

**CATONSVILLE RECREATION & PARKS COUNCIL
MEETING MINUTES Date: October 23, 2018**

ATTENDANCE: Natalie Powell, Kelly Benefiel, Meaggan Aiosa, Joe Koehler, Joe Herrick, Peggy Lea Gosnell, Bruce Simperts, Kelly Libertini, Jennifer Theimer, James Theimer, Angie Barklow, Chris Schipske, Jessica Tracy, Amanda McIntyre, Crystal Sarchiapone, Jason Thomas, Don Mitchell, Chuck Kreis, Clarence Campbell, Donald Gorsuch, Bill Helmbold, Michelle White, Lee Ann Collins, Kara Burman, Jeff Pumphrey

Meeting began at 7:00 pm

Next meeting will be November 27, 2018 at 7:00 pm.

CONTACT INFORMATION

Budget requests: cvillebudgets@gmail.com

Check requests: cvillecheckrequest@gmail.com

Website: <https://www.catonsvillerecandparks.com/>

Website information: harris.katie14@gmail.com

Catonsville Recreation & Parks Website: www.catonsvillerecandparks.com

Jeff Pumphrey: 410.887.0999 (office) Office Hours 10:00-3:00 M-F

email: jpumphrey@baltimorecountymd.gov

Lee Ann Collins: lcollins@baltimorecountymd.gov

Kenny (M/W): 410.428.7990

Herb (T/Th): 410.300.3257

Volunteer Application Code: BCGRec18

PRESIDENT'S REPORT

GroupNet has been paid in full. Natalie has requested 2 years of the backup data.

Looking into a Constant Contact account, which would provide the opportunity to contact all participants and volunteers. Natalie is unsure if Constant Contact has the capability to only email certain groups, but Natalie is looking into this.

Revision of by-laws: looking to form a committee of 5 people who with the CRPC board would redline and update the bylaws (last revision was 1997). Natalie provided hard copies for people to look at, but will email if requested. The current by laws are also located under forms on the website.

Q: What is the timeframe to receive the data from GroupNet?

A: Unknown at this time and unsure of the format. Hoping that the data will be able to be filtered by program, but unsure how the data will actually be populated. Natalie is looking for a backup that she created as well.

VICE PRESIDENT'S REPORT

Budgets: send the FUA (Facility Use Application) directly to Jeff Pumphrey. Budgets should go to the budget email.

<https://www.catonsvillerecandparks.com/forms.html>

cvillebudgets@gmail.com

SECRETARY REPORT

Minutes from September and August were approved.

TREASURER'S REPORT

Leadership Fees were received and will be applied in October.

The Treasurer's Report was emailed October 22, 2018.

WEBSITE

N/A

COMMUNITY SUPERVISOR'S REPORT

Reminder about background checks:

All volunteers are required to complete their background check. If you have any difficulty, please contact Jeff.

If approved, you do not receive confirmation, but names will be published on list within 1-2 weeks.

It is a rolling process, so the checks should be completed annually.

Jeff asked if a sortable list could be provided, but it is unlikely because the current contract is set. If the contract changes, this could change.

Maintenance:

- CMS lock was fixed but it needs a new pad lock
- CHS track striping completed and there are no restrictions on usage

Any program with paid instructors or paid county staff, the payroll is changing to bi-weekly so will be paid 26x a year from monthly which was 12 pay periods. So if there are any deductions from each pay (\$50 per pay from each paycheck – that would now be \$1300 versus \$600). Please contact Jeff so he can provide a new tax form.

Westowne Activity Room: Still looking for a program that could utilize this space. Ideally, it would be an afterschool program, but evening is also available.

Schedule Reminder:

Please provide Jeff with copies of schedules and schedule changes as they occur as soon as possible. Staff is showing up when there is no program and vice versa. Your program will be charged if you do not show. All contact should come from the program chair.

Angel will be out for several weeks, so please do not send any email to just Angel. Please use the email Catonsville-rp@baltimorecountymd.gov which is sent to Jeff, Angel and Lee Ann. Also, please call ahead if you need to stop by the office because the office hours could be impacted if staff is working late.

ITEMS FOR THE GOOD OF THE COUNCIL

Angie Barklow asked if there was a special meeting regarding her removal as a coach between the CRPC Board and Chaos Program Chair.

