



Innisfail Minor Lacrosse Association

Board Meeting, Monday April 29 2024, 18:30HRS

Innisfail Twin Arenas Meeting Room

Attendees

Annette Smith, *President*
Alexis Verhegge, *Vice-President*
Stacie Wadin, *Secretary*
Lindsay Taylor, *Treasurer*
Amanda Knock, *Registrar*
Shelby Mackie, *Scheduler*
Ryan Philip, *Discipline Chair*

Steve Mackie, *Equipment Coordinator*
Stacey Mackie, *Director of Tournaments*
Nate Justice, *Director of Player/Coach
Development*
Amber Philip, *Director of Public Relations &
Fundraising*

1. Call to Order

1.1. Meeting called to order at 18:37 by Annette Smith .

2. Reading & Approval of Previous Minutes

❖ Motion to approve previous minutes by Amanda Knock.

Seconded by Alexis Verhegge. None opposed. **Motion carried.**

3. Business Arising From Previous Minutes

3.1. Pub Nite

3.1.1. Financial Outcome is a total profit of \$5296.16+ \$597.50 (50/50)

3.1.1.1. Expenses: \$847.84

Tickets: \$101.27

Band: \$600.00

Square Fees: \$17.53

Picture Frames \$32.03

3.1.1.2. Income: \$6144.00

IMLA MINUTES



Silent Auction: \$3384.00

Ticket Sales: \$2760.00

3.1.2. Received correspondence from Dean Turnquist regarding choice of venue.

3.1.2.1. Discussion occurred regarding Dean's letter.

3.1.2.2. Steve will respond to Dean's letter via email (CC Annette)

3.2. Beef Fundraiser

3.2.1. After discussion, a decision was made to cancel this fundraiser for this season.

3.2.2. May revisit in the off-season, or next year.

3.3. Coach/Jr Coach Appeals

3.3.1. Received correspondence from Tim Meeds appealing the decline of his assistant coach application. Discussion occurred.

❖ Motion to approve Tim Meeds' appeal to assistant coach for U17 by Lindsay Taylor.

Seconded by Alexis Verhegge. 7 votes for, 1 abstained, 1 opposed. **Motion carried.**

3.3.2. Received correspondence from Stephanie Catudal regarding Luc & Jeremie Catudal junior coaching this season. Discussion occurred. Decision made to uphold the new JR Coach Policy.

❖ Motion to approve exceptions to IMLA's Junior Coach Policy for Luc Catudal and Jeremie Catudal by Alexis Verhegge.

Seconded by Shelby Mackie. All opposed. **Motion not carried.**

4. Additions & Approval of the Agenda

4.1. Additions to Agenda

4.1.1. 5.4 Next Year Registration

4.2. Approval of Agenda

❖ Motion to approve agenda as amended by Stacey Mackie.

Seconded by Alexis Verhegge. None opposed. **Motion carried.**



5. New Business

5.1. Name Bars

- 5.1.1. XTreme Threads contact Connor was on holidays and sponsor bar order was not completed prior to his holidays, so they are not able to be completed and arrive in time for use this season.

- ❖ Motion to provide new sponsors (U7- Corrosion Technologies, U13- SCE Electric, & U17 Antler Hill Welding) with 1 additional year of sponsorship at no additional cost due to missing sponsor name bars for this season by Steve Mackie.

Seconded by Lindsay Taylor. None opposed. **Motion carried.**

5.2. Concession

- 5.2.1. Concession can only run with volunteers. If volunteer shifts are not filled, the concession will not open that day.
- 5.2.2. Concession rental fee has been negotiated with IMHA at \$25/day of operation.

- ❖ Motion to approve \$25/day of operation fee for concession rental by Ryan Philip.

Seconded by Lindsay Taylor. None opposed. **Motion carried.**

- 5.2.3. Discussion occurred regarding volunteering.
 - 5.2.3.1. Looking at the possibility of recruiting a couple of teens that people would have the option of paying out to do their shifts in lieu of working shifts themselves.

- ❖ Motion to amend our volunteer policy to include concession hours as another way to complete hour requirements by Stacey Mackie.

