

RECAP OF EMAIL AND IN-PERSON DISCUSSIONS ON THE AMENDED BY-LAWS AT THE GENERAL MEETING HELD ON AUGUST 25, 2022

OPSAL:

We will be voting FOR or AGAINST the proposed amendments to the By-Laws.

- We will be having an open discussion after our presentation. Please hold your questions until that time.
- Ballots are available for all members who have not previously voted. After the discussion, please complete and return your Ballot to Terri Erickson who will tally the ballot and email votes and report the results to the President.

The QCLGA is committed to the equitable and fair treatment of all members. We are determined to ensure that every person has a genuine opportunity to participate to their full potential at all levels and in all roles within QCLGA. It is not intended to restrict the rights of anyone but rather to ensure that members can expect to be treated with respect.

Most golf leagues, including the QCMGA, the QCCC POA, P/B clubs etc. have a Code of Conduct in their By-Laws. It appears that the QCLGA has never had one.

It was the Board's decision that our current By-Laws needed to be amended. The Board asked me to draft amendments to our By-Laws to include a Code of Conduct. I felt two heads were better than one so I asked Bonny Wilcox to join me. In addition to the Code of Conduct, there were minor wording changes that also needed to be addressed. Bonny and I used the QCMGA By-Laws as a guideline. They are very well written and seem to have served them well. We also looked at the QCCC Property Owners Association Rules Code of Conduct and various other Ladies Golf Clubs' By-Laws.

The Board approved all of the proposed amendments.

Notice of the General Meeting was successfully delivered by Golf Genius email and the Blast to all 130 members on July 22, 2022. 83% of the Golf Genius emails were opened. Of that number 10 failed to open the email. 100% of the members opened the Blast. The proposed amendments were posted on the Website.

We weren't going to discuss the reasons for amending our current By-Laws to add a section for Special Committees, a Disciplinary Committee and a Code of Conduct but there have recently been some incidents of inappropriate behavior and there have been times in the past when our players have been disrespectful to servers, rangers and each other. The purpose for amending our By-Laws is not to single out any one incident of inappropriate behavior but as Jacquie said in an earlier email (June 5) to establish an avenue for **FUTURE** complaints/incidents to be dealt with.

Having said all that, we would like to address any questions or concerns you may have regarding the proposed amendments to QCLGA By-Laws.

- But first, are there any questions about the minor amendments on pages 1, 4 and 5? If not, let's proceed to the Disciplinary Committee and Code of Conduct sections.
- I want to go through the members' email questions and concerns that we have received and then we may proceed to a discussion period. We have placed two copies of the amendments on each table. Please use them to follow along.

MEMBERS' EMAILS AND BOARD RESPONSES:

CLIFFORD: It is just very sad that we have to add a whole section to the By-Laws addressing disciplinary actions.... Do we really think that we need that ? - Have we had "issues" ? Just sayin...Way back when - "disciplinary action" had to be taken against a QCLGA Member that arrived for her tee-time very, very intoxicated - I don't see that being covered under the new section for reasons for discipline (?)

BOARD: The intention of the Code of Conduct is to establish clear and acceptable behavior expectations for the QCLGA. It is not intended to restrict the rights of anyone but rather to ensure that all members can expect to be treated with respect.

GOULD: Also, there cannot be a hand count of votes accepted as passed at the meeting, due to individual votes being made to you and very likely duplicated at the meeting by a show of hands.

BOARD: Not so. We have printed out a list of all email votes, handed out Ballots and asked those who have previously voted NOT to vote again. Terri Erickson and Marie Cook will be tabulating the votes at the end of the meeting.

ARTICLE II – BOARD OF DIRECTORS

Section 5 – “Disciplinary Committee”. Wording is similar to the QCMGA.

HOOVER: The President will choose two people to be on the disciplinary review board. I do not feel this is appropriate as she would be able to choose like-minded members, thus the process would not necessarily be impartial. Perhaps people willing to serve on the committee could submit their names and a lottery system used to choose the members.

