**ALBERTA POWERLIFTING UNION**

Provincial Annual General Meeting – Agenda

**Date:** June 11, 2016, 6:30 p.m. Start

**Location:** Ramada Hotel, Cold Lake, AB

**Agenda:**

1. Roll call/attendance
2. Approve last year's minutes
3. President's Address – Prepared by Avi Silverberg (attached as Schedule "C")
4. Treasurer’s Report – Prepared by Mike MacDonald (attached as Schedule "D")
5. Record Chairman Report – Prepared by Mike Armstrong
6. Official Chairman Report – Prepared by Shane Martin (attached as Schedule "E")
7. Athlete Representative's Report – Prepared by Breann Thiessen (attached as Schedule "F")
8. Vote on new Bylaws and Policy and Procedures Document as Presented
   * (See Schedule "A" Proposed Policy and Procedures Document Amendments and Schedule "B" Proposed Bylaws Amendments)
9. Discussion prepared by the APU Executive
   * Create a best lifter of the year award considered. This will reward Alberta athletes specifically for their hard work within Alberta, Nationally or Internationally. APU Executive to consider further.
   * Create a top 10 list of best male and female powerlifters and a top 5 best bencher list. An easy, small list to acknowledge the top athletes year to year. Results Chairman appointed for this task.
10. Review of Ongoing Projects and Initiatives:
    * Request for Meet Sanction form
    * Student Scholarship
    * Provincial Team Coach
    * Club Competition
    * Provincial Standards
    * APU Clothing
11. Doping
12. Appointment of new Results Chairman – Eric Sondergard
13. Future Bids for Provincials 2017- Shane Martin
14. Open Discussion of Membership
15. 2016/2017 Appeals Committee – Dani Savoie, Tim Nadeau, Sandra Drake, Angina Van Rwysk, Nate Christiansen
16. Adjournment

**SCHEDULE "A"**

**PROPOSED POLICY AND PROCEDURES DOCUMENT AMENDMENTS**

**Amendment #1 – Proposed by Sandra Drake PASSED**

Provision Proposed to be Amended:

* 1. Qualifications for CPU National Championships
     1. All Members wishing to participate in the CPU national championships (the "**National Championships**"), shall have first attained the national qualifying total set by the CPU. Such qualifying total must be achieved by the Member at a CPU sanctioned competition within twenty-four (24) months of the National Championships. In addition to the foregoing, such Member shall also have fulfilled one of the following requirements:
        1. lifted at the previous year's Provincial Championships;
        2. acted as a head coach for a Registered Club at such Provincial Championships;
        3. assisted in the presentation of the most recent Provincial Championships as a meet director, spotter/loader, official, or announcer. Any role performed in the foregoing list must have been done for the entirety of the Provincial Championships; or
        4. acted as a meet director for a Society sanctioned powerlifting or bench press competition within the province of Alberta during the previous twenty-four (24) months.
     2. If a Member is unable to fulfill the requirements as set out in subsections (I)(i)-(I)(iv), then he or she may apply to the APU Executive for a discretionary ruling on the matter. The APU Executive will only grant an exception to the requirements set forth in Section 1.3 (I) under the most rare and extreme circumstances.
     3. The National Championships form requires the authorizing signature of the provincial President. The form shall be sent to the President via mail, email or fax at least one (1) week before the National Championships entry form is due.

Proposed Amendments:

* 1. Qualifications for CPU National Championships
     1. All Members wishing to participate in the CPU national championships (the "**National Championships**"), shall have first attained the national qualifying total set by the CPU. Such qualifying total must be achieved by the Member at a CPU sanctioned competition within twenty-four (24) months of the National Championships. In addition to the foregoing, such Member shall also have fulfilled one of the following requirements:
        1. lifted at ~~the previous year's~~ most recent Provincial Championships;
        2. acted as a head coach for a Registered Club at such Provincial Championships;
        3. assisted in the presentation of the most recent Provincial Championships as a meet director, ~~spotter/loader, official, or announcer. Any role performed in the foregoing list must have been done for the entirety of the Provincial Championships; or~~, official, or other volunteer role as assigned by the meet director;
        4. acted as a meet director for a Society sanctioned powerlifting or bench press competition within the province of Alberta during the previous twenty-four (24) months; or
        5. assisted in two (2) local APU competitions as an official or other volunteer role as assigned by the meet director between the previous year’s National Championships and their respective National Championships.

In addition, Members who have not previously lifted at a National Championship must fulfill the following requirements:

* + - 1. record a total at either a Western, Eastern or Central Championships within the previous twenty-four (24) months of their respective National Championships; and
      2. lift at a Provincial Championship within the previous twenty-four (24) months of their respective National Championships.
    1. If a Member is unable to fulfill the requirements as set out in subsections (I)(i)-(I)(iv), then he or she may apply to the APU Executive for a discretionary ruling on the matter. The APU Executive will only grant an exception to the requirements set forth in Section 1.3 (I) under the most rare and extreme circumstances.
    2. The National Championships form requires the authorizing signature of the provincial President. The form shall be sent to the President via mail, email or fax at least one (1) week before the National Championships entry form is due.

