**Misleading Information sent out by Phil Thalman & PG Dance Connection:**

Original message sent:
From: PG Dance Connection <dance@xplornet.ca>
Date: 10-15-2016 6:59 PM (GMT-07:00)
Subject: Dissolution of the old club

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| **Critically Important:** Dance North Ballroom and Social Dance CLUB has disbanded. Attendees, please take heed.  |

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| [View this email in your browser](http://us13.campaign-archive1.com/?u=26771a9afa4349f6b099c4f4f&id=e7a7a64f19&e=68d0a9d6f5)  |

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| This email has three sections with serious ramifications:1. The August 2016 Takeover of the Dance Club
2. The Proposal for Dissolution of the Dance North Club
3. Background: The June 2016 Suspension of Peter Weedon

Followed by Closing Remarks and Who We Are. |

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| **Section One: The August 2016 Takeover of the Dance Club**Our nonprofit Club was membership-based. The Executive Board (the Board) elected in March 2015, was focused on serving the members and had a desire to continuously build the Club into a strong dance community in Prince George. As such, the Board wanted to make sure the Club was meeting the needs of our dance community. To that end, the Board created satisfaction surveys to get feedback from Club attendees. The surveys were sent out in July 2015 and July 2016. Both years, the survey results indicated the need to make some changes to keep the Club vital, relevant and a Dance North Ballroom and Social Dance Club (the Club) faced an unfortunate situation this summer. The Club is currently in limbo and its name can no longer be used. This email explains why. favourite recreational option for Prince George. (The 2016 survey results are available in a PowerPoint presentation if you would like a copy.)At our General Meeting on August 7, 2016, a few people, including Peter Weedon, were present who strongly objected to this year's survey results and to the suggestion that any changes be made to the Club. Furthermore, the objectors wanted the changes that were made in September 2015 as a result of the 2015 survey, to be reversed. (Those changes were 1. to instruct beginners and beyond beginners in separate groups, instead of one group. 2. the addition of west coast swing. 3. three weeks of lessons before changing dance styles.)  Much discussion ensued and after three hours, the meeting was adjourned without a resolution to the problem.Later that evening, an email was sent to each board member from Peter Weedon stating that he had registered a company with the Province of British Columbia.  No details were provided other than that his incorporated company had a very similar name to that of the Club. The following details, including the fact that he incorporated his company three weeks before our Annual General Meeting in April 2016, were recently uncovered by a member of the Club:Name of Company:  DANCENORTH.CA BALLROOM & SOCIAL DANCE COMPANY CORP.Date of Incorporation: March 18, 2016Incorporation Number: BC1068962Director: Peter Weedon([Please see attachment from BC Registry Services](http://facebook.us13.list-manage2.com/track/click?u=26771a9afa4349f6b099c4f4f&id=0d2a1abc43&e=68d0a9d6f5))This email from Peter included a Statement Of Disengagement which announced that effective immediately “all people associated with the Dance North executive are relieved of any and all responsibility with regard to the business of “Dance North”. He further threatened “swift legal action against all five elected members of the current executive” should a board member fail to comply. (from Statement of Disengagement, Aug 7, 2016, Peter Weedon)The next day, August 8, 2016, Peter Weedon began sending weekly notices from “Dance North” without mentioning that it was his company and no longer the members' club. In short, where there once was a nonprofit member-driven Club, there is now a for-profit company owned by Peter Weedon.There are many more details and facts in this case which we will certainly share with you upon request.  Please feel free to respond to this email with an inquiry.  |

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|  **Section Two: The Proposal for Dissolution** Peter Weedon has usurped the name of the Club and the Club's website. His company has assumed the space of the Club. However, the Club remains-  separate and strangely nameless.Due to the Club not having liability insurance to cover members or directors, and due to the time and stress which would be involved, the volunteer members of the Board could not take on the burden of defending the nonprofit, membership-based Club and its name in a court of law against Peter Weedon's company.This situation has rendered the Club unable to continue under the name Dance North. Therefore, as the last acting, elected Executive Board of the club formerly known as Dance North Ballroom and Social Dance Club, we propose the Club be dissolved.  An email has been sent to people who were paid members in good standing as of the last day of the 2015-2016 season, July 1, 2016. The email offers a proposal for the distribution of assets and asks for feedback.  On October 24, 2016, an email update will be sent to these members. Our goal has always been to be transparent.If you would like more information or clarity about the Dissolution of the Club, please feel free to respond to this email with an inquiry.   |

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| **Section Three:  Background- The June 2016 Suspension of Peter Weedon** After great consideration and many meetings, the Board came to the decision to suspend dance instructor and long-time member, Peter Weedon (Peter), from all club activity from June 18, 2016 until October 31, 2016 (approximately two months plus summer break.) In the interest of maintaining privacy for Peter, out of concern for his reputation and out of respect for his years of service in the club, the details of this matter were treated with discretion by the Executive Board (the Board) and were therefore not announced to the Members. However, Peter has since given his consent several times to the Board to share details concerning himself in this and other matters, as indicated in the following statement: * “As you are aware, I prefer everything be out in the open” (from “Notice of disengagement” email, Peter Weedon, Aug 7th, 2016)