Seconded by Amber Philip. None opposed. **Motion carried.**

5.3. Apparel

- 5.3.1. Hats/Earrings from Meg Themig selling at the Concession
 - 5.3.1.1. Discussion occurred regarding if we are selling these for her, or if she is donating them, or what is happening with them.
 - 5.3.1.2. As we are doing the work of selling them and paying the processing fees, IMLA must receive a consignment fee in either a flat rate per item or a percentage per item sold.
 - 5.3.1.3. Steve will follow up with Meg this week to find out what her plans are for these items.



5.4. Next Year Registration

- 5.4.1. Food for thought: potentially include “donation” fees as a tiered registration option instead of asking for stuff later on.
- 5.4.2. Would like to include a credit card option for registration for next year.

6. Board Member Reports

6.1. President Report - Annette Smith

At our board meeting March 4, 2024 the board unanimously agreed that it was too early to decide whether or not to split the U13 team. The numbers made it difficult to call, as we still had our final Try-it night and Bring a Friend. Had these 2 initiatives been successful we very well could have split the teams and had 2 very strong teams. As it worked out, there were no new U13 registrations from these initiatives. Could that have been due to some board members talking to the existing U13 families, encouraging them not to bring any friends, as then they would have to play on separate teams? Could it have been because those same board members were talking to certain players about moving up to play with the U15's? I suppose we'll never know for sure. What I do know is that there were children crying because they were not spoken to about moving up, but their friend was. I know there were parents that were texting, emailing, and calling me telling me that they were going to pull their player, even if they couldn't get released. People were upset over how the entire U13 situation was handled. I would like it recorded that if it had been handled exactly how the board had decided March 4, there would not have been so many upset families. We very well could still lose families next season.

On a similar note, once the board decided at the meeting March 21 that, due to no new U13 registries, and in order to preserve the U15 team we would move 5 players from U13 to U15. The voted upon Head Coach, Neil Themig, and assistant coach, Ryan Phillip, of the U13 team were present at the meeting and both had a say in whether to split or not, before the vote, and both were on board to move players around and not split. As head coach, Neil agreed to help IMLA's Coach/Player Development Director choose which players would move up. Even seemed happy to help. Instead, only a few names were put forth to the board, a parent meeting was held, and parents were told that there would be no more players moving up to the U15 team, as they “did not want to deplete the U13 talent pool”, and they “would sit 1-2 players per game” but that it would be “ok because the coaches would start with their own kids sitting”. I had parents calling me and telling me that they were writing up the release forms to play in Red Deer. I assured them that it was simply courtesy that we allowed the coach any say in the matter to begin with, and that we did not want to lose their player. I insisted they change the paperwork to instead submit an underage player request. Thankfully they did. About an hour later, I had another mom call me crying and upset that the aforementioned player was going to play as an underage for the U15, because he is a leader on and off the floor and is an exceptional player. I assured her that it was either that or they played in Red Deer, but either way, they weren't playing for the U13 team. At least this way they weren't playing against us.

Perhaps it is because of the upset, drama, and chaos the above 2 situations caused, although caused unnecessarily by a couple of board members, that IMLA's Interim Tournament Director gave the U13 team the unfair advantage of the Medicine Hat tournament hotel information at least an hour before it was sent out to the rest of the association. The information should have been sent out to the entire association at the same time, without bias. Please let this serve as a

IMLA MINUTES



reminder to our members that there are 9 more teams in this association beyond the U13 team, and approximately 135 more players in the association aside from the 20 on the U13 team. I understand that until the official U13 team was declared there were 7 out of 11 board members with a personal interest in the U13 team. However, as board members we are all held to a higher degree of accountability to our entire membership, and everyone must remember that we are all on this board to serve the membership as a whole, not just whatever team our children or relatives are on. Until now, I would have stood up for all our board members and vowed that all had the best interest of the Innisfail Minor Lacrosse Association in their heart and at the forefront of their minds at all times. It truly saddens me that I can no longer say that, especially about valued members who have served this association for a long time. I would like to have it on record that I am disappointed in certain board members and their actions this last month.

