

Commodore CIYC <commodoreciyc@gmail.com>

Thu, Jun 8, 8:11 AM

to me, ViceCommodore, Treasurer, DockOfficer, Pastcommodore, DredgingOfficer, LearnToSailOfficer, Paul

Consider this email my resignation as Commodore. It pains and saddens me to do this.

I have taken this position very seriously. I have dedicated hundreds of hours to growing this Club, streamlining its operations and creating a positive culture. To that end and the vision I had for the Club, I have enjoyed it. I am far from perfect. I tend to see the big picture rather than focus on details. I've made mistakes for sure and I am happy to admit them. I cannot do better than my best.

My biggest challenge is dealing with Board members who cannot seem to follow the Code of Conduct.

Last week on two separate occasions, I was verbally assaulted and chastised by a Board member. I was relentlessly told too many times to count that "I should have known better", regarding a Club matter that has yet to be resolved. When I asked this member for help they refused.

On other occasions, I've received phone calls from Board members questioning why I'm doing things the way I'm doing them and then telling me what to do in a very forceful way.

Some Board members cannot seem to self-regulate and feel that they are the 'Judge and Jury'.

Our first Board meeting of the year, my first day as Commodore, we all witnessed a Board member tear a strip off a brand new Board member. That member was never even given the chance to fail. No one said a word. It was my job to stop it, but I didn't. Mostly because I was in shock. There are too many incidents to mention in this year alone.

When another Board member quit this year there was a comment something to the effect of not having a 'thick enough skin'.

All conversations regarding Board/Club issues should happen at the meetings, rather than Board members taking it upon themselves to correct others under the guise of being "helpful".

I have been weighing my options for the past week, day and night. It has consumed me and stolen my sleep. I feel a huge responsibility to the members of this Club but my personal and professional life has suffered due to these kinds of issues taking up my peace of mind.

My main goal for this Club was to create a positive and supportive Culture.

I can see that will never happen unless those Board members take a serious look at their own behaviour. We worked hard at creating a Strat Plan, but it seems we are only paying lip service to it.

No one deserves to be treated in such a disrespectful manner for any reason.

I have a lot of respect for each and every one of you and I have enjoyed working with you. I just can no longer support the way this Board conducts itself.

The Code of Conduct states:

Psychological Maltreatment 5.2.1 Psychological Maltreatment includes, without limitation, verbal conduct, non-assaultive physical conduct, **conduct that denies attention or support**, and/or a person in authority's pattern of deliberate non-contact behaviours that have the potential to cause harm. a) Verbal Conduct: without limitation, **verbally assaulting or attacking someone**, including in online forms; **unwarranted personal criticisms**; implied or expressed body shaming; derogatory comments related to one's identity (e.g. race, gender identity or expression, ethnicity, Indigeneity, disability); comments that are **demeaning, humiliating, belittling, intimidating, insulting** or threatening; the use of rumours or false statements about someone to diminish that person's reputation; using confidential sport and non-sport information inappropriately.

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Sandy Wright, Commodore  
Cedar Island Yacht Club