BOARD: Like-minded members” OR “non-like-minded” is not important. What is important is that they are “open-minded”. Getting someone to serve on the Disciplinary Committee will most likely not be an easy task and it was felt that the President (who has the best interests of the club in mind) should be able to choose competent members for the Disciplinary Committee. FYI, the QCMGA By-Laws state: The Disciplinary Committee chaired by the Vice President, will be comprised of the following Board Chairmen: Rules, Handicap, Membership and Tournament.

AVENT: Will there be a two-year commitment with people chosen by the President at the start of her term or will it be a committee that is chosen in a timely manner after an infraction?

BOARD: No two-year commitment. A Disciplinary Committee will be chosen as and when needed.

DAVIS: I am very pleased to have a code of conduct in place. It has felt like in the past there have been inconsistencies in addressing these issues. I do feel strongly that the wording in Article 3, section 2 should indicate that the violation of conduct that is being addressed is on the golf course or at a sanctioned golf event.

BOARD: Yes, after much discussion we decided that the Code of Conduct shall only apply during QCLGA play days or sanctioned events. These might include M/G banquets, Christmas Luncheons, patio luncheons etc. Anything else should be referred to the QCPOA.

AVENT: It should be mentioned that the Code of Conduct concerns only QCLGA events, not what happens off the course or after an event. Those are personal matters and if necessary should be referred to the QCPOA.

BOARD: Yes, after much discussion we decided that the Code of Conduct shall only apply during QCLGA play days or sanctioned events. These might include M/G banquets, Christmas luncheons, patio luncheons etc. Anything else should be referred to the QCPOA.

AVENT: The last line is written: “The Board or its designee is authorized to investigate any reports abuse(s) of the Code of Conduct” Is the designee someone outside of QCLGA or is it the President and the Disciplinary Committee?

BOARD: The designee would be selected at random from all QCLGA members.

GOULD: The recommended discipline from the committee should have some time guidelines, especially with item © “Suspension of QCLGA privileges”. Also, the committee recommendations to the Board is the action the Board should take. The QCLGA members selected by the President should be Board members and must be selected at random from all QCLGA members.

BOARD: I believe the time guidelines are set out under Article III – Section 3 – Suspension and/or Expulsion of a Member.

BONNY WILCOX:

ARTICLE III – CODE OF CONDUCT

Section 1 – Code of Conduct defined

Section 2 – Violations of Code of Conduct

GOULD: Using the word “sanctioned” events should be further defined as “authorized” events, or sponsored events. (Sanctioned normally is defined as a penalty). In other words, the “event” must be an authorized event of the game of golf or one paid for by total participating members, structured for a defined purpose, area, and labeled as a QCLGA lead (?) meal, party or gathering. A public area does not fit this definition.

BOARD: The word “sanctioned” is used correctly. Sanctioned has several meanings. It can mean explicit or official approval, permission or ratification.

Section 3 – Suspension and/or Expulsion of a Members

AVENT: Is there a degree of discipline that has been established for infractions: Also, how will the length of time for a suspension be determined?

BOARD: Probably would depend on the nature of the infraction.

GOULD: Vote should be a majority vote of all five voting members, not just a majority.

BOARD: What is the difference? This doesn't make any sense to me. Can anyone explain it?

GOULD: The charged member should have the right to have a fellow member present when meeting with the Disciplinary Committee. The charged member should feel supported during this process, not be placed in a perceived threatening environment. The same right of having a fellow member present, extends to an appeal requested meeting with the board. It is important that we make fair and concise changes to our by-laws when needed. Yes, we have ethics to follow but we do not need to be mean at any time.

BOARD: Again, the intention of the Code of Conduct is to establish clear and acceptable behavior expectations for the QCLGA. It is not intended to restrict the rights of anyone but rather to ensure that all members can expect to be treated with respect. These amendments are fair and concise and meant to address FUTURE Code of Conduct issues. NO ONE is being mean!

THE FOLLOWING ARE EXCERPTS FROM KATHY BROGDON'S EMAIL RECEIVED SHORTLY AFTER THE MEETING

First, I would like to thank each of you for the work you do serving on the Board and in other positions to make our Quail Creek Ladies Golf Association the success that it is. Your hard work is appreciated!