**Amendment #2 – Proposed by Angelina Van Ryswyk WITHDRAWN**

Provision Proposed to be Amended:

* 1. Qualifications for CPU National Championships
     1. All Members wishing to participate in the CPU national championships (the "**National Championships**"), shall have first attained the national qualifying total set by the CPU. Such qualifying total must be achieved by the Member at a CPU sanctioned competition within twenty-four (24) months of the National Championships. In addition to the foregoing, such Member shall also have fulfilled one of the following requirements:
        1. lifted at the previous year's Provincial Championships;
        2. acted as a head coach for a Registered Club at such Provincial Championships;
        3. assisted in the presentation of the most recent Provincial Championships as a meet director, spotter/loader, official, or announcer. Any role performed in the foregoing list must have been done for the entirety of the Provincial Championships; or
        4. acted as a meet director for a Society sanctioned powerlifting or bench press competition within the province of Alberta during the previous twenty-four (24) months.
     2. If a Member is unable to fulfill the requirements as set out in subsections (I)(i)-(I)(iv), then he or she may apply to the APU Executive for a discretionary ruling on the matter. The APU Executive will only grant an exception to the requirements set forth in Section 1.3 (I) under the most rare and extreme circumstances.
     3. The National Championships form requires the authorizing signature of the provincial President. The form shall be sent to the President via mail, email or fax at least one (1) week before the National Championships entry form is due.

Proposed Amendments:

* 1. Qualifications for CPU National Championships
     1. All Members wishing to participate in the CPU national championships (the "**National Championships**"), shall have first attained the national qualifying total set by the CPU. Such qualifying total must be achieved by the Member at a CPU sanctioned competition within twenty-four (24) months of the National Championships. In addition to the foregoing, such Member shall also have fulfilled one of the following requirements:
        1. lifted at the previous year's Provincial Championships;
        2. acted as a head coach for a Registered Club at such Provincial Championships;
        3. assisted in the presentation of the most recent Provincial Championships as a meet director, spotter/loader, official, or announcer. Any role performed in the foregoing list must have been done for the entirety of the Provincial Championships; ~~or~~
        4. acted as a meet director for a Society sanctioned powerlifting or bench press competition within the province of Alberta during the previous twenty-four (24) months; or
        5. Assist in the presentation of two (2) meets within the province of Alberta during the previous twelve (12) months prior to intended National Championship participation. Member must assist as a spotter/loader, official, or announcer and any role performed in the foregoing list must have been done for the entirety of both meets.
     2. If a Member is unable to fulfill the requirements as set out in subsections (I)(i)-(I)(iv), then he or she may apply to the APU Executive for a discretionary ruling on the matter. The APU Executive will only grant an exception to the requirements set forth in Section 1.3 (I) under the most rare and extreme circumstances.
     3. The National Championships form requires the authorizing signature of the provincial President. The form shall be sent to the President via mail, email or fax at least one (1) week before the National Championships entry form is due.

Commentary from Proposing Member:

The Alberta Powerlifting Union is a volunteer-run organization and as such, volunteer participation is critical to the success of any event within the Union. With more and more athletes having their sights on Nationals during recent years, Provincials seems to receive an overabundance of volunteers, while local meets still struggle to meet their volunteer needs. By giving another option to a member, it makes volunteering more attractive and feels more like a choice rather than a requirement. The member can choose to either volunteer at Provincials (usually a two day meet) or can volunteer at two, one-day (sometimes more) meets within the province. It also takes away some financial burden for a member who may have to travel and book accommodations to volunteer at Provincials, rather than volunteering a few times in their own town or city at virtually no cost. Since meet directors usually have volunteer lists, at the end of their meet, meet directors can submit these lists to the APU for reference. The APU could then the master list to see who has fulfilled their requirements for National Championship participation.

**Amendment #3 – Proposed by Avi Silverberg PASSED**

Provision Proposed to be Amended:

* 1. Sanctioning of Competitions
     1. Any person resident in Alberta is able to apply to the Society to have his or her powerlifting and/or bench press competition sanctioned by the Society. To apply for Sanctioned Competition (as defined herein) the applicant must submit an "Sanction Request Form" (as made available on the Society website) eight (8) weeks before the proposed date of the competition along with a draft entry form.
     2. The APU Executive in its sole discretion will rule on whether or not to sanction any competitions. Any powerlifting and/or bench press competition sanctioned by the Society is a "**Sanctioned Competition**".
     3. A Sanctioned Competition is open to any Member and must abide by the rules of the Society. Sanctioned Competitions shall not be open to any lifter that is not a Member or a member of the CPU, or another IPF-affiliated organization.
     4. If a meet director hosts a Sanctioned Competition but grossly and negligently fails to abide by the rules of the Society, the Society may revoke the sanction of the competition and shall not record the results in the Society's records.
     5. After a Sanctioned Competition, the meet director must pay a fee of $100 and $5 per lifter at the competition to the Society within 4 weeks of the date of the Sanctioned Competition. Failure to pay the required fee will result in that meet director being prevented from hosting future Sanctioned Competitions, as well as that meet director being unable to purchase a membership to the Society until the fees are paid.

