



**LEDUC CRUSH BOARD MEETING MINUTES**  
**April 8, 2024**

The April meeting of the Board of Directors for Leduc Lacrosse Club was held in the Legion Room of the Leduc Recreation Center.

Danielle called the meeting to order at 6:08 p.m. and noted quorum was present for business.

**In Attendance:** Cliff Bilawchuk, Desmon McAmmond, Jordan Kerr, Clayton Reimer, Adele Reimer, Theresa Theberge, Arden Turner, Sheri Toohey, Mackenzie Stewart, Kailey Forrest, Danielle Lewis

**Absent:** Tana Lewis, Miranda Wells

**1. APPROVAL OF MINUTES**

- a) MOTION: Jordan moves to approve the March 4, 2024 board meeting minutes, pending correction to attendance. Adele seconds the motion. CARRIED

**2. FINANCIAL REPORT**

- a) Reviewed current financial statement (see ATTACHMENT 1)
  - i. MOTION: Arden moves to approve the current financial statement as presented. Sheri seconds the motion. CARRIED

**3. DIRECTORS REPORTS**

- a) President –
  - i. Board members code of conduct (see ATTACHMENT 2)
  - ii. Higher Standard letter (see ATTACHMENT 3)

**4. OLD BUSINESS**

- a) Bylaw changes in progress
- b) Rodeo bill from Covid – Still to be reviewed

**5. NEW BUSINESS**

- a) Fundraising update
  - i. Meat raffle tickets are ready for pickup
  - ii. Value required for plant ride raffle
- b) Registration Update
  - i. We have 2 teams at each age level. Registration remains open for U15W
- c) Apparel Website
  - i. Shopify site to be added for Identity Promotions, remove old vendor
- d) Manager Kits were loaded to the website today
  - i. Code for the freezer at the Alex is RUSH
- e) Removal of lines at the Alexandra Arena



- i. Volunteers needed for line painting
  - ii. Lines are not currently to ALA regulations and should be addressed at the end of the season to adjust in March 2024
- f) Ratify
- i. Bursary required for Paul Rai fees
  - ii. Bench staff changes: 4 approved for lower age groups.
- g) Open board positions
- i. Manager's Director
    - i. MOTION: Sheri moves to appoint Mackenzie Stewart as Manger's Director. Kailey seconds the motion. CARRIED.
  - ii. Other open positions to be posted to the website.
- h) Mesh : Quote to be obtained for Junior nets

## 6. CORRESPONDENCE

- a) Team Formation (see ATTACHMENT 4)

## 7. NEXT MEETING

The next board of Directors meeting will be held on May 6, 2024 and 6:00 p.m.

## 8. ADJOURNMENT

With there being no further business to discuss it was moved by Kailey that the meeting be adjourned at 7:15 p.m.

Danielle Lewis - Chairman

Kailey Forrest - Recording Secretary

**ATTACHMENT 1**  
April Financial Report

# Leduc Lacrosse Club

Apr-24

	Current Month - Dec		Year to Date	
	Amount	% of Revenue	Amount	% of Revenue
<b>REVENUE</b>				
Registration 2024	\$12,689.00	89.00%	\$61,704.50	93.23%
Winter Skills/drop in	\$0.00	0.00%	\$2,465.00	3.72%
Apparel	\$1,150.00	8.07%	\$1,150.00	1.74%
Fundraising	\$267.75	1.88%	\$267.75	0.40%
Volunteer deposits	\$150.00	1.05%	\$600.00	0.91%
		0.00%		0.00%
<b>Net Sales</b>	<b>\$14,257</b>	<b>100.00%</b>	<b>\$66,187</b>	<b>100.00%</b>
<b>OPERATING EXPENSES</b>				
General & Administrative				
Advertising & Promotions	\$0.00	0.00%	\$420.00	1.00%
Apparel	\$1,353.00	31.11%	\$10,571.30	25.09%
Equipment	\$0.00	0.00%	\$19,001.65	45.10%
Facility Rentals	\$2,835.00	65.19%	\$7,082.77	16.81%
Union Fees (ALA,GELC)	\$0.00	0.00%	\$2,995.70	7.11%
Office Admin	\$0.00	0.00%	\$543.56	1.29%
Tournaments/Special Events/Coaching	\$0.00	0.00%	\$0.00	0.00%
Bank web/Ramp Charges	\$160.59	3.69%	\$1,518.62	3.60%
<b>Total General/Administrative Expenses</b>	<b>\$4,349</b>	<b>100%</b>	<b>\$42,134</b>	<b>100%</b>
<b>NET INCOME (LOSS)</b>	<b>\$9,908</b>		<b>\$24,054</b>	

**Bank Balance as of April 5, 2024 \$81,975.28**  
**After Expenses \$73,402.48**

## **ATTACHMENT 2**

Board members Code of Conduct



## BOARD OF DIRECTORS' CODE OF ETHICS

I have consented to act as a Director of the Leduc Lacross Club (Organization) and I agree to comply with the following Directors' Code of Ethics throughout my terms as a Director:

**Honesty and Good Faith** – I will act honestly and in good faith. I will do nothing to violate the trust of the unit owners I serve.