A: Natalie shared there was a meeting.

Q: Were there minutes taken as per the bylaws?

A: No there were no minutes taken.

Angie shared that she was concerned what rule, policy or procedure was broken by her. Neither CRPC or Chaos has shared.

Q: Natalie shared it was a conduct

Natalie shared that after the last council meeting, she received anonymous mail that included a packet of papers with a letter from a parent of a child who was interested in trying out for the 16U travel softball program. The letter stated that the parent had been advised by a friend to do research on the coach. The parent looked Ms. Barklow on social media and spoke with former individuals on the team. From social media, the parent pulled a number of posts:

1. A share of the CHAOS program information (possibly to prove that the page was being used to share information of the CHAOS program)
2. Additional posts were snapshot that contained sexually suggestive content
3. There was also a photograph allegedly taken at a team party with inappropriate behavior

A decision was made based on conduct in regard to the association to the organization and the Ms. Barklow so a decision was made to let go of her as a coach. Ms. Barklow is here to appeal that decision.

Kelly Benefiel shared that the program chair was responsible for the decision. On page 11 leading into 12, there is a clause on grievances. Kelly stated that the Council did not make the decision based on our bylaws, but is supporting the decision of the Catonsville Chaos program.

Angie Barklow shared her rebuttal of the materials found within the letter and she stated that the posts are not public.

Natalie stated that at the time the letter was shared, she was able to see the aforementioned posts.

James Theimer disagreed and stated the pictures are not public. The final picture that was allegedly at a team party was his Halloween party which was adult only. Asked why information was being taken from anonymous source.

Kelly stated it was not a matter of disagreeing whether or not the information was accessible. The Council met and at that time, the information was available on Facebook with the exception of the photograph.

James Theimer tagged Angie Barklow in some posts and asked how she could be responsible for things that she did not post herself. He shared that as a volunteer, she did not agree or sign a code of conduct.

Kelly restated that the Council did not make the decision to not let Angie return, the program chair made that decision and Angie requested us to review the decision and we are upholding the request. This is the program's decision which we upheld. Any appeal should really be to the program.

Amanda McIntyre shared the following: nowhere in the CRPC bylaws is there a rule that Ms. Barklow broke. If the concern came about, do you feel it was appropriately handled? After the meeting with Chaos and CRPC, a decision was made without including Angie Barklow. The decision was made on assumptions and claims by an anonymous source without knowing the background information on the coach. She shared that she does not feel it was a fair investigation. No laws were broken. Even if the players could possibly see the posts, they could see the same things in rated R movies or YouTube videos. Feels that the team and coach has been embarrassed and Ms. Barklow has been ridiculed. The entire team has now left the organization because of this situation to play for Ms. Barklow. She is a respected coach in the softball community. Feels that the assistant coach should have been allowed to be the coach and that the girls are upset with having to leave the organization. Chaos emailed parents and other coaches in organization, sharing the information. Parents feel like they were blindsided. This complaint is a small sliver of what Ms. Barklow has done. She cares about the community and the girls. She has taught the girls how to mentor other kids.

Parents shared that they did not have the opportunity to interview the new coach that was selected by Chaos to replace Ms. Barklow.

Who is being protected by this?

Natalie shared that the goal is to protect the integrity of Catonsville recreation program.

Parents shared that they would like to share documentation that Coach Barklow is an outstanding individual, has good sportsmanship, and the girls are honored to play on her team.

Amanda McIntyre asked if this was a collective vote?

A: Yes

Amanda McIntyre further shared that the overall concerns are about the investigation, lack of minutes, the team was not involved in any decision, and their belief that this was an arbitrary decision. Her opinion is that other coaches at Chaos have it out for Ms. Barklow because she has a killer team and there is jealousy in the organization. She feels that it is a "mans" world and it is not

transparent with in Chaos. The Chaos board has not had conversation with the team or parents, rather they told the parents to come to a team meeting to introduce the new coach. She feels that the team is being told rather than asked and it seems like backhanded towards the team and coach. She further shared that she feels like Chaos and the Council Board are in “cahoots.” She feels that Ms. Barklow did not get a fair chance.