Proposed Amendments:

* 1. Sanctioning of Competitions
     1. Any person resident in Alberta is able to apply to the Society to have his or her powerlifting and/or bench press competition sanctioned by the Society. To apply for Sanctioned Competition (as defined herein) the applicant must submit an "Sanction Request Form" (as made available on the Society website) eight (8) weeks before the proposed date of the competition along with a draft entry form.
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     4. If a meet director hosts a Sanctioned Competition but grossly and negligently fails to abide by the rules of the Society, the Society may revoke the sanction of the competition and shall not record the results in the Society's records.
     5. After a Sanctioned Competition, the meet director must pay a fee of $100 and $5 per lifter at the competition to the Society within 4 weeks of the date of the Sanctioned Competition. Failure to pay the required fee will result in that meet director being prevented from hosting future Sanctioned Competitions, as well as that meet director being unable to purchase a membership to the Society until the fees are paid.
     6. Meet directors will be responsible for charging a mandatory drug testing fee per lifter in order to be considered a Sanctioned Competition. The following fee structure will be used: a minimum of $20 per lifter for any local competition and a minimum of $50 per lifter for the Provincial Championship. These fees will be paid to the APU following the competition and used solely for drug-testing purposes. If the amount collected for a single competition exceeds the cost of doping control, the surplus will be put toward drug testing purposes at future APU competitions.

Commentary from Proposing Member:

This drug testing practice has been standard since 2014 – this proposal makes the practice official.

**Amendment #4 – Proposed by Avi Silverberg PASSED**

Provision Proposed to be Amended:

1. REFEREES

5.1 General

* + 1. The Society shall provide sufficient referees for each Sanctioned Competition.
    2. The Society shall train and prepare Members to become referees. A member becomes referee after passing the written and practical referee examination administered by the Officiating Chairman. A Member who has passed the written and practical examinations is a "**Referee**".
    3. To maintain their Referee status in the Society, each Referee must referee at least one (1) Sanctioned Competition per year.
    4. The President shall keep a register of all Referees and make available on the Society's website.
    5. Referees providing services at the Provincial Championships will receive $40 / session.

Proposed Amendments:

1. REFEREES

5.1 General

* + 1. The Society shall provide sufficient referees for each Sanctioned Competition.
    2. The Society shall train and prepare Members to become referees. A member becomes referee after passing the written and practical referee examination administered by the Officiating Chairman. A Member who has passed the written and practical examinations is a "**Referee**".
    3. To maintain their Referee status in the Society, each Referee must referee at least one (1) Sanctioned Competition per year.
    4. The President shall keep a register of all Referees and make available on the Society's website.
    5. Referees providing services at the Provincial Championships will receive $40 / session.
    6. Each year one (1) provincial referee is eligible to receive a $500 stipend to write their National referee exam. This stipend is only available if the certifying competition is held outside of Alberta.

Commentary from Proposing Member:

We need to incentivize provincial referees to obtain their National certification.

**Amendment #5 – Proposed by Shane Martin PASSED**

Provision Proposed to be Amended:

1. REFEREES

5.1 General

* + 1. The Society shall provide sufficient referees for each Sanctioned Competition.
    2. The Society shall train and prepare Members to become referees. A member becomes referee after passing the written and practical referee examination administered by the Officiating Chairman. A Member who has passed the written and practical examinations is a "**Referee**".
    3. To maintain their Referee status in the Society, each Referee must referee at least one (1) Sanctioned Competition per year.
    4. The President shall keep a register of all Referees and make available on the Society's website.
    5. Referees providing services at the Provincial Championships will receive $40 / session.

Proposed Amendments:

1. REFEREES

5.1 General

* + 1. The Society shall provide sufficient referees for each Sanctioned Competition.
    2. The Society shall train and prepare Members to become referees. A member becomes referee after passing the written and practical referee examination administered by the Officiating Chairman. A Member who has passed the written and practical examinations is a "**Referee**".
    3. To maintain their Referee status in the Society, each Referee must referee at least one (1) Sanctioned Competition per year.
    4. The President shall keep a register of all Referees and make available on the Society's website.
    5. Referees providing services at the Provincial Championships will receive $40 / session.
    6. If you fail to Referee at least one contest in the Refereeing Year, which is determined from APU Provincials to APU Provincials, to maintain accreditation, you may apply for a probationary event, within a 3 month period from the start of your expired accreditation. You will take your practical again (act as Head Referee for a contest) and will be re-evaluated by the Referee Chairmen to determine whether or not you are reinstated.

If you do not apply for this probationary event within the three month period, your Provincial Refereeing accreditation becomes invalid and you no longer are an APU Provincial Referee. After, if you wish to recertify, you will have to go through the full process again.

* + 1. If the Provincial (APU) Referee is also a National or IPF level Referee, then subsection III will not apply.

Commentary from Proposing Member:

VI - The referee structure needs a more thorough process to be reinstated. This should give referees ample opportunity to maintain certification if they so choose to.

VII - This will give incentive to Alberta referees to travel and become National Referees. We need more National Referees and this is a good start to push people in this direction.

