

To: Steve Shorter, Director, Guitar Society of Toronto
From: The Board of Directors, Guitar Society of Toronto
Date: 28 April 2026
RE: Notice of Proposed Removal under Section V.04(f) of the Bylaws of the Guitar Society of Toronto

Dear Steve,

Pursuant to Section V.04(f) of the Bylaws of the Guitar Society of Toronto, you are hereby notified that a special meeting of the Board of Directors will be held on **Thursday, May 14, 2026 at 7:30 p.m.** via Google Meet, for the purpose of considering a resolution to remove you as a Director of the Society before the expiry of your term of office. The Google Meet link will be sent to all Directors, including you, no later than 24 hours before the meeting.

This notice is dated April 28, 2026, providing 16 days before the meeting and satisfying the 15-day requirement under Subsection V.04(f)(i).

Pursuant to Section V.04(g), this meeting will be held in closed session, and all participants will treat the proceedings as confidential except as required by law or as necessary to give effect to the resolution.

Grounds for Proposed Removal

The Board has determined that your continued conduct is detrimental to the effective governance and collegial operation of the Society based on the following:

Ground 1: Abrasive and Disrespectful Conduct (Jan–Feb 2026)

- **January 28:** Formal complaints received from the Director of the Guitar Orchestra and multiple members regarding abrasive behavior and failure to respect leadership authority.
- **January 29:** Documentation of complaints from six (6) members, citing an inappropriate email regarding "significant brokenness to Classical Guitar Culture."
- **Response:** Your dismissive response ("Well, well is that all?") and claim of a "mandate" despite member concerns.
- **Warning:** A formal warning issued on January 31 was met with hostility, including calling the President's statement "a bald faced lie."

Ground 2: Condescension and Obstruction (March 2026)

- Communications to the Board included condescending offers to "give instruction" to fellow Directors.
- Repeated demands to restart processes already concluded by procedurally valid Board decisions.
- Failure to provide substantive objections to bylaw proposals while labeling them as lacking "necessary quality."

Ground 3: False Accusations of Illegality (March 13, 2026)

- Characterizing the Executive Committee as a "secret illegal committee" and suggesting "criminal intent." These claims are unfounded — the Committee acted transparently and shared all notes with the full Board.

Ground 4: Threats of External Escalation (March 13, 2026)

- Threatening to report internal Board governance matters to the Guitar Orchestra. This is procedurally inappropriate and serves only to create division within program bodies.

Ground 5: Continued Hostile Public Conduct (March 31, 2026)

- Public characterizations of Board governance as "moral/ethical decay" and "aberrant," directed to the full Board.
- Use of external bodies as instruments of intimidation rather than as appropriate channels for substantive concerns.

Note: there are more examples available upon request dating back to before January 2026.

Opportunity to Be Heard

In accordance with Subsection V.04(f)(ii), you are entitled to an opportunity to be heard by the Board before the vote is taken. You may exercise this right in either or both of the following ways:

- **Oral response at the meeting:** You will be provided an opportunity to address the Board at the meeting, before the vote is taken.
- **Written submission:** Written comments must be received by the Secretary no later than **5:00 p.m. ET on May 13, 2026** to be read into the record at the meeting.

Vote

Pursuant to Section V.04(f), removal requires the affirmative vote of at least two-thirds of the remaining Directors — eight (8) of the twelve (12) Directors other than yourself. The Board has determined that the vote will be conducted by secret ballot.

Sincerely,

Adrian Mann
Secretary, Board of Directors