Angie Barklow shared her timeline of events:

Tuesday 9/25/18: Check request for reimbursement for funds put out of pocket for team \$1745

Thursday 9/27/18: Email received that she was being removed from coaching and the check request would be processed under normal guidelines.

Friday 9/28/18: sent email to Natalie for appeal as this decision appeared to be arbitrary and not warranted and exactly what rule, policy, procedure was broken/not followed.

Sunday 9/30/18: Kerry, Katie and Larry met with some parents, where those parents pointed out several short falls on the Chaos and Rec Council part. One of which was why her daughter wasn't included in the team being kept intact mobbing forward? As of today she has still not been included. Angie Ms. Barklow stated that picking and choosing which girls are included/accepted into Baltimore County based programs was discrimination.

Tuesday 10/2/18: received email from Natalie with a reply that it was initiated by the Catonsville Rec and Park council and carried out by the Chaos program and the council would not entertain an appeal. Ms. Barklow stated that the council should understand the bylaws before they speak.

Natalie then forwarded the removal letter along with the “anonymous concern parent” complaint to Lee Ann Collins who then forwarded to Kara Burman (regional) who then forwarded to Arbutus. Ms. Barklow further shared that at this point she still has not received any explanation to what rule, policy, or procedure was broken and that what she does on her private social media accounts is no ones' business nor can any Baltimore County Rec and Park program control or police a volunteer's social media page as that is a violation of ones Constitutional Rights under the First Amendment Freedom of Speech.

Account statement balance was sent to coaches and the check request was not shown on the account so Mr. Barklow emailed Katie to ask why.

10/3/18: Katie emailed that the request had not been submitted yet and they were working on balancing out the account first and equipment needed to be returned.

10/5/18: Emailed received from Natalie saying the action made by the council was to uphold the decision made by the Chaos program and that an appeal could be made at the next meeting on 10/23.

10/8/18: Received an email back from Katie saying that she had a check for \$1445 and \$300 was being kept for the \$25 per player fee and Rec and Park fees and a check would be processed once items were returned.

10/10/18: Jason Thomas (12U) coach returned all items.
An email from Katie that after talking to the Council, they will be issuing a check for expenses incurred while associated with Chaos.

Natalie stated that the check is now available and is on the table.

Jennifer Theimer shared that she feels this is underhanded. She wrote a check on Wednesday and then the decision was shared with parents on Thursday.

Angie Barklow shared that she heard about this email from a coach outside of Chaos.

Jennifer Theimer shared that there was talk behind Ms. Barklow's back before parents told.

Angie Barklow believes there are similarities that there is certain similar verbiage between the anonymous parent complaint and an email that was sent to parents.

Natalie shared the policy located on Baltimore County website: "It is required that all Baltimore County league officials, coordinators, coaches, assistant coaches, members, volunteers and parents (including family members and spectators) maintain high standards of personal conduct and integrity when participating in all events and activities at permitted recreation and school facilities in Baltimore County, and to adhere to the Facility Rules of Behavior."

By using her page to broadcast the Chaos program and associating herself with Chaos.

Amanda McIntyre asked if the council feels this was handled appropriately.

Natalie shared that her opinion is that she would not want that information openly available to her daughter.

Kara Burman recommended to continue to follow the by laws: a decision was made at the program level, that decision was supported by the Catonsville Rec and Park Board, the next level of the appeal process is here. This will not be

voted on tonight. It will be voted on next meeting. She understands that there are questions that people would like answered, but the Board has made its decision.

At this point, there will be opportunities to appeal to the general membership and then it will be closed and voted on at the next meeting.

Crystal Sarchiapone: The main issue is the way in which the situation was handled. She understands that there are concerns, but would have wanted a discussion with parents. Decisions were made without consulting parents. The assistant coach was not asked to step up and Coach Angie's daughter was not included. She feels that a collective decision by the parents to move forward should have been considered. Her daughter travels from Reisterstown to play for Coach Angie.

Kelly wanted to clarify and comment on the statement that was made that we defamed her character and ridiculed and embarrassed her. We, as a council, did not disclose anything to anyone about the pictures, Facebook, the content, the innuendo, the basis for the decision until today. We did not forward the pictures or the allegations.

There was a comment from the floor clarifying that it was the Chaos board not the Catonsville Rec and Park.