**Amendment #6 – Proposed by Shane Martin WITHDRAWN**

Provision Proposed to be Amended:

1.2 Provincial Championships

* + 1. Every year the President shall be responsible organizing the Society's annual championship contest (the "**Provincial Championships**"). The Provincial Championships shall occur not less than ten (10) weeks and not more than eighteen (18) weeks after the national championships of the CPU (the "**National Championships**").
    2. The Provincial Championships in any given year are the qualifying event for the National Championships of the following year.
    3. The Provincial Championships are open to competition for any Member that has met the regional qualifying total as set by the CPU. Such qualifying total must be achieved by the Member at a CPU sanctioned competition within twenty-four (24) months of the Provincial Championships. Any Member of a category which has no regional qualifying total shall have previous competition experience within the CPU within the last twenty-four (24) months in lieu of a regional qualifying total.
    4. Each Registered Club may compete in the club competition at the Provincial Championships (the "**Club Championship**").
       1. The Club Championship rules are:
          1. each club must be a Registered Club;
          2. club teams must have at least two entrants in the powerlifting competition;
          3. each club competitor must also register individually in the Provincial Championships;
          4. the Club Coach must enter all individual team members by sending the Club Championship form to the Provincial meet director prior to the close of the entry deadline; and
          5. the scoring will be based on the five (5) top Wilks scoring club competitors.
          6. The winner of the Club Championship shall be awarded a banner. The banner shall be provided by the meet director of the Provincial Championships. The meet director shall get approval from the APU Executive regarding the banner in advance of the Provincial Championships.

Proposed Amendments:

1.2 Provincial Championships

* + 1. Every year the President shall be responsible organizing the Society's annual championship contest (the "**Provincial Championships**"). The Provincial Championships shall occur not less than ten (10) weeks and not more than eighteen (18) weeks after the national championships of the CPU (the "**National Championships**").
    2. The Provincial Championships in any given year are the qualifying event for the National Championships of the following year.
    3. The Provincial Championships are open to competition for any Member that has met the regional qualifying total as set by the CPU. Such qualifying total must be achieved by the Member at a CPU sanctioned competition within twenty-four (24) months of the Provincial Championships. Any Member of a category which has no regional qualifying total shall have previous competition experience within the CPU within the last twenty-four (24) months in lieu of a regional qualifying total.
    4. Each Registered Club may compete in the club competition at the Provincial Championships (the "**Club Championship**").
       1. The Club Championship rules are:
          1. each club must be a Registered Club;
          2. club teams must have at least two entrants in the powerlifting competition;
          3. each club competitor must also register individually in the Provincial Championships;
          4. the Club Coach must enter all individual team members by sending the Club Championship form to the Provincial meet director prior to the close of the entry deadline; and
          5. the scoring will be based on the five (5) top Wilks scoring club competitors.
          6. The winner of the Club Championship shall be awarded a banner. The banner shall be provided by the meet director of the Provincial Championships. The meet director shall get approval from the APU Executive regarding the banner in advance of the Provincial Championships.
    5. If an athlete has not yet competed at a CPU Nationals, the athlete is required to compete at an APU Provincials prior to being granted acceptance onto Team Alberta.

Commentary from Proposing Member:

Athletes need to gain experience and move up the competition system.

**Amendment #7 – Proposed by Shane Martin PASSED (I and II). WITHDRAWN (III)**

Provision Proposed to be Amended:

1. COMPETITIONS

Proposed Amendments

Add:

1.5 Coaching at Competitions

* + 1. Each athlete competing is allowed to is allowed up to two (2) handlers or coaches to assist their lifter in the warmup area, staging area, and designated coaching area near the competition platform.
    2. Coaches or individuals assisting an athlete at competitions are expected to understand the IPF rule book, how meets operate, and conduct themselves with respect following the APU core values.
    3. Each coach should be a CPU member in good standing.

Commentary from Proposing Member:

The warm-up areas get very crowded when a lifter has their 4 friends, parents, and girlfriend all standing around the warm up area making it unsafe and difficult for other athletes to warm-up effectively. This rule will mitigate that issue and allow for a more accessible are for volunteers, meet directors, officials, and other representatives. Coaches need to be more accountable of their mistakes and actions when dealing with their athletes.

**SCHEDULE "B"**

**PROPOSED BYLAWS AMENDMENTS**

**Amendment #1 – Proposed by Shane Martin PASSED**

Provision Proposed to be Amended:

* + 1. Duties of the Vice-President:

The Vice-President shall:

* + - 1. perform all the duties of the President, whenever the President ceases to hold office for any reason or is prevented from discharging his or her duties;
      2. be responsible for an inventory of all APU owned equipment. This information shall be compiled into a list that should be available upon request from any Member; and
      3. be responsible for the marketing, fundraising, and sponsorship of the Society. Such responsibiliti**e**s include seeking appropriate sponsorship for the Society and managing any policies related thereto, purchasing and developing marketing material for the Society, including such things, for example, as promotional banners and clothing and engaging local media to promote Sanctioned Competitions or to advertise.

Proposed Amendments:

* + 1. Duties of the Vice-President:

The Vice-President shall:

* + - 1. perform all the duties of the President, whenever the President ceases to hold office for any reason or is prevented from discharging his or her duties;
      2. be responsible for an inventory of all APU owned equipment. This information shall be compiled into a list that should be available upon request from any Member; and
      3. be responsible for the marketing, fundraising, and sponsorship of the Society. Such responsibiliti**e**s include seeking appropriate sponsorship for the Society and managing any policies related thereto, purchasing and developing marketing material for the Society, including such things, for example, as promotional banners and clothing and engaging local media to promote Sanctioned Competitions or to advertise.
      4. If the Vice-President is required to travel to the CPU National Championships as the representative for the Society he/he shall receive a monetary stipend for travel costs associated with travelling to the CPU National Championships if travel outside Alberta is required, with such amount being determined by the APU Executive each year.

