

November Minutes

GVRA Board Meeting

Date: Nov 20, 2024

Time: 6:30 pm

Location: KTPN

Attendance: Wayne Robert, Jennifer Fossum, Derrick Doige, Diane Mintz, Jessie Bicknell, Angie Clifford, Mati Glover, Lori Einfeld, Rosemary Manton, Brad Marta.

In attendance via Telephone: Breanne McLean.

Not in Attendance: Courtney King, Jane Sutton.

Meeting called to order at 6:40 pm

1.0 Approval of previous meeting minutes motion by Jenn, 2nd by Jessie, All in favour

2.0 Approval of Agenda. Motion to amend agenda to add in:

- In-Camera Session to item 4.1
- Burger and Beer night to new business item 5.5
- Director of Coaches Update to item 3.1.e
- Fun level item 3.1.f
- Tournaments 3.1.g
- Registration 3.1.h

Motion to amend agenda by Angie, 2nd by Jenn, All in favour.

3.0 Board Reports

3.1 Approve Submitted Board Reports

- a. President
- b. Treasurer
- c. Promotions
- d. Zone Coordinator

Motion to accept all submitted board reports by Mati, 2nd by Derrick, all in favour.

Added to Agenda per Motion

- e. Director of Coaches Update: Successful coaches meeting. Missing CRC from some people still. Some people waiting to take CI course, working on RBC to offer.
- f. Fun Level: Challenges at Fun level with coaches and managers. Need ways to set up support. Mati to set up meeting with coaches and managers ASAP to help support. Ask for questions ahead of time.
- g. Tournaments: Ice set aside Jan 3 at the Vernon Vipers game for a ringette scrimmage between periods. Offer to U10's first and then U12.
- h. Registration: 2 new registrations. Possible U16 player interested, Lori to contact RBC if eligible to join.

Motion to accept all reports by Angie, 2nd by Derrick. All in favour.

4.0 Business from Previous Meeting

4.1. In-Camera. Motion to move to In-Camera at 7:05 pm by Diane, 2nd by Jenn. All in favour.

Motion to leave In-Camera at 7:55pm by Jenn, 2nd by Mati. All in favour.

Board had discussion regarding the U16 Zone 5 Coach discipline action. Motion that the GVRA Board support the findings of the independent review officer and subsequent actions taken by TORL based on the report by Brad, 2nd by Jessie, All in Favour.

Motion by Mati to send a association wide email on behalf of GVRA and SRA to review and abide by Association Code of Conduct by Mati, 2nd by Lori, All in favour.

Jessie left meeting at 8:05 pm

4.2 Zone Coordinator Update

4.3. OAB: Team concern

4.4. 2025 Club Provincials

4.5. Aiden (goalie coach) appreciation. Motion to give Aiden \$500 for appreciation of goalie training time by Rosemary, 2nd by Derrick, all in favour.

5.0 New Business

5.1 Power Skating booking for teams. Previous skating coach Max is unavailable. Jenn to look into other options.

5.2 Volunteer Appreciation. Huge appreciation to Jenn for all the work on OAB to be posted on social media and send out to Association as to amount of money OAB brought in.

8:13 pm Derrick left.

Motion to do an Association wide Christmas Newsletter by Mati, 2nd by Angie, all in favour.

5.3 U12 CI: New keeper jerseys for the team, very excited. 1 player has left the team. 3 players from SRA, rest are GVRA.

5.4 Team BC Ice Requests. Email request from Team BC for ice time and advanced notice for such. Ice times are very stretched and important to first offer to GVRA teams as full ice is hard to come by.

Motion that the Ice Ambassador will continue to provide ice opportunities at the earliest availability. While we are responsible for GVRA ice, it is the responsibility of Team BC and RBC to find ice times outside of GVRA by Angie, 2nd by Diane. All in favour.

5.5. Burger and Beer Night Fundraiser by U12 Dec 5 at Match Eatery. Tickets are \$40 each with \$10 casino credit. Motion that there is no breach of policy for this fundraiser and we support the U12 team Burger and Beer night by Diane, 2nd by Rosemary, all in favour.

Mati left meeting at 8:43 pm.

In future agenda make Treasurer reports part of package.