**Care, Diligence and Skill** – I will exercise the degree of care, diligence and skill of a reasonably prudent person in comparable circumstances. I will make a concerted effort to attend all Board and owners' meetings. I will act responsibly and with due diligence to become familiar with the affairs of the Corporation and to uphold its Declaration, Description Plans, By-Laws, Rules, Resolutions, Policies, Agreements and Requirements of the Societies Act, ALC and GELC.

**Conflict of Interest** – I am not currently aware of any actual or potential conflict of interest with respect to any dealings with the organization, If I become aware of any conflict, I will immediately disclose it to the Board. I will not promote my own interests or those of any other parent or friend to the detriment of the organization. I will not seek any special benefits or privileges as a Director or accept any compensation either personally or on behalf of any other person except as permitted by a By-Law. I will act only in the best interests of the Organization as a whole and I will not favour the interests of any individual or group.

**Confidentiality** – I will not disclose to any person (including my spouse) information decided by the Board to be confidential or privileged or which reasonably ought to be deemed confidential. When in doubt, I will request determination by a resolution of the Board.

**Good Conduct** – At all times, I will conduct myself in a professional and businesslike manner at meetings of Directors or Owners. I will approach all Board issues with an open mind, preparing to make the best decisions on behalf of the Organization. I will act ethically with integrity and in accordance with legal criteria. I will comply with rules of good conduct and will deal with others in a respectful manner. I will comply with principles of good governance and procedural rules of order.

**Support** – I will abide by decisions of the majority of the Directors even though I may disagree, but I reserve the right to express my own views to owners upon non-confidential issues.

**Defamation** – I will not make erroneous or defamatory statements about the Organization, member, parent, director or any other team in the league.

**Minimize Conflict** – I will attempt to prevent or minimize conflict and disruption and will promote good relations amongst persons involved in our lacrosse Community. I will promote a first class image for our Organization and its members

**Agreement** – I hereby agree to comply with the provisions set out in this Directors' Code of Ethics.

Dated at \_\_\_\_\_ this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_

WITNESS:

\_\_\_\_\_

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Print Name – Position

# **ATTACHMENT 3**

Higher Standard Letter



- I would like to take a moment to thank everyone for all their time, hard work, at this busy time of season.
- With 12 teams for this 2024 season 2 at U7, 2 at U9, 2 at U11, 2 at U 13, 2 at U15 and 2 at U17. It takes a lot of help and organizing.
- With out member of this board this club would not be successful in this Season. We need more members to help, this season many members wore many hats. The members that volunteered did a wonderful job **as we are all volunteers.**

Jordan and I have heard these concerns through “the grapevine” and not through the proper chain of command nor have I received very many concerns through email or phone call. as this is the proper way to address any issues or concerns you may have. Any issues I have received have been addressed with attention and detail and a full understanding of protocol from both parties addressing these issues. Myself and the rest of the board members have an open book policy to address anyone and everyone when concerns are raised so long as they are valid concerns and in writing.

As board members, our main goal with the Club is to retain as many future registrants as possible in order to continue the game and grow the sport. We as an association cannot please everyone and our intention is for the best interest of the kids and the development of sport. That being said us as members of the board need to conduct our self’s to a higher standard and cannot get caught up in the parent drama. We as a board need to be united whether you like all the decisions made or not.

Board than coach then parent.

**we are all volunteers.**



# **ATTACHMENT 4**

## Team Formation

All evaluations are set forth by the Canadian Lacrosse Association (CLA), Alberta Lacrosse Association (ALA) and the Greater Edmonton Lacrosse Council (GELC) as these are the regulatory guidelines and rules we MUST follow for the sport.

#### Team Formation

#### **U7 Athletes:**

- Minimal evaluations required.
- Athletes are setup to develop muscle memory for the sport and to gain valuable “age” specific skill development to learn the game of lacrosse.
- Team selection is based on parody with full consideration of family and friends to participate together as a core group (team numbers have to be considered during this process).
- Teams share the floor during practices and coach can work together if wish. This age is to be separated for “Jamboree’s” and team specific events.