I am sending this email to the individuals that I believe were involved in drafting the proposed revisions to our QCLGA By Laws. If I have excluded anyone, it is not by design, and I would appreciate you forwarding my email to those who were specifically tasked with the rewrite.

I attended the annual meeting and wanted to pass on to each of you some comments and concerns.

I went into the meeting not expecting to see the amount of discussion and controversy surrounding the addition of a Code of Conduct. When I initially read the proposed Code of Conduct, I saw nothing that I could not live by, so it became a “non-issue” to me. My feeling was that if the Board felt this would help them do their jobs more efficiently and add some clarity then “why not” add it.

But obviously this has become an emotional and personal issue to many. **Unfortunately, the discussions and comments made by a few individuals included inaccuracies that only served to confuse those who had not yet cast their votes.** At my table alone, I watched two individuals tear up their ballots and say, “I can't vote now”; one saying “I don't want the POA to be sued”.

When we left the meeting, it was unclear to me whether a vote would continue or if this issue was now dead.

I would like to encourage the Board to move forward with a vote. If you felt that it was important enough to spend what I'm guessing were countless hours researching and drafting these revisions to add a Code of Conduct, then it is important that you follow through to a vote.

I believe the first thing that should be done is to clear up, in writing to the Membership, the inaccuracies that were in statements made during the meeting. Second, you should explain why the addition of this Code of Conduct is necessary to help the Board members better perform their duties. This should not be viewed as a “vengeful” act in response to a past specific event. This should be presented as necessary to help deal with future incidences in a consistent, fair-minded way.

Many expressed that they didn't understand why we needed a Code of Conduct when the group had gotten by without one for many years. I would submit that the world has changed and that the standard for “acceptable behavior” in the minds of many may not be what we as a Club wish the behavior of our members to be. I see no issue with codifying “kindness” and “respect”. There also seemed to be an issue with whether the Code of Conduct should extend to locations like the Grill following play. While I personally believe it should, I would have no issue with that language being removed because I

believe that our POA has language about appropriate behavior in our public spaces. But I will say, from my past corporate experience, that many cases of harassment occurred at offsite meetings and during business travel. And those cases were dealt with in the same manner as the cases that occurred while in the home office.

I would suggest you make clear that our By Laws as currently written do not require a 2/3's majority of all members to pass the proposed revision. Rather it is clear that a revision may be made with a "majority of those casting ballots". Also, the Membership needs to understand that all Clubs in Quail Creek are totally independent from the POA. Robson and the POA want NO input into the By Laws of the various Clubs. ***Could a member or anyone else "sue" our club...possibly...but we have virtually no assets. No competent lawyer would take on that case. There was a concern about having the vote when so many of our members are away. That should not be an issue. An opportunity to vote by email was provided. Surely if we can elect our State and Federal officials through a "vote by mail", we can conduct our business through email.***

I hope, as a Board, you decide to move forward with this proposed revision. It deserves a vote. Address the concerns and correct the misinformation. Provide the required time for each member to cast their vote. Communicate the result and then let's move on. This Club is about having fun, enjoying golf, and sharing time with our friends.

Again, thank you so much for all you each do to make the QCLGA a success.

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**THE FOLLOWING IS A RECAP OF THE COMMENTS MADE AT THE MEETING AND THE BOARD'S RESPONSES (in red) WHICH WILL HOPEFULLY ADDRESS ANY INACCURACIES AND CONFUSION. WE HAVE TRANSCRIBED AS BEST WE COULD THOSE COMMENTS AND SET THEM OUT BELOW.**

#### **JUDITH OLSEN**

JO: I'm Judy Olson. I have two questions. One, how will the Code of Conduct be communicated? So, when you join the organization are you given a separate document, and will that be disseminated each year? And the second question I have is. Have you thought about why you don't have a committee with a charter because this is a fairly serious event so you wouldn't have, typically, you don't want by-laws to have too many details. You can have a committee that has a charter that can get to the details. That's it.