Commentary from Proposing Member:

The vice-presidents now have voting power at the CPU AGM and should be encouraged to make the trip to nationals as to represent Alberta to the fullest. Giving the President travel expenses and not the VP, while they both have equal voting power at the CPU AGM, does not balance out.

**Amendment #2 – Proposed by Avi Silverberg PASSED**

Provision Proposed to be Amended:

5.7 Duties of Chairmen

Proposed Amendments:

Add:

* + 1. Duties of the Results Chairman
       1. create a top lifter ranking of APU members based on Wilks called the “Official APU Ranking”;
       2. keep the Official APU Ranking current following each competition by updating the top Wilks; and
       3. provide the Secretary with the rankings for the most current year to be published on the APU website.

Commentary from Proposing Member:

We should have a provincial ranking system as a way to recognize and appreciate APU members. Rankings also provide a historical record of who were the top lifters for any given year within the APU.

**Amendment #3 – Proposed by Avi Silverberg PASSED**

Provision Proposed to be Amended:

**8.4 Appeals Committee**

II. The APU Executive shall select three (3) Members to form the Appeals Committee from a pool of APU Members who have volunteered for the purpose.

Proposed Amendments:

**8.4 Appeals Committee**

II. The APU Executive shall select three (3) Members to form the Appeals Committee from a pool of APU Members who have volunteered for the purpose. The pool of APU members on the Appeals Committee will serve for one (1) year, ending at the AGM of the following year. To remain on the Committee, members must maintain an active APU membership throughout this period. The APU Executive will ask for Appeal Committee members at the AGM each year.

Commentary from Proposing Member:

We need to ensure the Appeal Committee members are active APU members throughout their term, as well as provide a means for interested members to be part of this Committee on a regular basis.

**Amendment #4 – Proposed by James Bartlett PASSED**

Provision Proposed to be Amended:

**4.1 General**

IV. Notwithstanding the foregoing in this Section 4 the APU Executive may refuse membership to any person, if, in the view of the APU Executive, providing a Society membership to that person would be an act that contradicted the Objectives, *provided that however,* membership to the Society cannot be refused on a basis a of person's race, gender, sexual orientation or age (so long as that person is at least fourteen (14) years old). Decisions made under this section 4.1(IV) shall be referred directly to the Appeals Committee by the APU Executive.

Proposed Amendments:

**4.1 General**

IV. Notwithstanding the foregoing in this Section 4 the APU Executive may refuse membership to any person, if, in the view of the APU Executive, providing a Society membership to that person would be an act that contradicted the Objectives, *provided that however,* membership to the Society cannot be refused on a basis a of person's race, gender, sexual orientation or age (so long as that person is at least fourteen (14) years old). ~~Decisions made under this section 4.1(IV) shall be referred directly to the Appeals Committee by the APU Executive.~~

Commentary from Proposing Member:

This provision does not make sense as currently drafted. A person may appeal the decisions of the APU Executive under section 8.1. A decision of the APU Executive to refuse membership should be first appealed under 8.1, then APU Executive makes a decision on whether the decision should be appealed under section 8.3(II). The way the provision is currently drafted is out of step with the rest of the bylaws. The appeals policy was based on the CPU's policy so it should be uncontroversial.

**Amendment #5 Proposed by James Bartlett PASSED**

Provision Proposed to be Amended:

GOVERNMENT

Proposed Amendments:

Add:

5.12 Additional Governing Documents

I. The Society shall adopt a "**Policies and Procedures Document**" which sets forth various policies of the organization and procedures for conducting its operations. Amendments to the Policies and Procedures Document will be made in the same fashion as amendments to the Bylaws of the Society in accordance with Section 5.3 hereof

II. The Society shall adopt a "**Code of Conduct Document**" which sets forth a standard of ethics and sportsmanship by which all Members of the Society are expected to abide by.

Commentary from Proposing Member:

5.12(I) – This is just memorializing the practice which is currently in place.

5.12(II) – There is currently no such document in place and the executive has identified a need for one. The CPU has one and it proposed that the APU's Code of Conduct Document would be similar. This document will serve as a reference to have conversations related to unsportsmanlike behavior among members. See also Amendment #6.

**Amendment #6 Proposed by James Bartlett PASSED**

Provision Proposed to be Amended:

4.6 Suspension

* + 1. A Member can be suspended from the Society for the following reasons:
       1. failing a Drug Test (as defined herein);
       2. committing a criminal act, or threatening to commit a criminal act against the Society; or
       3. perpetrating a behavior in connection with Society related activities that violates, or is contrary to the principles of the Society as set forth herein and/or the Society's Objectives.

Proposed Amendments:

4.6 Suspension

* + 1. A Member can be suspended from the Society for the following reasons:
       1. failing a Drug Test (as defined herein);
       2. committing a criminal act, or threatening to commit a criminal act against the Society; ~~or~~
       3. perpetrating a behavior in connection with Society related activities that violates, or is contrary to the principles of the Society as set forth herein and/or the Society's Objectives; or
       4. conducting any behaviour or activity which is a clear violation of the provisions of the Code of Conduct Document.

Commentary from Proposing Member:

This is an extension of the subsection immediately preceding and related to the previous proposed amendment. The Code of Conduct Document needs a framework for consequence should it be breached. Such consequence is stemmed from the suspension provisions.

