

Minutes



Subject: November GVRA Board of Directors Meeting
 Meeting Date: November 14, 2023
 Time: 8:00 pm
 Location: Via Zoom

President	Wayne Robert	na	Ice Ambassador	Dianne Peterson	X
Vice President	Richelle Kendall	X	Equipment Manager	Jane Sutton	x
Past President	Rosemary Manton	X	Director of Referees	Derrick Doige	na
Treasurer	Brad Marta	X	Director of Coaches	Mati Glover	X
Registrar	Lori Einfeld	X	Director of Managers	Sherrie Hodkinson	X
Secretary	Carmen Larsen	X	Director of School Programs	Gerran Thorhaug	X
Promotions	Courtney King	x	Tournament & Events	Jennifer Fossum	X

Called to order at 7:01

- 1.0 Approval of agenda. Items 5.6 and 5.7 added to agenda *Motion to approve by Carmen, seconded by Rosemary, all in favour*
- 2.0 Approval of minutes from October 11 and 16, 2023. *Motion to approve by Carmen, seconded by Sherrie, all in favour*
- 3.0 Consent agenda – see end of agenda. *Motion to accept consent agenda and reports by Jane, seconded by Richelle, all in favour*
- 4.0 Business from Previous Meetings
 - 4.1 Club/Zone Relationship/Synergies – Policy and guidelines not aligned at Ringette BC. MOU between Zone and Association is incomplete, should be done prior to season starts. Brad states there is supposed to be a MOU between Zone and Association. Uncertainty re MOU, its current status and the agreements in place. What is RBC’s governance responsibility and role? **Carmen will look into it.**
 - 4.2 Westsyde Days: number of games, timing during OAB for Vernon families. **Carmen will find out more information and report back (again).**
 - 4.3 Player Movement Committee: response from Ringette BC – risk assessment was to be done in Prince George by RBC.
 - 4.4 Autumn Blast Update – Wayne and Dianne working with city to resolve some unexpected events (Zamboni mechanical issues). 50/50 was less successful than last year. Silent Auction – similar \$\$ raised. Better understanding of Trellis processes – need 30 days! Deposit for volunteers? Discussion for next year’s board.
- 5.0 New Business
 - 5.1 Ringette event at Winter Carnival – Gerran approached to do a kid event for 2025, afternoon gym ringette? Something at PV gym/Dogwood gym. – Tabled. 2024 Winter Carnival Parade same Saturday as Sweetheart Tournament so unlikely to have a presence there.
 - 5.2 Coaches - Mati
 - 5.2.1 Coach meeting – mandatory November 22, divided by age group (U12 and under 7-8 pm, U14 and up 8-9 pm. Purpose: 1) recruit coaches and let youth know how to get certified etc. 2) coaches code of conduct and how to mitigate dressing room/coach/parent conflict. 3) confirm certification of all coaches.
 - **Rosemary to show Mati how to use TeamSnap to send to all coaches (under Manager status)**

- Cost of meeting room covered under Training and Education - Brad
- Dianne will try and book a room (requires # of people, tables and chairs)

5.3 Sustainability of Age Cohorts - how to prevent kids from dropping out. How to sell our product? Loss of girls in sports at age 14. Suggestions: Last few practices of the season kids who are aging up can practice with the group they are going to; focus on social and fun aspects.

5.4 U12 CI Update – Request for U12 CI to have some Wednesday 5:15 practice time (1 in December and 2 in January). *Sherrie makes a motion for 3 ice times as above, seconded by Mati, all in favour.*

5.5 Greater Vernon Arena Updates – Dianne discussed alternate dressing room policy. Gear not to be stored in alternate dressing room. When a player uses the alternate dressing room, they can lock door and take off gear but needs to store it in team's designated dressing room. Then the player leaves alternate dressing room unlocked for next group and is not a lockable space. Assigned dressing rooms are available to teams 60 minutes before ice time and 30 minutes after ice time.

Ice fees increasing 2024: Youth from \$151.00 to \$157. 55 plus GST. Two-tier pricing system due to end of district sharing agreement: Dianne will attend upcoming user group meetings. Believe that majority of association members have Vernon addresses.

5.6 BCWG request – Jenn is Zone co-rep for BCWG Zone 2. 34 players (including 5 goalies, 11 of 34 from Vernon) being assessed, can take a roster of 16 players plus 3 affiliate players. Katrina from KRA is the co-rep. Finalization of roster on November 20. Letter request the GVRA donate the cost of ice time allotted for athlete evaluation and pre-Games practices. KRA has agreed to pay for 2 evaluations and 2 additional practices. Jenn suggests GVRA pay for 1 evaluation ice time and 2 additional practices. *Sherrie makes a motion to pay for 1 evaluation ice and 2 additional practices for BCWG, with a potential 3rd ice to be requested as needed. Seconded by Richelle. All in favour.*

5.7 Response to President's email – The Board thanks the volunteers of the Official Complaint Panel for their time and diligence. Discussion of email from Wayne Robert on November 14 in which he expresses dissatisfaction with duration, approach, and outcome of allegation of conflict of interest (COI) against him. A response will be written to Wayne that includes the following points:

- 5.7.1 Respond to criticism of length of time for response to COI allegation. Express regret regarding the time delay and support our Official Complaint Panel volunteers on their efforts to coordinate busy work and home schedules. Express that Board members are volunteers as well, without formal training and trying to navigate a difficult situation.
- 5.7.2 Recognition by the Board that we lacked a clear understanding of the process for conflict-of-interest (COI) allegation and therefore used the *Ringette BC Policy 3.6 Discipline and Complaints* process. Process to be followed is based on *Ringette BC 3.4 Conflict of Interest Policy* as outlined in the response from the Official Complaint Panel: individual shall alert board of COI concern and board discusses/votes on whether individual has or does not have a COI.
- 5.7.3 The Board accepts the outcome of the Official Complaint Panel.
- 5.7.4 Governance education for board members. Options include Charity Village online module and/or in-person training from skilled moderator.
- 5.7.5 Earlier identification of Zone Coordinator and earlier start to team formation process to reduce time-pressure for decision-making.