On a happy note, I would like to thank Nate Justice for the outstanding job he did splitting all the teams while on vacation. It is not an easy job, especially from afar, but he kept in touch with all the coaches, and even conference called during the U11 split decision meeting. I'm eager to hear how all the teams are doing and if the parity holds true. I'd also like to thank the Maverick's for all their help during U11 evaluations. Their time and assistance were invaluable, and we couldn't have done it without them.

I understand that there were concerns with one of the U9 coaches. However, Nate canvased, and no one else wanted to step up. Nate stated as much when he made the motion for this coach to the board. Even so, the motion was a majority no vote. When the board was pressed and asked who of the members would be willing to step up to ensure that this team could play that very weekend, no one was willing. Nate once again had to explain that all concerns were noted and taken care of, and thankfully one board member reversed their vote, making it a majority yea vote, and the motion passed, meaning that the U9 team could play. I've not heard anything negative about this coach for the U9 team yet.

I would like to take this opportunity to remind everyone that IMLA follows the Robert's Rules of Order. It is in our Bylaws, regulation 10.9 Motions. Robert's Rules of Order state that a motion is made, then discussed, then voted on. Moving forward, for the sake of expediency, clarity, and ease if you have concerns about a motion, or need clarification, please discuss prior to voting. I believe that this could have been accomplished and still have had a speedy vote on the U9 coaching matter.

The U17 team is struggling with clashing tempers, and some players are facing disciplinary action. There is the matter of a broken window. The player involved met with the IMLA Disciplinary team and a suitable discipline was delivered. The town of Innisfail will pass the repair invoice to IMLA. A couple players are serving suspensions, and I believe that Ryan Phillip is planning to meet with the U17 team to discuss their actions moving forward.

I have heard a couple of concerns about coaches and trainers yelling at the players. As a parent, I first ask my child why the coach was yelling at them. Nine times out of 10 it is because at least one teammate was horsing around. I then remind my child that the coaches and trainers are there for the players. To teach them, and if it wasn't for them, the players would not be able to play. On this topic, I have information that 2 parents approached one of our trainers and yelled at them in the lobby right after dryland training. I would like to remind everyone of the 24 hour rule, and the codes of conducts every member of IMLA has to read and sign. I have not heard whether or not the trainer wants to pursue this matter, but they would be fully within their rights to do so.

On another happier note, IMLA has opened the concession, and it seems to be doing amazing. I have always wondered why IMLA did not run a concession. However, had we had more information,



leading up to the opening, perhaps we could have adjusted our volunteer policy accordingly instead of scrambling after opening weekend. It wasn't fair, either, to throw the menu and pricing at Stacie Wadin the night before opening weekend. Especially because several people had asked and asked at previous meetings and in the team chat leading up to games, and were always brushed off, waved away, and told "it's being handled". If IMLA decides to continue the concession in upcoming years, more discussion, and a closer look at the volunteering side of it is very much needed. I truly believe that it could be a huge success and I can't wait to hear the financial report on it, and if all shifts have been covered. I've heard nothing but raves about it from parents thus far.

For my report on IMLA's first annual Pub Night, I think it was a pretty big success. I was concerned about ticket sales and attendance only because we were a little late getting them out there, but it was a great turnout. I know that almost all the silent auction items went for the advertised value or more, the 50/50 sold well, and the band was great! I think this is a fundraiser that IMLA could definitely do again.

Everything else I have to report on will be covered in other board members' reports, such as discipline, so this is the end of my report. (**underlined 2 factual corrections-a date and a quantity)

6.2. Vice-President Report - Alexis Verhegge

6.2.1. Attended Call meeting April 21.

6.2.1.1. Quick meeting Call is really short refs still.

6.2.1.2. Over/Under Age are all approved.

6.2.1.3. Reminder: 24-hour cooling off period, zero tolerance.

6.2.1.4. Biggest thing: making lacrosse accessible to all kids.

6.2.1.5. Managers and coaches actually need to read their binders and directions more fully. Gamesheets need to be scanned as a PDF, not a photo. Including all necessary information on gamesheets, including start & stop times.