Kelly agreed with Kara's suggestion for a time limit of three minutes.

Joe Herrick: It should involve the council and Baltimore County. This sounds like there should be a special meeting.

Kara stated that volunteers serve at will. If it is voted on at the next meeting and Ms. Barklow is not satisfied with the decision, then she can appeal at the Board of Recreation and Parks. It is not a county issue at this time.

A: Is it within the bylaws to make a decision in a meeting without meetings?

Q: We should have minutes.

Joe Herrick asked Kara about youth programs having precedent over adult programs. Can this be revisited? A youth program can bump a scheduled adult program.

A: Kara stated that a permit is in place for programs and when they are allocated space. A youth program cannot bump an adult program if that program is allocated during that time.

Chris Schipske: Concern that someone can make an anonymous complaint and private meetings can be held without consulting coach or parents. Feels orchestrated. Not sure of the logistics of Facebook. Further concern that some individuals do not have background checks. Has personally asked for by-laws from Chaos and was told that they are not available to him but if he wants them, they can be verbally read to him. He would like a due process to reinstate Angie as a coach with an unbiased decision. He would also like to have the people who need background checks be investigated.

Angie Barklow asked Natalie if she saw on Facebook. Natalie shared that she could locate the posts that were shared in the letter.

Natalie asked the floor what they would like to be accomplished. What outcome would you want and what should be voted on during the next meeting.

Chuck Kries: stated that he formally worked with Angie at the recreation level and she was popular with parents and players. He has questions about the anonymous complaint letter. This was a parent who was considering having their child try out for Angie's team and that the letter was sent to Natalie at Catonsville Rec and Park board rather than the Chaos program? He feels that the letter came from within Chaos organization.

Dominic: Primarily coaches with rec program. Last year was the first year, he coached with Chaos program. Kerry Burns took over and there has since been inconsistent application of rules. Asking Catonsville Rec and Park Board to look at the by-laws. The Chaos board said they have permanent positions. Rules are changing and now he is considering changing to rec side of softball, based on Kerry saying the team has to play a certain level of ball. His hope is the Catonsville Rec and Park Board can help look at who is leading the program, is there accountability? Kerry has not passed the background check and he is coaching and on field.

Jason Thomas: Also told that not all the board members have completed the background check.

Natalie said the by-laws should be available at any given time

Kelly stated that the Catonsville Rec and Park Board does not know what is going on unless it is shared. The board is listening to everyone in hopes to resolve the issue.

Jessica Tracy: Stated her concern that the Chaos board member who also serves on the Catonsville Rec and Park board makes the decision based on fact and not opinion.

Angie Barklow: There is no structure in Chaos and previously wanted to leave with three other teams. Feels it is coincidental that during tryouts, other coaches came to Angie to see her players. Stated that she feels this has been orchestrated.

Natalie stated that we will look at the coaches and board members to check on the status of their background checks.

Natalie will also get access to to the bylaws.

Q: Is there a democratic process within bylaws?

A: Organizations are different and have different needs so some are more structured than others. This is something to think about as we revise the Council by-laws.

The request from the floor seems to be to reinstate Angie Barklow as a coach. This will be brought up to the general membership. Those individuals who are

eligible to vote will vote at the next meeting to be held on November 27, 2018 at 7:00 pm.

Minutes will be published two weeks prior to the next meeting to allow

Q: General Membership refers to people who appeared at a certain number of meetings?

A: 3 of 6 regular consecutive council meetings

Q: So if you are only here tonight, you cannot vote?

A: Correct

Q: Is the check for Angie for the total amount requested?

A: Yes

Q: We are asking for her to be reinstated, is it only for Catonsville Chaos? Will it affect other jurisdiction?

A: Yes it is only for Chaos and will not impact other areas.

Peggy volunteered to serve on the by-law committee. Donald is considering as well.

Kara and Jeff shared that LTRC has recently revised their by-laws and will share those to use as a guideline.

Angie Barklow: if it doesn't affect the other areas in the county, why was the email shared.

Kara shared that she contacted Arbutus, but did not share the details and was respectful of confidentiality.

Motion to adjourn at 8:22 PM

The next meeting will be held on August 28, 2018 at 7 p.m.

Respectfully submitted,

Meaggan Aiosa