**SCHEDULE "C"**

**PRESIDENT'S REPORT**

June 11, 2016

To: The Members of the APU

As mentioned in the 2015 report, the Alberta Powerlifting union (APU) went through some major transitions related to its legal identity and organizational structure. By the end of this past year, however, the APU drafted and ratified new bylaws that were in accordance with the Alberta Societies act. The bylaw revision process involved members of the CPU board, an APU Bylaw Sub-Committee, and third party legal counsel. At the 2015 Annual General Meeting, the bylaws were read through line-by-line, discussed amongst the membership, revised when needed, and voted on. Our current bylaws in their current form uphold the APU’s culture and practices from generations’ past, as well as position the organization for future growth, opportunity and new leadership when the time comes.

In 2015, we added two new Executives to our board, Mike MacDonald as the Treasurer and Breann Thiessen as the Athlete Representative.

Mike comes to us with a range of experiences and credentials that has added value to our Executive, including: being a Chartered Accountant; working as a Financial Analyst for Husky Energy and previously working as a Senior Accountant for Grant Thornton; and, acting as the Treasurer for Euro Condominium Corporation and St. Leonard’s Parish Gym Committee. Since Mike took the Executive position, he has worked hard to professionalize our finances, including drafting financial statements, maintaining a detailed and ongoing bookkeeping log, and ensuring all expenses and monies owed are paid on-time.

Breann stepped onto the board in a newly created role called “Athlete Representative”. The Executive has yet to create a formal job description for this role; however, Breann has taken on many projects this year already, including: writing newsletters, which showcases and celebrating athlete success; working with a club in Grand Prairie to increase awareness of powerlifting in that region; and creating a registry of our “special members”. With Breann on the Executive we also add our first female voice to our board discussions since Raelene Marion in 2011.

Additional changes to our Executive include Mike Armstrong stepping down as Referee Chairman, passing off responsibility to our Vice-President, Shane Martin. Shane is extremely passionate in upholding officiating standards. Shane has provided a number of resources to our referees to ensure best practices and new rule changes are followed, in addition to communicating his expectations for referees in Alberta. Shane is also working closely with Meet Directors to guarantee there are always an adequate number of referees in attendance for our events, including organizing a formal referee schedule and providing stipends when necessary. At the 2016 CPU National Championships, Shane achieved his National level referee certification, which is a major contribution to our refereeing pool within Alberta.

At the 2016 National AGM, the APU proposed by-law and policy amendments in key areas, including: creating a “Central Canadian Powerlifting Championship”, ensuring doping violations are recorded in the CPU database, updating the structure for international team selection, ensuring CPU contracts are transparent and adhere to conflict of interest policies, and holding CPU committees accountable for work completed.

In thinking about the current state of the APU, there have been some shining moments that should be recognized:

**Membership Numbers**

We ended 2015 with 331 members, up from 262 in 2014 and 237 in 2013.

**Marketing Strategy**

Midway through 2015 we started monthly newsletters that showcase athletes within our organization. These newsletters get shared amongst our community broadly and create more awareness of our sport, and the various members who are involved. Our Facebook page has 1000 followers, due in large part, from the additional content of these newsletters, and the combined effort of the Executive broadly.

**Doping Control**

We have worked with meet directors at local competition to contribute to our doping control budget, charging an additional fee per lifter to secure CCES at our events. In 2015, the APU funded 11 tests, in comparison with nine tests in 2014, and three tests in 2013. The APU saw no positive tests in 2015. We have some important policy amendments put forward this year to ensure Alberta can continue to fund drug tests in the future.

**Student Scholarship**

In 2015, with the help of an anonymous donor, we were able to provide two $500 awards. The scholarships were based on an athlete’s involvement within the sport, including: volunteerism, athletic accomplishments, and commitment to growing the sport in Alberta. The recipients this year were: Larry Ko and Dani Savoie.

**Meet Directors and Competitions**

We have a number of qualified meet directors in Alberta now that are capable of hosting large, multi-day events. In 2015, we held eight competitions in three cities: Calgary, Edmonton, and Cold Lake. One major feedback we received from Meet Directors was sometimes not having enough equipment for warm-up room configurations. By the end of 2015, the APU was starting to acquire competition-grade equipment, including an ER rack for the purposes of allowing meet directors to access this equipment. Moving forward, we hope to acquire more bars, plates, and racks, available to meet directors for a low rental fee, similar to a model that was implemented in Ontario for Meet Directors. This initiative will serve to reduce stress on meet directors, provide consistency with quality of equipment across all meets, and act as a revenue stream for the APU. Importantly, as it relates to competitions, Mike Armstrong was awarded the successful bid for the 2018 Classic World Championship, and myself, awarded the successful bid for the 2018 CPU National Championships. Both events will be held in Calgary and supported by Tourism Calgary and the APU.

**Coaching Program**

We set-up the structure and finances for a “Provincial Team Coach” to assist APU members competing at the National Championships. In 2015, we had Brody Laybolt act in this position. The feedback from this initiative was positive, and we hope to continue sending coaches to Nationals in the future; however, the APU didn’t receive any nominations for the 2016 coaching position. In order to continue to develop coaches in Alberta, the APU (led by Shane Martin) hosted a Coaching Summit in Edmonton at the end of January 2016 where we had approximately ten guest speakers from a variety of different fields. We anticipate this event will be annual in nature, and serve to enhance coaching effectiveness and best practices among our Alberta coaches.