6.2.1.6. Coaches need the cross-checking in lacrosse hand-out. Kids should not be getting hurt. We should not be teaching players to "clear the house"

6.2.1.7. Budget. YTD 3298.07 profit.

6.2.1.8. Reffing: 73 officials in CALL.

6.2.1.9. Eye opener went well.

6.2.1.10. Helmets during intermissions - recommended they stay on, but refs will not pursue this.

6.2.1.11. Discipline: repeat offenders must be dealt with

6.2.2. Provincials Update.

6.2.2.1. Association will be required to provide 3 raffle items with \$100-\$150 value each.

6.2.2.2. Community Sponsorship will be Ryan Howlett and Jon Weddell.

6.2.2.3. Will include a 50/50 and maybe Rafflebox.

IMLA MINUTES



6.3. Secretary Report - Stacie Wadin

6.3.1. No report.

6.4. Treasurer Report - Lindsay Taylor

6.4.1. \$28770.23 casino \$103216.74 general account

6.4.2. Only 3 registrations are still unpaid.

6.4.3. AGLC report is complete.

6.5. Registrar Report - Amanda Knock

6.5.1. 155 registered players altogether.

6.6. Director of Scheduling Report - Shelby Mackie

6.6.1. Couple game changes already including a Sunday mix-up with U15/U17/Mavericks.

6.6.2. Charity Game has been canceled.

6.6.3. Game change deadline is this week on April 30.

6.7. Director of Player/Coach Development Report - Nate Justice

6.7.1. Absent

6.8. Director of Discipline Report - Ryan Philip

6.8.1. U17s are having issues. So far of the 3 suspensions in CALL, 2 are ours. Meeting at practice tomorrow with the head coach and all players. Kids want to play and want to be there. We want to correct the behavior and be a leader and an example, not a bad apple.

6.9. Director of Equipment Report - Steve Mackie

6.9.1. Motion required to add line items to budget, no additional funds needed.

❖ Motion to approve \$300 Stanleys, Totes, and Hangers by Steve Mackie.

Seconded by Stacie Wadin. None opposed. **Motion carried.**

6.10. Director of Public Relations & Fundraising's Report - Amber Philip

6.10.1. Nothing that hasn't been covered under previous items.

IMLA MINUTES



6.11. Director of Tournaments Report - Stacey Mackie

6.11.1. SOS is full, all paid. Variety of teams.

6.11.2. TOTT - original budget accounted for about 300 players, but there are actually at least 381.

❖ Motion to increase budget for TOTT Dog Tags from \$277.32 to \$1000.12 by Stacey Mackie.

Seconded by Alexis Verhegge. None opposed. **Motion carried.**

❖ Motion to purchase welcome signs for SOS and for TOTT by Stacey Mackie.

Seconded by Amanda Knock. None opposed. **Motion carried.**

6.11.3. Tournament Boards

❖ Motion to purchase 4 tournament boards at a cost of approximately \$80 each by Stacey Mackie.

Seconded by Shelby Mackie. None opposed. **Motion carried.**

6.11.4. Volunteer Shifts

6.11.4.1. Significant discussion occurred around how to staff events with volunteers using their 3 shifts.

6.11.4.2. Pitched for all things SOS to be ran by U15/U17 parents, from all tournament related activities to full concession. Decision made that this would put far too many hours on too small of a group of parents to run it all alone.

6.11.4.3. Final decision: involved groups will run specific event activities (raffle tables, 50/50s, welcome tables, etc), concession shifts will be open to be filled by the whole association.

6.11.5. U11/U13 Tournament Issue.

6.11.5.1. Idea: Experience over a thing.

6.11.5.2. To Do: research costs for activities etc that we could possibly provide for these 2 teams.

6.12. Mavericks Representative - Kari Flaws

6.12.1. Ball wranglers are super fun!

IMLA MINUTES



7. Conclusion

7.1. Next Meeting Date: May 14 6:30PM

8. Adjournment

8.1. Motion to adjourn meeting at 21:01 by Stacie Wadin

Seconded by Annette Smith. None opposed. **Motion carried.**

Meeting adjourned.