Motion to adjourn by Brad, 2nd by Lori at 8:53 pm.

Next meeting TBD, Diane to send poll.

Board Reports

November 2024 President Report:

The Oct/Nov timeframe has been filled with numerous meetings and answering questions regarding the

operations of GVRA, TORL, and RBC. Some key activities during this period include:

Member Feedback:

- o There has been significant division among parents regarding the issues and challenges surrounding the U16 Zone 5 team, including the fallout from the petition and lobbying efforts.
- o These conflicts have created tension within the association and at the rink, which is concerning for the overall health of the sport, our league and association and its members.
- o I encourage anyone with concerns to reach out to board members and talk their concerns through and make sure they have the most accurate information.
- o Despite these challenges, it's important to acknowledge the positive feedback from our membership about the first part of the season. Seeing the kids playing games with big smiles has been a highlight and reminds us of our shared goal: supporting the players and fostering a love for the sport.
- o GVRA as an organization is having an amazing year and has a lot to celebrate:
- o Strongest financial health in recent memory
- o Strongest Membership in recent memory
- o Strong play on the ice with much success. (U16 Zone 5 winning bronze at the Joy Hofman Tourney, U19 Club winning gold at OAB).
- o Strong Cohorts: We have been able to ensure that we have teams playing in every age cohort and stream.
- o Strong goalie development with Coach Aiden spending countless hours with one-on-one coaching of goalies. Thanks, Aiden!

o Moving forward, we need to address any concerns constructively and ensure the focus remains on the well-being of our sport, the success of the league and our players.

U16 Zone 5 – Follow-up

o Review Officer

I was asked to participate in the Review Officers' review of the U16 Zone 5 Head Coach suspension. I and many others were interviewed. I expressed the importance of dealing with this in an objective, quick and thorough manner.

o Team Parent Email

As directed by the GRA Board, I sent an email to all parents on the U16 Zone to communicate the board's concern about the serious miscommunications and the assumptions of why TORL undertook the suspension action. It reminded the team that we all respect the privacy of the coach and not spread misinformation. As part of this email, it intended to address the breach by some parents of the social media policy set by Ringette BC. "This letter serves as a formal warning to any parents, managers, and/or players who have directly violated the signed Code of Conduct and Social Media Code of Conduct. We

require that any social media posts related to this matter be immediately removed. Please do not make the GVRA or TORL boards address any further violation of this policy with disciplinary action.“

o Goalie AP Appeal

As President, I worked with SRA President and the Zone 5 Coordinator and submitted a GVRA/SRA support letter for the U16 Zone 5 teams appeal to RBC for their appeal to allow more flexibility of an AP Goalie past the 10 allowed games. As the existing goalie is also on Team BC and will miss several games leaving the team without a goalie.

2025 Club Provincials

- o Initially cancelled due to RBC stating no association was willing to host.
- o Draft plan and budget were created, showing significant loss before fundraising.
- o RBC offered the option to host a Female-Only Club Provincials, aiming to accommodate and ensure Provincials could proceed.
- o Collaborated with the City of Vernon, the Sports & Culture Society of the North Okanagan, and Gerran Thorhaug to explore opportunities for additional support, making the tournament viable and profitable for GVRA.
- o Richmond submitted a bid to host both All-Female and All-Gender Provincials. RBC reached out, and GVRA agreed to support Richmond's bid to host all categories.
- o Key learning: Significant financial and human support is available for tournaments, with new connections established.
- o Recommendation: Encourage next year's AOB Committee to follow up, as contacts will be provided.

TORL Topics: As President of GVRA, I would like to share some information:

- o Representation: When I am unable to attend TORL meetings GVAR VP attends. Thank you, Breanne!
- o TORL President: TORL VP will act as President until the end of the year. When TORL will be looking for a President.
- o Energy and Focus: Much of TORL's time this season has been consumed by the U14 Zone 6 coach selection appeal as well as the U16 Zone 5 team (player movement, appeals and discipline). Making it very challenging to apply focus and attention to other aspects such as U12 CI, Budget development, and other development opportunities.
- o TORL Relationships:
 - o Continuous relationship building and maintenance with other associations and their executives.
 - o Collaboration is essential to prioritize the overall well-being of the league, the sport, and the players. We need every association to have teams in every cohort. Otherwise, our own teams and players are disadvantaged.
 - o A strong partnership ensures the league remains healthy and effectively serves its players.
- o Budget: TORL will update the annual budget.
- o U19 All Gender: TORL continues to look for ways to work together to ensure all players have a stream of play. SRA has formed an U19 club All Gender team which TORL and all its members supported in asking for some exceptions in policy so the team can be formed.