**National Team Athletes**

There are 12 athletes representing Alberta at the 2016 IPF Classic World Championships: Rhonda Wong, Teresa Parsons, Kim Laplante, Deb Ellard, Jose Potter, Allison Bernard-Mahadeo, Sylvia Gaucher, Bryce Krawczyk, Cameron St. Amand, Jason Luo, Clifton Pho, and Lewis Noppers. I will be traveling as Head Coach of the Sub-Junior/Junior Team and Assistant Coach for the Open team this year. Furthermore, the IPF Classic World Bench Press Championships was already held, and APU member Dana Sandler placed silver in her category.

I want to thank Brody Laybolt for organizing the 2016 APU Provincial Powerlifting and Bench Press Championships. Without Brody’s club and involvement the APU would not have as many new members entering the sport and competing nationally and internationally. I hope everyone takes the opportunity to thank Brody for his efforts in hosting these Championships and commitment to growing the APU more generally.

With respect,

Avi Silverberg

Alberta Powerlifting Union

President

**SCHEDULE "D"**

**TREASURER'S REPORT**

**TREASURER'S REPORT FOR THE 2015 FINANCIAL YEAR**

**June 12th, 2016**

**TO: APU Members**

**Background**

The year of 2015 experienced some major changes again with respect to the treasury functions. I, Mike MacDonald, have been appointed to the Treasurer position of the APU by the executive committee during the Annual General Meeting of 2015. My predecessor, James Bartlett, currently acting as the Secretary of the APU passed up on his duties after getting the finances of the APU to a much better place than they were prior to 2014 when the APU was served under another executive committee. After James registered the APU as a Society of Alberta, opened a new bank account and signed a deal with a third party to outsource our membership registration and payment process, the APU realized significant improvement of managing cash flows and accountability. Having a financial background and being a Chartered Accountant my duties after accepting the role of Treasurer involved developing and implementing controls around spending, improving accountability, managing cash flow and expenditures, and most importantly maintaining compliance with reporting under Accounting Standards for Not-For-Profit Organizations.

**Significant Changes and this Report**

Un-audited simplified financial statements for the year end December 31, 2015 were prepared and should be read in conjunction with this report. These financial statements are prepared in accordance with Accounting Standards for Not-For-Profit Organizations. These financial statements are merely a compilation and there is no report issued along with these expressing any level of assurance. This is due to the significant cost of an audit or review by an external accounting firm. However, given my credentials I can reasonably state that these financials are prepared with professional skepticism and demeanor.

An additional financial transparency measure which has been added to the bylaws, provides that:

"Any Member, through written request to the Treasurer, shall be entitled to see the books, accounts and records of the Society during normal business hours at the place of residence or business of the Treasurer."

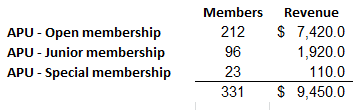
This provision of the bylaws was added during 2014 at the APU’s own will, it does not have a precedent, and goes well beyond what has ever been done in Canadian powerlifting with respect to transparency. The books are open for all members to view, should they wish.

**Operations - Revenues**

The APU makes money by five means: (i) selling memberships; (ii) meet fees; (iii) club fees; (iv) donations; and (v) other.

*Memberships*

Under the old membership registration system, the APU would have to buy a membership card from the CPU for $35, and then would sell that card to an APU member for $60. Each membership card sold to an APU member would net the APU $25. In 2015, the APU signed an outsourcing deal with ES Sports Desk to improve the registration process with easy online functionality. The new system is managed by a credible company and every month we are issued a report of members who have registered for the year and are deposited the net profit we keep from the membership fee ($35 open, $20 Junior and $5 Special Olympic). The fees we pay on these amounts are credit card fees, convenience fees and sales tax on fees. The other portion of the membership fee is directly deposited to the CPU on a monthly basis. This new process increases the accountability of our membership revenues and reduces the risk of human error. In 2015 the APU sold 331 memberships, generating $9,450 in revenue (2014 – 262 members’ $6,550 in revenue). Refer to the table below for a breakdown of our 2015 membership statistics.



*Meet Fees*

The APU charges a $100 sanction fee for each meet hosted in the province which is sanctioned by the APU. This fee is paid by the meet directors. Additionally, the meet director must pay $5 per lifter at each meet. The APU sanctioned 8 meets last year with for a total of $800 in profit for sanction fees. The lifter fees netted approximately $1,635. Other meet fee revenues include drug testing fees collect of $8,405.

*Club Fees*

In 2015, each club had to pay $100 to be a registered club with the APU. There were six registered clubs in 2015 for total club fee revenue of $600. This compares to eight clubs registered in 2014 at a cost of $20/club for total club fee revenue of $160.

*Donations*

In 2015, the APU had received two donations. The first being a $750 donation from our President, Avi Silverberg and the second was a $500 scholarship donation from a member who wishes to remain anonymous.

*Other*

In the category of other are anomalous revenues. In 2015, the APU sold social media advertising and hosted several seminars throughout the year.