 **Rationale for Suspension:** In April 2015, two weeks after the new Board was elected at the AGM, the elected members began to see a change in Peter's behaviour. Over the next 14 months, the Board members witnessed an escalating behaviour pattern in Peter. This pattern of unprofessional behaviours included: * Harassment, slurs, threats, derogatory comments and false accusations made towards all board members in the form of numerous inappropriate emails and verbal communications over a 14 month period. Examples:
	+ “I have no problem confronting anybody, standing nose to nose with them and telling them to go to hell in a hand-basket and shove their petty bullshit you know where at the same time!”
	+ “..you seem happy to include (a board member) that is complete and utter dead wood, offering nothing of value to the club what-so-ever”. (This same board member was repeatedly left off email distribution by Peter.)
	+ “You could see it in (the Board member's) eyes, she was spoiling for a fight – she decided to play God insisting on admonishing (me). She is a loose cannon Phil and someone needs to reign her in before the whole of DN spirals into an abyss of chaos – call off the dogs”
* Undermining the Board's functions and initiatives. Example:
	+ For several months, as Wednesday Night Chair Person, Peter resisted the Board's decision (based on survey results) to split the class into two groups: Beginners and Beyond Beginners.
	+ The Board's functions became impeded by needing to deal with successive issues arising from Peter.
	+ Club meetings were regularly hindered by Peter dwelling on issues, interrupting, patronizing and opposing board members. This demanded so much of the time alotted for meetings, that it effectively prevented progress through any agenda and attention to any new business.
* Disregarding the wishes of the Members that the Board was trying to fulfill. Example:
	+ "...we are not going to sit idly by and watch (the Club) get hijacked, shredded and reformed into something completely different...Come September, we intend to follow the same proven path that we have over the years (offering sessions not giving lessons)  ... How far will I go to protect the things that are important to us and our club?  In the words of Pierre Trudeau, “just watch me”. (from “Satisfaction Survey” email thread, Peter Weedon, July 22th, 2015)

These frequent incidences are well documented. The numerous and repeated attempts by the Board to resolve the issues using a variety of approaches are also well documented. Despite all efforts by the Board to work with Peter, ultimately the Board’s ability to manage the Club, to organize events and to work towards the betterment of the Club was inhibited by constantly having to deal with problems involving Peter. The unprofessional behaviours he exhibited created a toxic and distressing environment which the volunteer Board should not have been forced to endure. **The Petition:** Following the temporary suspension of Peter, a petition opposing the suspension circulated among members. The petition contained misleading information and no facts about the suspension. The members who signed the petition did so in good faith. The petition was submitted to the Board on June 29, 2016. On July 29, 2016, the Board responded to the petition with a letter to members. The letter indicated that the matter had been carefully considered and the decision was based on many facts which had not been disclosed for reasons mentioned above. All members were invited to contact the Board for the complete information as well as supporting documentation.**Conclusion:**  It may be hard for others to see Peter Weedon in the same way that he has shown himself to the Club's elected Board.  In fact, we (the Board members) may not have believed it had we not experienced it first-hand.  Our hope is that each person will seek out the truth, balance the facts and come to their own conclusions regarding the motives and character of Peter and also those of the Board. If you have any questions about this matter, or if you wish to see the evidence of the case, please respond to this email with an inquiry.    |

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|   **Closing Remarks**We have been very grieved about the loss of Prince George’s first dance club which served the community for ten years. Nevertheless, we believe in seeing the silver lining…  Because now the PG dance community will have more options!We are building a new, forward thinking community!  We are organizing a new club with a niche not currently being served in PG. Our goal is to provide a quality, contemporary option offering: * consistent, leveled dance classes, from beginner up to levels higher than those currently being offered in town;
* classes in a variety of international ballroom and social dance styles that are currently underserved or not taught in town; and
* more dance events around town, such as dance socials, workshops and public functions.

 We already offer: * A Beyond Beginner ballroom class on Monday evenings taught by arguably PG's most advanced Ballroom instructor.  Students will progress through the International syllabus for Bronze and then move on to Silver classes and eventually Gold! PG Dancers will finally be able to break out of the beginner level.
* A Friday evening, all-levels Dance Social from 9-11pm featuring music for West Coast Swing, East Coast Swing, Salsa, Hustle and Nightclub Two-Step, plus your requests.  From 8-9pm we offer intermediate lessons in the above mentioned Friday evening styles.

If you would like to receive our emails with our classes and dance info, or if you have questions or comments please contact us by responding to this email. If you would like to get involved in the formation of the Prince George Dance Connection, please respond to this email, and welcome aboard!And finally…Come dance with us!!  We would love to see you!!  **Who are we?**We are the last acting, elected, volunteer Executive Board of Dance North Ballroom and Social Dance Club. We sincerely appreciate you taking the time to read about these important matters. Thank you.Phil Thalmann, last acting PresidentBrian Reeves, last acting Vice PresidentPaul Eberlein, last acting TreasurerVanessa York, last acting SecretaryHeidi Reeves, last acting VP Promotions    |

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