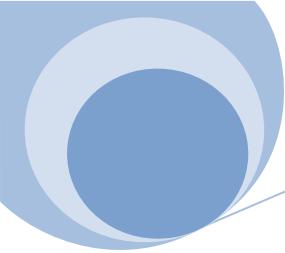
Harassment Complaint Review Conclusion

The board reviewed the final privileged and confidential report on the Abuse and Harassment Complaint made by a former Board member against fellow Board members, as prepared by the appointed SITC Harassment and Abuse Officer, Ms. Sheila Marshall. After a detailed investigation, following an informal and a formal complaint from the former board member between October 2024 and January 2025, the final report was made available to the complainant and the Board dated April 8, 2025. The report states the following conclusion: "The investigation into this Harassment and Abuse Complaint has concluded that no further action be taken because the complaint is unfounded and the conduct cannot reasonably be said to fall within this policy's definition of abuse or harassment. Specifically, the evidence submitted by the Complainant and Respondents does not support the Complainant's alleged "Human Rights Code" violation or very serious allegations of bullying, harassment and abuse."

The Board accepted this conclusion and agreed that no further investigation is necessary into this matter.

Board Policy and Governance Updates

The board discussed implementing several policy improvements over the next 12 months, with Krishnan taking responsibility for creating a timeline for all items. They agreed to address EDI training, confidentiality policies, and board



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	<p>renewal procedures, while deciding to maintain their existing committee structures rather than creating formal terms of reference. The board also committed to finalizing bylaws before the next AGM in October/November, with Vedran planning to contact their lawyer for assistance. Additionally, they agreed to develop a code of conduct for board members, which Krishnan will draft using existing templates and circulate for review before the AGM.</p> <p>Governance Improvements and Conflict Reflection</p> <p>The board reviewed Sheila's report on a recent investigation, accepting its conclusions and recommendations. They discussed implementing various governance improvements over the next 12 months, including developing a board code of conduct, clarifying roles and responsibilities, and updating bylaws. The board reflects on the significant time, resources, and emotional toll the recent conflict has taken on the club, expressing hope that such a situation can be avoided in the future.</p>
New Business	
Adjournment	9:35 pm
Next Meeting	July 15, 7 pm