#### **U9 Athletes:**

- Minimal evaluations required.
- Kids are still in the full development process of sport.
- Athletes are setup to develop muscle memory for the sport and to gain valuable “age” specific skill development to learn the game of lacrosse.
- Team selection is based on parody with some consideration of players wanting to play with friends.
- Teams may practice together but will be fully separated for league games and tournaments.
- No “A”, “B”, or “C” level lacrosse.

#### **U11 Athletes:**

- Limited evaluation process required as skill level for athletes starts to separate at this age group.
- Athletes are setup to develop muscle memory for the sport and to gain valuable “age” specific skill development to learn the game of lacrosse.
- Team selection is based on parody with limited consideration of players wanting to play with family and friends (based on skill and experience of athletes involved).
- Teams will practice individually with separate floor times.
- No “A”, “B”, or “C” level lacrosse.
- Athletes need to start understanding that they may or may not be playing with their friends for other sports or schools.

#### **U13 Athletes:**

- Full evaluation process for this age group to base team selection on parody programs and to separate “A” level athletes from “B” level athletes.
- “A” Level programs are available at this age group.
- Parents will be required to register their children for “A” evaluations if they intend to do so.

- Fees associated with registering athletes for “A” level lacrosse are necessary to pay for “third-party” evaluators, so the process is transparent and non-biased.
- After all, “A” level evaluation have taken place, the rest of the registered athletes will be separated based on parody.
- During team formation of parody teams, skill level of different athletes will be separated before anything else.
- After the skill level has been separated for parody, then the athletes will be separated based on “left-handed” and “right-handed” abilities as this is the process in order to balance the positions of the athletes for development reasons.
- Coaching Staff play a role in team placement.
- Please note that there is many criteria to select athletes from based on a parody program. Given the number of registrants, typically the teams are already selected after talent and ability are considered heavily.
- Very limited consideration for friends and family to participate together.

### **U15 Athletes:**

- Full evaluation process for this age group to base team selection on parody programs and to separate “A” level athletes from “B” level athletes.
- “A” Level programs are available at this age group.
- Parents will be required to register their children for “A” evaluations if they intend to do so.
- Fees associated with registering athletes for “A” level lacrosse are necessary to pay for “third-party” evaluators, so the process is transparent and non-biased.
- After all, “A” level evaluation have taken place, the rest of the registered athletes will be separated based on parody.
- During team formation of parody teams, skill level of different athletes will be separated before anything else.
- After the skill level has been separated for parody, then the athletes will be separated based on “left-handed” and “right-handed” abilities as this is the process in order to balance the positions of the athletes for development reasons.
- Coaching Staff play a role in team placement.
- Please note that there is many criteria to select athletes from based on a parody program. Given the number of registrants, typically the teams are already selected after talent and ability are considered heavily.
- NO Consideration friends to play together.
- Consideration will be looked at for family members with the same last name

### **U17 Athletes:**

- Full evaluation process for this age group to base team selection on parody programs and to separate “A” level athletes from “B” level athletes.
- “A” Level programs are available at this age group.
- Parents will be required to register their children for “A” evaluations if they intend to do so.
- Fees associated with registering athletes for “A” level lacrosse are necessary to pay for “third-party” evaluators, so the process is transparent and non-biased.

- After Coaching Staff play a role in team placement.
- all "A" level evaluation have taken place, the rest of the registered athletes will be separated based on parody.
- During team formation of parody teams, skill level of different athletes will be separated before anything else.
- After the skill level has been separated for parody, then the athletes will be separated based on "left-handed" and "right-handed" abilities as this is the process in order to balance the positions of the athletes for development reasons.
- Please note that there is many criteria to select athletes from based on a parody program. Given the number of registrants, typically the teams are already selected after talent and ability are considered heavily.
- NO Consideration friends to play together.
- Consideration will be looked at for family members with the same last name.
- All second year "A" level athletes are eligible to be drafted for the "Junior" programs provided by the RMLL.

As a new guideline starting for the 2024 Lacrosse season, all families are required to complete the "Respect in Sport" program. As you all have been informed with this program, a mandatory 24-hour period is required before you express your concerns. Only concerns put in writing will be addressed. If this protocol is not followed, all concerns will be voided.

If you have any concerns or comments, we ask that you refrain from expressing them on social media and please direct them to appropriate Board member associated with their roles and responsibilities. The GELC has changed their social media code of conduct for the 2024 season and fines can be implemented if these guidelines are NOT met.

You can find all the updated rules and regulations on the GELC website at <https://gelc.ab.ca/>

Leduc Crush Executive