Treasurer:

We are doing well revenue wise, projecting to have a surplus at the end of the year. The pdf document with projections shows \$19000 profit at year end (that is including approximately 8000 in ice income and additional fundraising income). So very conservatively, we are looking at a profit of at least \$10k at year end. Added to the \$30k already in retained earnings, we are going to be in a great position financially. The BC gaming grants limits the cash we can carry to 50% of our operating expenses (approx. \$120k to total operating expenses). So we cannot exceed approx. \$60k in cash at year end. Keep in mind that we get a gaming grant every year of \$24500 to help offset our annual operating costs, which is usually needed to balance the budget, so keeping a surplus to cover a portion of that would be prudent just in case we don't get the grant in the future. This year our saving grace has been our increase in registration fees, and our fundraising efforts, while keeping costs relatively stable, with the exception of the BC ringette membership fees increase and the increase in ice costs. I really think we should look at the opportunity to invest some of these excess funds into programs that will generate revenue annually for the association.

Also, it can't be overstated enough on how much Jenn has contributed to the financial success of the association. Since she took over as events coordinator she has increased the OAB revenue year over year. Along with the legacy grant she got this year, she has helped raise over \$18000 in funds this year for the GVRA. I really think we need to send out a message to the entire association, thanking Jenn and all the volunteers who unselfishly stepped up for the OAB to raise over \$15000 in profit that goes back to the entire organization. These funds go into general revenues, and are not earmarked or divided up amongst the teams that just participated in the tournament. They go towards the GVRA as a whole and make a huge contribution towards our over \$120k in operating expenses (which includes almost \$60k for ice costs and over \$20k in BC Ringette membership fees).

The board as a whole should be proud of the huge strides we've taken in making this association more financially stable.

Promotions:

Vernon Winter Carnival has booked a Come Try Ringette event at KTPS for Monday Feb. 10th 5:30pm to 6:30pm.

We will also need a committee to start working on the float for the parade Saturday February 3rd at 12pm.

Swag order deadline has passed for holiday delivery, but Full Circle Sports has offered to do another round arriving after the holidays if there's still interest.

The GVRA section of the display case is ready to be put in. I will connect with Jessie to get it set up ASAP.

Zone Coordinator:

I have supported the U16 team with an appeal for their AP goalie to go over the 10 game maximum this season with Ringette BC. They made an exception request because their full time goalie (KI) is a part of Team BC and absent 50% of the time, but the exception request was denied.

Email Vote November 25, 2024

Motion:

That the GVRA allocate organizational resources to engage Davidson Lawyers, the GVRA's legal counsel, to provide support in addressing governance-related inquiries, with the possibility of sharing legal costs with TORL. Motion By Wayne, 2nd by Jenn. 12 votes in favour. 0 votes opposed. 1 abstained.

Rationale:

The GVRA has recently encountered a watch group actively reviewing minutes, bylaws, the constitution, and the code of conduct. Their focus is heavily directed at GVRA Board members, particularly those who also sit on the TORL Board. At best, their activities highlight misunderstandings of policies and bylaws. At worst, they appear to undermine confidence in GVRA's governance and reputation.

The board has already made efforts to address these issues as volunteers, but ***the time and effort required are becoming unsustainable.***

Engaging Davidson Lawyers would allow GVRA to:

1. Professionally address and clarify governance concerns,
2. Ensure accurate interpretation and application of policies and bylaws,
3. Protect the GVRA's reputation and maintain member confidence,
4. Coordinate with TORL to share costs and align efforts, and
5. Alleviate the personal and professional strain on board members caused by ongoing inquiries.

This proactive and collaborative approach represents the responsible use of GVRA resources to safeguard governance and protect its members.