



Edmonton Ringette Annual General Meeting
6:30 PM, Thursday, May 8, 2025
Telus World of Science IMAX Theatre

Hybrid Meeting- Google Meet

Meeting Minutes

1. Call Meeting to Order – Gord McQueen
 - Meeting started with a land acknowledgement of the traditional First Nations, Metis, and Inuit lands on which the association is honoured to host the meeting.
 - President Gord McQueen called the AGM to order at 6:32 p.m.
2. President's Welcome – Gord McQueen
 - President welcomed participants and thanked them for taking the time to join the meeting.
3. Approval of Agenda – Gord McQueen
 - **MOTION:** to approve the agenda as written. Motion by Doug Anderson and seconded by Kim Patten, carried.
4. Adoption of 2024 AGM Minutes – Gord McQueen
 - **MOTION:** to approve the 2024 EFCLRA AGM minutes as written. Motion by Jeff Kidd and seconded by Kim Patten, carried.
5. President's Report – Gord McQueen
 - When reflecting on or speaking to the current state I am always a fan of acknowledging what is Working Well. These are moments for celebration, acknowledgement, all in the interest of future repetition. Acknowledge anything that is Tricky. Trickies are items that impact you and are outside of your control. Then find humility in your do differently. Items you freely acknowledge were not or are not where you want them to be.
 - So what went well
 - -> Lets start with Kyla and the team at the Edmonton Science Centre for hosting us at this amazing venue.

- -> Coaches are among the most dedicated volunteers in the association. Tim offered us some statistics and they are impressive. We had 170 Head Coaches, Assistant Coaches, Trainers, and Junior coaches. That number is remarkable when you consider we are in the mid 300s when it comes to athletes playing our sport.
- -> Erin Lawson with the support of others in particular Travis Drew and our Age Directors successfully delivered another Evaluations and Team Formation process. We lean into the realities of any evaluation process being imperfect and we continue to do the best we can.
- -> Once formed those teams received the leadership of the coaches and yielded the following results:
- Session 1 -> ECFLRA average record was 3.1 wins, 4.2 losses, 0.5 ties and a -9.9 goal differential. That improved slightly in session two with 3.7 wins, 4.5 losses, 0.7 ties and a -7.2 goal differential. At the age levels where BGL Championships saree hosted we finished an average of 4th with two teams, U12B2 and U12C2 bringing home silver medals. At U14 and above an impressive 7 of 9 teams qualified for provincial play with two teams, U16 and U19B2 bringing home bronze medals. All in all I believe as an association we experienced average success on the scoreboard.
- -> I look forward to you all hearing from Jeff Kidd our treasurer. He has done an excellent job not only taking care of our finances but also being passionate about stewarding us to a viable future. While we have a strong foundation made stronger by the decision to defer casino revenue to future years, we also face cost realities that continue to put pressure on keeping this sport as affordable as possible. A needle to thread for sure.
- -> I would like to thank the Board of ERC. They partnered with us on development funding to help ensure the sport is growing and athletes continue to receive as much development as possible both the athletes that aspire to play with ERC and the ones who remain with EFCLRA.
- -> While tiering will come up as a tricky, I want to acknowledge our U16 athlete and parent population. They had the opportunity to form a stronger

slate of teams but chose the path to a higher level of competition (i.e. 1A/1B/1C teams opposed to 2B/1C teams which was supported by RAB). The 16As worked hard all season and finished first in session 3 play.

- -> Whether it was Katie, Dustin, Anne, Jeff who we already heard about, and we cannot forget about Karen...the Executive team stepped up in so many ways to make this year as successful as possible. None of this would be possible without the Board members too many of whom, and too many accomplishments to list, but there are many.
- Tricky. Once again these are items outside of our control and nonetheless impact us.
- -> Silver Ring was impacted significantly by BGLs decision to expand the session one window over top of the SR weekend. It resulted in a significant volume of reschedules for our Ice Allocator Kim and I want to thank you for managing that. The BGL AGM is this weekend and given the volume of tournaments against the volume of league games, it may require solutions such as reducing session 1 gameplay or reconsidering the volume of tournaments being hosted as tournament demand was a challenge for many associations this past year.
- -> Tiering at the non UAA levels for the most part came out well for us. Our challenge was in other associations not choosing to follow the RAB tiering committee recommendations which did make it difficult for teams to find competitive play at certain points of the season.
- Do Differently. These are moments that we acknowledge, we learn from, and we find our growth in.
 - > Volunteerism in particular at the board level. While we tend to always leave an AGM with a number of board positions vacant, the number seems to slightly tick up each year and my fear is, the fewer who come forward to help, the more that will get shared with those who choose to help and that can be a dangerous cycle. Also, a number of key positions have seen turnover year after year and that makes it hard to operate at a higher level. We must keep advocating for involvement in particular with parents of athletes at the

younger age levels. The stronger the board the better the experience will be on the ice for these great athletes.