**The By-Laws are posted to the Website. New members are given a copy of the By-Laws upon joining the QCLGA. The Board feels a Charter is not necessary.**

#### **KAREN STENSRUD**

KS: My name is Karen Stensrud. We moved here end of 04 and I joined the Ladies' Club January 1, 2005. Before that I have been a member of clubs since 1987 and have sat on most of the committees and chairs. Just for my background. I have two issues I wish to discuss, but first of all I want to recognize the hard work. I know it's a lot of work, to put together by-laws and I appreciate the work that has gone into this effort. Now, two things, one of them is how we receive the by-laws. Would one of the Board members please read us Article 8...I'll read it. What Article 8 says...Amendment Revisions. By-laws may be repealed, amended or revised by a majority vote of members voting. Notice of changes or amendments shall be posted at least 30 days prior to vote. That did not happen. Karen said, hang on, you've been voting during the 30 day period. So what that means is, these by-laws have not been properly put forth to the membership. We have not had a 30 day period to provide comment. And then, the Board refined based on what they heard from everybody. They can choose to ignore it or choose to include some of it and then it goes to vote. When I first got them, I was disappointed. We have had a lot of changes, not a lot, but quite a few since I've been here and usually you read them, rubber stamp them and say yes because they're simple. We decided to have renters able to join the Ladies' Club, you know, really simple changes. This is a controversial change and we have no opportunity the Ladies' Club with a hundred and thirty women and we have no opportunity even in the original, which actually was July 15th. The original that was sent said here it is, vote!

**Dena said, yes it did. We sent them out on July 22<sup>nd</sup>, this is August 25<sup>th</sup>, that's more than 30 days. For tallying purposes, we asked those voting by email to return their votes by August 20<sup>th</sup>. Our current By-Laws state: "Notice of changes or amendments shall be posted at least 30 days prior to the vote." This might have caused some confusion on the voting timeline.**

KS: And you know what?? People who aren't here, they have to vote by the 20<sup>th</sup>, not the 25<sup>th</sup>...and then a week later, no offer, no invitation to comment in that email. Some chose to comment, great. So it comes out again a week later, now we've been voting for a week, now we get a change. That's not right either. It said if you already voted, you must vote again. Not appropriate and in violation of our current by-laws.

30 days' notice was given on July 15<sup>th</sup> of the original proposed Amendments. We revised the draft proposed Amendments according to suggestions from the membership and re-sent them on July 22<sup>nd</sup>. Nowhere in the current By-Laws does it say we need to have a 30-day period to provide comment.

KS: Speaking of violations of our current by-laws, nothing in our current by-laws talks about a code of conduct.

You are correct in saying nothing in our current by-laws talks about a code of conduct. We did not have a Code of Conduct and the Board felt one was needed. That's why we are amending the By-Laws - to include a Code of Conduct.

KS: Now we have previous presidents here who can talk about it if they like, how they dealt with it in the past. So, to me (reading notes) before I move to that, here's my recommendation to what we should do based on the by-laws being not properly presented to us. All votes should be negated, the Board should take comments they have heard today from everybody, all the emails they've gotten, look at them again. If they want to send them out the way they are, they need to give us a 30 day period and I would recommend that the voting occur when most of our membership is here, not when a third of them are not even in residence. That's just my suggestion. For some reason it appears to me there's a rush, and I think we just need to take a breath, make sure that everybody really does have a fair option to respond and that everybody is heard

Once again, we would submit that the world has changed and that the standard for "acceptable behavior" in the minds of many may not be what we as a Club wish the behavior of our members to be. There is no issue with codifying "kindness" and "respect".

There is nothing in the current By-Laws about how to handle any misconduct and that is why we need a Code of Conduct – to properly deal with any misconduct.

Our members can vote by email if they are not in residence. There was a concern about having the vote when so many of our members are away. That should not be an issue. An opportunity to vote by email was provided. **Surely, if we can elect our State and Federal officials through a vote by mail, we can conduct QCLGA business by email.**

KS: So now I'll talk about the big one, of course, the Code of Conduct. I'm curious if anybody else other than the Board, has reviewed the final product. Was there any consideration given to maybe having the HOA Board review because if this is challenged, if you decide to sanction me because I did something bad enough to go to the committee...and I will disagree with you, I have the right to sue you...do you know what that means to the membership?? If I sue for money and I win, we are all paying! And you know what? Then they go to the HOA Board and they're going to go to the Association. I just think it bears...I know we took some from here, some from there, blah blah, but we do have some extra things in them that bars the HOA from coming, and added a sentence that bothers me. Anyway, I just think it would be in our best interest to have a review level higher than us, and that is just a suggestion.