5.8 Letter of response from Board to Kim Bailey, expressing that the Board values her role in GVRA as a volunteer and coach.

5.9 Christmas ice optional week of December 18 – Dianne. Carmen motions that *Dianne offer ice times to each team for the week of December 18 and that if teams choose to play, their ice costs will be covered. Seconded by Richelle, all in favour.*

6.0 Standing Items:

6.1 Financial update – posted on Google Drive

6.2 TORL. – no update, meeting next week

Motion to end the meeting at 9:35 pm by Mati. Seconded by Sherrie.

Next Meeting: December 12, 2023 at KalTirePlace.

Progress Updates

President

Brad to connect with Wayne about possible dates as Carmen out of the country – Brad and I had a few emails back and forth about the topic. I have also had several conversations with [Jay Royston]. I have been working with Jay trying to support the U16 Club team with icing a team. We have 1) been using U14 Club players, 2) supported Jay in working with SRA to see if the U16 Club team will be supportive. 3) I have also been working with the KRA president to inquire about any of their players willing to help with games and the Spirit of the Winter.

I am not sure if this has been a normal year or not. However, I am surprised at the level of conflicts occurring. As a small example: 3 incidents regarding accusations of bullying, police inquiry about stealing, and team formations all required efforts in supporting parents and coaches through it. This is one of the reasons Mati has called a mandatory coaches meeting. There have been some major inconsistencies in how coaches handle it.

Vice President – no update

Past President – no update

Treasurer – Financial statements as of Oct 31 have also been uploaded to google drive. I am still calculating out the OAB revenues and expenses, so I do not have a final number from that yet. I am waiting for the OAB ice bill and also the fundraising revenues to be deposited from Trellis which should happen any day now, and the cash will be deposited in the next week or so. The uploaded budget for Oct has ice costs updated with the projected increase. Currently the budget does project another shortfall, as we did not receive the extra grant money for the OAB. But once I get the final number for the OAB, with the increased number of teams, and the discount on the ice costs, I'm optimistic that this will reduce the projected shortfall. I will definitely know better where we stand in relation to the budget and any potential shortfall hopefully in the next couple of weeks.

I'm also attaching a brief recommendation for the treasurer position as my term ends at the end of this season.

Registrar – no report

Secretary –

October 20 email chain from Wayne re Zone 5 jerseys costs/sponsorship/ordering: Wayne made a motion to order 65 Zone 5 jerseys in total (35 owned by GVRA/SRA associations, 30 jerseys purchased by players), passed with 11 votes. Motion passed.

October 23 email from Richelle re U19 player movement: Richelle made a motion to accept the recommendation by the Player Movement Committee to allow Fiona Penner to move up an age-division and play at the U19 Zone level. Seconded by Brad, 8 voted in favour, 3 abstained. Motion passed. Richelle to submit paperwork to RBC.

November 1: Motion from Courtney and vote to approve the logo to be used as the official Zone 5 logo going forward for all gear, merchandise, advertising, or potential future uses. Passed with 9 responses in favour. Passed.

November 12: Board received via email Official Complaint Panel response to Kim Bailey.

Promotions – I've sent a request to team managers, asking for the tournaments that they will be attending so that I can include them in good luck posts on social media prior to the start of a tournament. I've also asked for any team photos or accomplishments that they'd like to share, and any sponsors that they'd like us to recognize. My hope is to have ongoing content to highlight our team accomplishments, the sport, and generous sponsors.

Ice Ambassador – no report

Equipment – no report

Director of Referees I'm happy to report that 6 individuals from Zone 5 (Vernon and Shuswap) took the Level 1 Officials course on Nov 4 in Kelowna. I will attempt to get them all into some upcoming games as shadows. Our current junior refs have been developing well and I was able to have each of them either have a formal evaluation or feedback at OAB. I'm hoping to take the community evaluator course in the new year so I can offer formal evaluations to our local officials. In zone 5, we do not have a certified evaluator.

Director of Coaching – Mati working on becoming a coach evaluator/trainer, referee evaluator.

Director of Managers

- Looking for a vote from GVRA to cover 3-4 ice times for U12CI North, as we have done in the past.
- Requesting 1 Wed 5:15 ice in December and 2 Wed 5:15 ice times in January for the U12CI group. They finish their season at the end of January.
- Waiting to hear from the photographer on times for Nov 26, will call next week if I don't hear back
- Will schedule Zone teams for January when they have their jerseys
- Getting a binder out to new manager Lori next week
- Will update CRC instructions and EAP to send out to managers for next season

Director of School Programs

St James, BX, and Hill View should all be completed by next week.

I would like to discuss Ringette event for Winter Carnival.

Can Skate is going to promote our Ringette flyer in their email list

Vernon Recreation program is going to revisit Gym Ringette as a Spring/summer gym activity. They are also going to be emailing our Ringette info sheet to their skaters in their programs.

Tournaments and Events

Come Try Ringette

We hosted a Come Try Ringette on November 1st. We had nine players attend. Four had pre-registered for the event, the other either had not or were ambushed at the rink to give ringette a try for free. One registration at Fun came out of the CTR the very next day.

OAB

The tournament is complete, not without facing numerous challenges during the weekend, but overall, I've been told from outsiders they felt it went well, despite the obstacles. A special thank you to Dianne for always being ready to pivot, and Derrick to rescheduling referees on the fly. Financial update to follow as Brad is away attending a family member passing.