- -> Stop scheduling our AGM on the evening of a playoff hockey game. (joke)

Challenges:

- Silver Ring was impacted by BGL schedules expanding session 1 play. BGL AGM is this weekend - there may need to be some decisions made about balancing the volume of league play and successful tournaments.

Do differently:

- Challenge with volunteerism. Needing to get more board members to participate, particularly at lower age levels.
6. Player Registration – Karen Garlitos
- Proposed fees for 2025/26 fees were shared.
 - Fee increases are proposed due to increased ice costs, session 3 costs, increasing RAB fees (which will show up separately).
 - Have new player fees which are lower than returning player fees in order to try and grow the sport. U10 \$300. Additional charge for S3.
 - Will be offering payment plans again this season. Full payment at time of registration or split into 4 equal payments. This aligns with the refund policy which is October 15th.
 - Decided to keep U10 S1/2 fees the same in order to encourage players to join. Would like to grow those age groups.

7. Treasurer's Report – Jeff Kidd

- 3v3 and player transfers were better than planned as well as gaming revenue
- Clarity of SR revenue - made about 10K
- Deferred casino income
- 2023/24 revenue, this year, and budget - you will notice a dip in revenue. ERC player transfer - changed how we considered that since it's not really a cost but a reduction in revenue.
- Balanced projections of 90% returning registrations.

- Made over 80K from the casino this year. Deferred the funds to next year, and the second half in two years time. This is building in predictability in the budget to ensure that funds are available in that budget year.
- Budgeting the same amount for SR.
- Sponsor dollars - they are reserved but it is competitive to achieve those.
- Have received the CIOG grant again this year.
- Proposing to do a mega 50/50 to increase charitable gaming by 50%.
- Trickiest challenge was ice allocation - it was 8% more than we were anticipating, which was 8% more on our largest expense. For SR we got a bit more than we expected.
- Registration income was about 7K lower than the previous year. Offset by lower ERC transfers.
- Looking at COE ice - 289K. Anticipating some kind of private ice - CAC, HSL sub-leases.
- Most revenues and expenses are very similar. Advertising/coach apparel - this line is more. Proposing professional marketing campaign that will focus on attracting people to the sport.
- Looks like we had a deficit but it is really a result of deferring casino revenue and actually works out really well. U14 and U19 jersey purchase.
- Don't have funds allocated for provincials/other championships. This was a major expense last year - intend to look at this in January to see how much we have available to support those teams in the upcoming season.
- Currently looking at a small deficit of 2700.
- Q: why was power skating more expensive last year?
- A: Ran two levels of power skating. Costs and revenues were basically net zero.
- Shared balance sheet as of April 30, 2025.
- Anticipating a bit ore for ref development due to it being a rule change year, a slight increase in coach apparel, increase to registration fees, minimal support for jersey replacements, potential reduction in support for provincials/championships.

- Q - what is anticipated through the marketing campaign?
- A- there will be an RFP with quotes to come in. Hoping to move forward fairly quickly. Also will explore if ERC wants to partner on this initiative.

8. Bylaw/Discipline & Complaints Policy Revision Review and Motion to adopt – Gord McQueen

- Bylaws had not been redone since 2014.
- Sampled other association bylaws across the province.
- Ours were way longer than any other association.
- Bylaws grew over time when new items came up.
- Recommendation was to keep them simple and straight forward. Process was around putting good people in place, and to put the policies in place behind them so that they can be adjusted more easily.
- Took 3 bylaws and drew from them. Then there was some manual review. Executive reviewed and provided comments, then shared with membership for any additional concerns/comments. None were received.
- Almost half of the bylaws were Safe Sport policies - RAB now has their own Safe Sport policies. all associations are now required to adopt those in order to be part of RAB.
- RAB invested in Alias - for any significant incident that might arise. This is a paid for service, and we would direct a major concern there, which would make some of the pieces that were in our bylaws moot. The board would take care of minor incidents.
- There are 9 sections - general, definitions, defining a member - they have a vote at meetings like this, new discipline and complaints policy. Members select who represents the association going forward.
- Governance, accountabilities, need for transparency. Duly elected especially if there are competing interests.
- Process to call a special meeting if there was ever the need to update the bylaws.
- Outlines the roles and responsibilities of all of the board roles. Conforms their duties and powers from a governance perspective.