The Board did have discussions with the General Manager. The membership needs to understand that all clubs in Quail Creek are totally independent from the POA.

**Could a member or anyone else sue our club – possibly – but we have virtually no assets. No competent lawyer would take on the case as stated by Kathy Brogdon.**

KS: You know, it appears to me that this article was written shortly after a situation occurred with a couple of ladies who exchanged some words and it resulted in sanctions being given to a member. Where in our by-laws does it say we can do that? Nowhere. I'm personally concerned, anything that person was forced to sign, verbal agreements might have been made...the Board acted outside our by-laws or whatever.

No one has ever been "forced" to sign anything. Had a Code of Conduct been in place, the Board would have been able to follow it.

KS: And, you know that's just my opinion. I realize things have probably happened in the past and dealt with, but it wasn't followed up with something like this. There might be viable reasons to actually have an article of Code of Conduct. I know, I'm guessing there may be one of some sort. I just think there's some additional input that needs to be allowed toward what the wording is, because in the end, we're all going to have to live with it. Right now our by-laws also say that to pass an amendment, the majority of people voting...listen, Robert Rules of Order suggest two thirds of the membership...just a thought. You know the whole thing about revisions is they're supposed to be something important. I just think there's some additional input that needs to be allowed toward what the wording is, because in the end, we are all going to have to live with it. Right now our By-Laws also say that to pass an



amendment the majority of people voting...listen Robert's Rules of Order suggest two third of the membership...just a thought. You know the whole thing about revisions is they're supposed to be something important.

Our By-Laws as currently written DO NOT require a two thirds majority of all members to pass the proposed revision. Rather, it is clear that a revision may be made with a majority of those casting ballots.

KS: You don't just make a revision willy nilly. So, if you think about it, if we, I don't know how many people have voted, how many people are here, what 50 people are here, just say 60 or 70 people actually vote, so the majority of that, 36 people I guess...I don't know how they figure majority. Thirty-six people are going to make a decision for a 130...I don't think that's right when it's a big topic. So, that's all I have to say. I appreciate you all listening. If the vote continues today, I hope you take some of what you heard today into consideration.

None of this was done "willy-nilly". A lot of work was put into these proposed amendments over a period of several months and we struggled with this. Keep in mind, a majority of the members voting IS a majority.

### **BETH DAVIS**

BD: I am Beth Davis, if you don't know me, I've been part of the organization for almost 20 years and have had the pleasure to wear many hats as a member. I know it's always hard work and I really do appreciate the people that amended, made the amendments, and the Board. Um, I know it's... even though I'm just an athlete wanna be, I love the game and I love this organization. Because I care about this organization I am concerned about the current by-law changes. I specifically want to touch on just a couple of things. The first, I'm confused and need clarification, I know you're surprised I'm confused, uh but I am confused on Article 2, section 1. It states the officers shall serve a term of one year with the exception of the president who can serve 2 consecutive years. UM, I've been on the nomination committee many years, many times, and I know it's very hard to get two. We try to get two people for each position. This year we only have one per position and two of those members have served for a year. Are we gonna add that or are we gonna allow them to do that? And I think we are because we want them to but this is a conflict of the new by-laws.

Dena then explained that the Tournament chair is not voted on to be a member, she volunteers and is accepted.

BD: Beth then asks...but she is a voting member of the Board? You just changed it in the by-laws so...comment from the crowd...in the last two years members have served for two years. So we should not add that by-law. We should not have that by-law. It should be one or the other. (unintelligible comments from the crowd.)

Paula: I've got the old by-laws right here and the article that you're talking about says officers will be elected for a term of one year. That's what the new by-laws also said. So, there's no change, they just added this second part onto it that the President will serve no more than two consecutive years. It's always been that way. They've just combined these two sentences.

