



# **Alberta Lacrosse Association**

*Enhance character, community, and culture through lacrosse.*



Annual Report, 2023-24  
Director of Administration - Brent Robinson

This has been a year of growth and renewal in Alberta Lacrosse. However, it has also exposed some challenges and changes that we will need to adapt to in order to continue to make lacrosse a fun, inclusive and safe activity for all.

The Director of Administration portfolio effectively carries three roles: oversee the staff and human resources of the ALA, oversee the finances and budget of the ALA and oversee the Bylaws and governance of the ALA. My report will break down a summary of how these various matters advanced over the past year.

## **Staff and Human Resources**

The year started off with the ALA ending the contract of the Executive Director and having to negotiate revisions to compensation and other arrangements with our other staff members to ensure that all the tasks necessary to operating the ALA were taken care of. Thanks to Jessica, Jason and Richard for their openness to expand their roles to ensure that we were able to serve our members and carry out our programs over the year.

We also added a Team Alberta Coordinator in Tammy Machado. While the success of Team Alberta and those programs on the floor will be covered in other reports, the addition of a dedicated staff member to attend events, answer questions and make plans and arrangements made the program operate much smoother than the prior year. Thanks to Tammy for all her hard work and focus to making our Team Alberta (including Prairie Cup) experiences great for all our players.

On a more general note, we continue to work through the process of building a team culture in the remote environment. This year for the first time since I've been in this position we held an in person all staff meeting, which helped to focus our team as we headed into the busiest part of our year.

## **Finances**

The year started off with challenges in this department again with the ALA having had the members vote to delay the approval of a budget and financial statements. While this was subsequently approved in February, 2024, it remains an admitted failure to have not had that ready for November.

That being said, I am confident that we will be in a better position this year. The addition of a contract financial administrator in Kelly Mantei has improved our recording and tracking against budget process. Combined with changes to how we use QuickBooks to provide more detailed tracking against particular projects and a better understanding of how money can be reconciled, we should be in a better position to respond to the auditor's

queries. With Nationals only having wrapped up September 2 and expense claims from Team Alberta and Prairie Cup being handled into this week, there are still some transactions to be dealt with to finalize our financials for the end of the year. However, our change to how we are using Quickbooks has allowed us to track spending much more closely about programs which will help us to improve budgeting and tracking against budgets in the future.

## **Governance**

In the 2023-24 fiscal year the ALA appointed a new Discipline Chair in John Frame. Mr. Frame's help has been instrumental in handling Appeal/Discipline matter this year. While the volume of matters to be determined by the Appeal/Discipline committee did not increase, the complexity and length of the matters certainly did. In addition, the ALA experienced a much new level of push back on discipline from parents refusing to comply with discipline matters. Some of this stems from attempts to stem abuse and harassment type conduct of parents, which has required some extraordinary steps in order to try to enforce discipline without disrupting the activities of players.

The staffing challenges and discipline issues have resulted in less attention being paid to more policy or regulation development, but that should be more of the plan for the next season to try to resolve some of these challenges.