- Amendments, code of conduct, discipline, etc.
 - Q: Is the association not going to be registered under the societies act? Have they been reviewed against the Societies Act.
 - A: Membership, quorum. Membership has the ability to request a special meeting.
 - Q: Where do you have the roles and responsibilities docs?
 - A: There is a Google Drive that outlines that.
 - Q: Fiscal year questions?
 - A: Should specify the fiscal year. Bylaws should specify what the fiscal year is under the Societies Act. Should review and make sure that is captured. May 1 - Apr 30.
 - **MOTION:** To accept the bylaws with the amendment of the fiscal year. Motion Jeff. Second Todd Laduron. Motion carried.
- 8.1 Discipline and Complaints policy - Gord provided an overview of revisions to how case managers would be appointed to deal with incidents, defining members who are not in good standing, etc.
- Q: How about players that move to other associations?
 - A: Presidents do talk to each other.
 - Q: What is major vs. minor?
 - A: We are accountable to RAB. A complainant could go to RAB if they have more difficult complaints.
 - Goal over the summer is to develop and refine policies.
 - **MOTION:** Kim Patten will motion to pass the policy. Second Kyla.
 - Q: can a case manager be dismissed?
 - A: yes it is in the policy just not in the flow chart.
 - Q: how are case managers selected?
 - A: Selected by executive. Anyone on the team would be excused, and then would look to age directors or other board members appointed on a case by case basis.
 - Vote held and motion carried.

9. Election of Officers – Call for Nominations – Jeff Kidd

- Jeff described the process for nomination.
- Jeff Kidd nominates Dustin Friel. Dustin accepted nomination.
- Anne Ryton nominates Kyla Amrhein
- Karen Garlitos nominates Katie Vigen
- Gord McQueen nominates Carla Steadman, accepts.
- Karen Garlitos nominates Erin McDonald. She declines for now.
- Still have a number of non-voted vacancies that are not filled.

10. Ice Allocator's Report – Kim Patten

- Participated in meetings with sub-committee to develop a new allocation model and is now in place.
- Attend monthly meetings with the city.
- 67.75 hours per week. Had some dark ice but not very much as we were able to return ice.
- Contributing factors were when we get to end of the season and we're not sure who is contributing.
- Have lost 2 hours of ice for next year. 3.5 hours we got from HSL we lost. We should now in August if we can some of that back. CAC is getting more teams but not sure if we will get that again. Should be able to keep NAIT ice. Overall have lost about 6 hours of ice per week which might mean more half ice practices.
- Ice is all completed for 3v3, August for evaluations, etc.

11. Coaching Report – Karen for Tim Mullen

- 22 head coaches, 29 junior coaches. Wonderful to have young athletes involved.
- Hoping that junior coaches will advance to assistant coaches.
- June 2 coach application which will be through RAMP.
- Coaching survey - had 131 members answer it. Most surveys that we've had completed. Feedback is used for the CIOG - provides grant of 15K.

12. Draw for FREE 2024/2025 Registration (Coaches Survey)

- Kinley Prygodicz is the winner!

13. 2nd Call for Nominations – Jeff Kidd

- Karen nominates Erin MacDonald, she accepts.

14. What's Up in the Off-Season – Karen Garlitos

- U10/12/14 - evaluations scheduled Aug 23/24 using Competitive Thread. Same weekend in 2026 so that folks that can plan.
- Come Try - June 1. Had one on April 27th and May 5th.
- Marketing project - Heather Sanregret leading that process in the off season in order to try and grow the sport.
- Had a sub-committee look at what we can do regarding recruitment, so some actions will happen in the new year.
- RAB - two equipment rule changes. Mandatory shoulder pads for all players up to the end of U19. Lacrosse gloves will no longer be allowed.
- Q: what are we doing to try and keep players within Edmonton Ringette?
- A: there are rules about player movement. Board has generally been supportive of players staying in the sport. New board will look at that in the upcoming year. E.g. There are some recommendations that the new board will be looking at.
- Q: what is the board doing to address team results?
- A: Need someone for player development - haven't had a volunteer for the past three years.
- Concern about development and how can we be more competitive? Gord - ERC partnership is important, involvement of everyone is important in addressing the situation.
- Dustin - sub-committee talked about recruitment and retention. Need volunteers on the board to support those activities. Usually about net neutral in terms of movement.

15. 3rd Call for Nominations – Election of Officers –Jeff Kid

- Nominees are acclaimed!

16. Closing Remarks – Gord McQueen, President

- Want to take a moment to recognize all of the board members, volunteers throughout the year as the organization could not exist without them.
- Thank you to all.

17. Adjourn Meeting

- Meeting adjourned at 8:06 p.m.