BD: The next item I want to address is Section 5, the Disciplinary Committee. I feel that this is a very serious new thing that were doin, and I think we have to be extremely careful on how things are worded. Um, I personally feel that um the committee should consist of the entire board. If there is a conflict of interest of any board member, she should recuse herself of participating in the voting or any other decisions surrounding disciplinary action. If that arises, which will be rare, the Past President could be the fifth person and then she could break the tie if there is a tie. That's a consideration. I think there should be more than three people um as I have expressed before, several times during this process I feel very strongly that Section 5 Article 3 ah should be should state that the Code of Conduct only covers QCLGA days while we are on the golf course or predesignated sanctioned events. That's our luncheons ah things like the staging area and. Um our league. The way it is stated now and I know the intent I think is what I am saying. But the way it - is stated now it just says QCLGA days.

Dena stated it says "QCLGA Play Days or sanctioned events".

BD: Play days could be construed as after participating on the golf course and that's not what we should be doing. So it should mean the only thing in my opinion the only thing you need to put is QCLGA play day while you are on the course or while gathered together or whatever. The way it is stated now it could be interpreted all day and all night on that day. Then we need to say that. I just feel that this is so important we gotta make it clear as possible or its uh you know me, I'm just fun and games and having a good time but this every serious and I think I love this association and I don't want it...I don't want this to damage who we are. Beth goes on to explain Code of Conduct while attending Foster Care Review Board meetings and her point is, when she leaves the meeting, her behavior is on her, not them. They have strict, strict code of conduct. Thank you again Bonny and Cheryl for what you did.

Many cases of misconduct and harassment occur off the golf course or sanctioned events so those issues would be referred to the POA.

## **PAULA SCAFURI**

PS: My name is Paula Scafuri. I'm used to giving treasurer's reports. I was your treasurer for five years. I have been here since 07. I've served on many POA and QCLGA...I'm very invested in rules and the by-laws. I've got the old by-laws right here and the article that you're talking about says officer will be elected for a term of one year. That's what the new by-laws also said. So, there's no change, they just added this second part onto it that the President will serve no more than two consecutive years. It's always been that way. They've just combined these two sentences. Paula reads the amendment. Period.  
More discussion from the crowd.

PS: Beth states that she just wanted clarification that a Board member may be elected for a second one-year term. Thank you for the clarification. The President is the only one that is restricted to two years. Other members may be elected more than once.

**BD: Beth continues: Alright, we got that squared away.**

BD The next item I want to address is Section 5, the disciplinary committee. I feel that this is a very serious new thing that we're doing, and I think we have to be extremely careful on how things are worded. Um, I personally feel that um the committee should consist of the entire Board. If there's a conflict of interest of any Board member, she should recuse herself of participating in the voting or any other decisions surrounding disciplinary action. If that arises, which will be rare, the past president could be the 5<sup>th</sup> person. And then she could break the tie if there's a tie. That's a consideration. I think there should be more than three people. Um, as I have expressed before several times during this process, I feel very strongly that Section 5 Article 3 ah should be should state that the Code of Conduct only covers QCLGA days while we're on the golf course or predesignated sanctioned events. That's our luncheons, things like the staging area and our league. The way it's stated now, and I know the intent, I think is what I'm saying. But the way it's stated now is it just says QCLGA days.

**Dena: It says QCLGA play days or sanctioned events.**

BD: Beth: Play days could be construed as after participating on the golf course. And that's not what we should be doing. So, it should mean the only thing in my opinion, the only thing you need to put is QCLGA play day while you're on the course or while gathered together or whatever. The way it's stated now, it could be interpreted "all day, and all night on that day".

**Dena: It says QCLGA play days or sanctioned events.**

BD: Well then we need to say that. (comments from the crowd). I just feel that this is so important, we've gotta make it as clear as possible, or it's uh, you know me, I'm just fun and games and havin a good time, but this is very serious and I think, I love this association and I don't want it...I don't want this to damage who we are. She goes on to explain code of conduct while attending Foster care Review Board meetings and her point is, when she leaves that meeting, her behavior is on her, not them. They have strict, strict code of conduct. Thank you again Bonny and Cheryl for what you did.