**Operations – Expenses**

The APU incurs various expenses in the course of its day-to-day operations. The APU Executive has large discretion as to where it directs the funds of the APU. In 2015, the APU focused on allocating funds in order to better the APU and its members by investing in advertising, increasing the amount of APU sponsored drug testing, supplementing team coaches in order to attend National events and purchasing new equipment. There were 11 APU sponsored Drug tests completed in 2015 of which the APU incurred a net cost of $679 after accounting for drug testing fees collected from meet directors. Prior to 2012, the APU conducted no drug tests in Alberta using its own funding. This is an initiative that the current executive has started and will continue to mandate. Significant equipment expenditures included an ER Rack from ER Canada as a cost of $2,000 to help build our APU equipment inventory. Additionally, two $500 APU scholarships were awarded to current members who are attending university, one of which was donated by an anonymous member.

Additional expenses that the APU incurs include a stipend for the president to attend the national championships and other administrative costs.

The APU started the 2015 year with a bank balance of $11,881 and finished the year with $18,563.

**Expenses Going-forward**

For the 2016 year, the APU is focused on maintaining a fair and drug free environment for its members by continuing to invest in APU sponsored drug testing. Second, the APU is working on implementing an equipment rental program that will allow meet directors in Alberta to pay a small fee to gain access to most of the necessary high quality equipment for hosting competitions. The details for this project are being worked on, and we are continuing to invest money into our equipment inventory. In early 2016, we purchased a second ER Rack that is currently being stored in Edmonton. It should be noted that when making these significant purchases the APU is negotiating the best deals possible and realizing significant savings in the process.

The current balance of the APU account is: $23,904.08.

**SCHEDULE "E"**

**OFFICIAL CHAIRMAN REPORT**

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**June 11th, 2016**

**TO: APU Members**

The Alberta Powerlifting Union relies on many hardworking referees to help run its contest.  Referees are an integral part in the success of powerlifting competitions across Alberta.  Alberta now has 17 Provincial referees and 5 National, or higher, referees. This year, our referees were quite busy with the APUs 6 events. The standard of refereeing is consistent, fair, and that of the World level. I take pride in knowing that each referee is competent and judges with tact and an unbiased eye. We have seen a large increase with 5 new provincial referees passing their examinations, because we had six referees leave us for various circumstances. Our veteran referees will not have to work as hard and our new eager referees can add a new generation of powerlifting officials within the APU.

Looking ahead this year, there will be a temporary freeze on testing new Provincial Referees because I would like to see the new 5 referees have ample time and opportunity to refine their officiating. This will prevent potential dilution and inexperience within our officiating ranks. Currently, we are not experiencing any difficulty in securing referees for any contest.

In terms of CPU related referee changes, there has been a change in the CPU Constitution towards becoming a national referee. It is as follows:

15.6 (g) “New national referees may be certified at the annual national championships, or at the annual regional championships provided that all of the above conditions are met.”

Highlights of the previous year are as follows:

Administered 5 successful new Provincial Referees.

Updated the website providing a comprehensive outline of how to become an APU Provincial Referee.

I would like to acknowledge Kevin Brieter, who refereed the most competitions in 2015 with 6 competitions.

|  |  |  |
| --- | --- | --- |
| **New Provincial Referees** | **New National Referees** | **Expired Referees (2014-2016)** |
| Angelina Van Rywsk | Shane Martin | Brody Laybolt |
| Bryce Krawczyk |  | Adam Price |
| Mike MacDonald |  | Barry Antoniow (moved) |
| Tyler Poscik |  | Joe Stockinger (National Rank) |
| Jason Lou |  | Anthony Burden |
|  |  | Bryce Steier (moved) |
|  |  | Lindsay Sunderland |
|  |  | Elaine Huba |
|  |  |  |

**SCHEDULE "F"**

**ATHLETE REPRESENTATIVE REPORT**



**Athlete Representative Report: 2015-2016**

**June 11, 2015**

**To: Alberta Powerlifting Union Members**

**Review**

This past season, June 2015- June 2016, was the first year that the Alberta Powerlifting Union (APU) established the executive position of “Athlete Representative”. Therefore, this year was mainly focused on determining the Athlete Representatives’ role within the executive board and within the overall athlete body. For this first year, the Athlete Representative had two main roles. First, the Athlete Representative was responsible for providing the APU with articles featuring individual athletes and teams that accomplished outstanding results. Secondly, the Athlete Representative was given the role of managing those athletes that fell into the category of “special members”. These two responsibilities allowed the Athlete Representative to connect with old and new athletes within the community and develop an online presence. This year there was featured articles written about Christine Castro, Alfred Wong, Bryce Krawcyzk, Avi Silverberg, Deston Yee, and Jason Luo.

**Current Issues/Considerations**

Role ambiguity is the main issue that effects the role of the Athlete Representative. Since the executive position of the Athlete Representative is new and in the early stages of development, there are no specific task-based duties included within the bylaw statements. As this executive role develops, additional responsibilities will arise and make this executive role more of a prominent presence within the APU.

**Future Plans**

Within in the next couple years, my goal is to develop the position of the Athlete Representative so that the person fulfilling this obligation has to opportunity to interact more directly and frequently with the athletes belonging to the APU. In order to accomplish this presence I would like to attend multiple powerlifting competitions, workshops, and have a more regular online presence via the APU website and other social media outlets.