## **PAULA SCAFURI**

PS: Paula Scafuri: I just have a few rebuttals mainly to Karen. I feel that Cheryl delineated out when we were sent the by-laws, they were posted on the website and that is our standard practice for QCLGA now. This is how we do things. We're into that website. When I first received these by-laws, I was livid! And I called up Connie Bandstra, the president of the POA, how dare they do this, how can they do this, and Connie answered me back...any club is permitted to establish their own rules. So, we are well within our rights to establish any rules we want to govern ourselves. It has nothing to do with the POA.

The other thing that Karen said was how we go about amending these by-laws. It's in Article 7.8, Article 7 of the old by-laws. We have done it this way for years and it's just a majority of the people voting. If you want to change that section, go ahead but that should have no bearing on what we're going to vote on today. There is nothing in our old by-laws that's saying 2/3<sup>rd</sup> majority or three or four things.

To rebut Beth, the disciplinary committee does not vote, they...according to what I have read here, they reach a consensus, give it to the Board who are five members and then they vote. That's explained down on the bottom of

the page I think in Section 3. Then they vote and they have their majority. The disciplinary committee only receives, investigates. They do not impose the final Code of Conduct violations, the outcome. They don't impose the outcome like suspension. That's up to the Board to do, according to this. And the verbiage, I went through the MGA by-laws this morning, the POA by-laws...these, these revisions that we're going to vote on today pretty much take them word for word. I don't think that there's any liability to our organization because it is so delineated out. When you leave the room, play day no play day, you're under the POA Code of Conduct then. Um that's all.

### **CAROL CLIFFORD**

CC: Carol Clifford: Hi, I'm Carol Clifford, an active member of QCLGA for 19 years, probably 12 of those on positions. I just want to echo what Jacquie said...this seems like a real knee jerk reaction to an event that really had nothing to do with the QCLGA and just based on the conversation today, I'm wondering maybe we should have another look at it before we go vote on it. I know you're anxious to get it done. You've spent a lot of time working on it, and I agree you know a big thanks go to the people who've worked on it so far, but just based on the concern and confusion and questions on the wording, maybe give everybody a little bit more time to look at it. And do we really need a Code of Conduct? I can name incidents when I was on the Board, whether when I was Secretary there were a couple, when I was Vice President there were a couple, when I was President there were a couple. We held meetings, we discussed it, we decided what the punishment, if anything, would be and it was taken care of. And this just seems to be a whole lot of noise for one small event that occurred outside of our preview. Thank you.

Again, most Clubs have a Code of Conduct so they specifically know how to address misconduct.

### **ROSE WELLIVER**

RW: Rose Welliver, past president also, member since 2006. I just want to echo what Carol said. I'm not gonna spend a lot of time about it, but there were things some in the past that were handled by the Board. I think that's where it belongs and I think we ought to take another look at what we've got here. It's not real clear. I think there's lots of questions and concerns so maybe we're not quite there yet. If we could take some more time to look at it probably would be a good idea.

Again, most Clubs have a Code of Conduct so they specifically know how to address misconduct.

### **CATHY NELMS**

CN: I'm Cathy Nelms. I've been a member for 17 years and I certainly enjoy the QCLGA. I think we've seen today that that the timing has not been right. There's already a lot of votes in and there's been conversation and comments that people need to consider, so I would urge the Board to stop the voting and give the people that worked on the by-laws an opportunity to consider if they want to change anything. I also was very um actually I can say upset when I got the by-law changes. I couldn't believe we need a Code of Conduct. As I said, I've been a member here a long time. I have not experienced anything that couldn't be dealt with immediately and an apology...people often don't realize the effect of the words they use and when it's brought to their attention they clear it up. So um I just don't think we need this. I appreciate what Cheryl and Bonny did. I would never agree to be on a committee like that, so they certainly stepped up and I know they worked hard on that but that doesn't mean we can't step back and try to do a better job with this, so thanks for your consideration.

### **ALICE DYKE**

AD: Hi, I'm Alice Dyke and I've been a member of QCLGA since probably 18 or 20 years ago. I've also belonged at least to four other Ladies' Golf Associations in other places, some private, some semi private. I've never belonged to any other one that thought they needed a Code of Conduct. For women, you know, 50, 60's, 70's we've lived long enough to know what kind of conduct is acceptable. A lot of this is your own moral code and I would think the people here have that, so this Code of Conduct idea of having to be stated might be something in response to one particular incident um, I don't think because of that we need to try to spell out every single way to act and way to behave. I hadn't planned to talk today so I don't have any notes or anything but I just want to tell you I agree very much with some of the past few comments. I do not think we need it. I certainly appreciate the work that Cheryl and Bonny did and that the committee thought it was necessary to come up with this but let's give it another thought. Do we really need this as adult women telling each other how to act? I mean I think most of us like one another, get along well with one another, and don't need to be told how to act, not at this stage of our life, and not in an organization as this. We have such a great organization of people. And we have people that did a lot of work but I think the idea that we need to...take a step back and consider, do we really want to do this, thank you.



This addresses Carol, Rose, Jacquie, Cathy and Alice's comments. They expressed that they didn't understand why we needed a Code of Conduct when the group had gotten by without one for many years. We would submit that the world has changed and that the standard for "acceptable behavior" in the minds of many may not be what we as a Club wish the behavior of our members to be. There is no issue with codifying "kindness" and "respect".

### **JACQUIE OWENS**

JO: Jacquie Owens: I'm Jacquie Owens, I'm the past president and Chris Gould has sent me some emails that she wanted me to reiterate. I think a lot of it was covered when Cheryl read it. One of Chris' comments was as Josh, our director of golf has pointed out many times in our community, "We are supposed to have fun and enjoy the game of golf". She also has mentioned about perhaps different times terms have only been for two years. Now I'm Jacquie. We do have a rule that says, Rule #9, proper etiquette and sportsman like conduct shall be observed while on the course and during play and a breach of etiquette may be imposed under USGA rules 1.2 A, so make sure the rules match up to what is being proposed in the by-laws.

We are specifically adding a Code of Conduct to the By-Laws, not amending the Standing Rules.

JO: And lastly, I won't be wastin...I'm hungry too, I don't want the Code of Conduct to be used as a weapon against somebody. If it comes to an actual physical confrontation between two people this is not a QCLGA issue. These two people need to take it behind the woodshed and handle it. Taylor Swift says "Shake it off" and we need to act like adults, not treat each other poorly whether we're in here talking to a server or to one of the rangers. We should not have a Code of Conduct to tell us we are being inappropriate. As a past president, when we did have issues, we dealt with them singly, had a conversation with that person, and then it was done.

Once again, we would submit that the world has changed and that the standard for "acceptable behavior" in the minds of many may not be what we as a Club wish the behavior of our members to be. There is no issue with codifying "kindness" and "respect".

JO: Thank you ladies - Bonny, Cheryl - and whoever else helped with this. I hope you don't feel beat up, you've done a herculean job and thank you for your time.

### **CHERYL OPSAL**

CO: This isn't just about one incident, in fact, I believe there were four in the last, I don't know how long. And so, when these occur, nobody knows what to do. That's why we wanted to have a Code of Conduct so that when these things happen the person who was hurt has some place to go to have something done about it, that make sense? You know it's not just one event. As a matter of fact, a few years ago we had a tournament at Del Lago. It was a QCLGA event and one of our players told the marshal to "f" off! Del Lago made a complaint and we were told we would not be invited back again. So, we do need some avenue for people to be able to take their complaints and have it dealt with. As I said before, we followed what the men have done. It seems to have worked. Most clubs have a Code of Conduct and hopefully ours will never have to be used.

### **DENA KNOX**

DK: After all the conversations, I will table this meeting for a little bit and get my Board to discuss this and what we want to do. But this isn't only about one recent incident... there are other things besides that behavior...there's not posting your scores, there's cheating, there's all kinds of things to handle. The men - a lot of clubs - have the Code of Conduct and they never use it. If they never had to use it that would be wonderful. In our Standing Rules on the Website - USGA 1.2 B, it says that every organization can use their own Code of Conduct. So, they're even telling you that you can use a Code of Conduct. We're not trying to isolate anyone. The Board is going to discuss this now and figure out what we want to do. I may just table it for next year and let next year's Board handle it!