

**LRA Board Meeting (Hybrid HIEX– in person and Microsoft Teams)
Wednesday May 11, 2022**

Attendance: Cara Parks, PJ Lynch, Kelly Dinsmore, Marnie Nagy, Tosh Borland, Gord Cox, Carmen Gfrerer, Tracy Larson, Arne Gjerlaug, Raj Grover, Trisha Perverseff, Sue Stevenson, Kaylene Kelly, Ian Bennett (joined 7:15pm)

- 1) **Call to Order** – 6:34pm

- 2) **Adoption of the prior meeting’s Minutes** (Mar 2022):
Arne motions to approve, Gord seconds, Vote in Favor all

- 3) **New Business Arising from the minutes:** None

- 4) **Member at Large Nomination:**
 - Kaylene Kelly: Nominated by Tracy Larson, seconded by Gord Cox, all in a favor
 - Trisha Perverseff: Nominated by Kelly Dinsmore, seconded by Gord Cox, all in favor

- 5) **Registration for 2022/23:**

Level	Actual cost	21/22	Proposed Early Bird	RAB on Ramp	TOTAL	Proposed Regular	RAB	Total
Active Start	369	350	325	61	386	325	* can pay in 2 installments	
Step 1	438	575	550	61	611	650	61	711
Step 2	406	575	550	61	611	650	61	711
Step 3	620	575	550	61	611	650	61	711
U12	713	650	625	61	686	725	61	786
U14	688	650	625	61	686	725	61	786
U16	736	675	650	61	711	750	61	811
U19		675	650	61	711	750	61	811

- Assumptions - last 2 years were hard to accurately capture due to high volume of COVID discounts etc. Trying to maintain fair but realistic fees to cover costs and build a small buffer for equipment purchases etc.
- Ice costs remains same for 2022/23
- All head coaches and board members received \$100 off (\$2300)
- Open fees \$125 includes uniform use, 15 rings, scheduling and RAB fees (up from \$75 this past season)
- Goalies - Full time (U14 and above, \$300 off registration) U12 if 50/50 is applied, consider a \$150 rebate (once season starts and goalies are confirmed?)
- Staggered Pay - I don't think this will impact our merchant fees - Tosh can you confirm any more info you have.
- Active Start – fees remain same regardless of registration time (full and half year option)
- Payment Plans – upfront or 4 payments (June, July, Aug, Sept)
- Registration Opens June 6, Early bird closes July 10.

Motion by Tosh that we adopt the proposed fee structure, seconded by Arne, All in favour. Motion carried

** U14C will provide promo code for returning registrants from that team, to get approximately \$110 off. (Raj to give that info to Arne and provide cheque to LRA).

6) **Volunteer policy for upcoming season:** Subcommittee (Rob, PJ, Kevin, Cara)

Motion by PJ that we adopt the volunteer policy as laid out below, Seconded by Ian, all in favour. Motion carried (updated volunteer policy will replace existing one in LRA Policies & Procedures document).

Section 13 – Volunteer Policy

- 13.1 **Importance of Volunteers.** Volunteering of time, resources and ideas is critical to the sustainability of LRA as a non-profit organization. The LRA volunteer policy requires that a parent/guardian of a player or player if over the age of 18, must complete volunteer shifts to meet 5 volunteer credits per season to a maximum of 10 per family. The policy applies to players registered in U 10 to U 19 divisions. This policy does not apply to players registered in the Open Divisions (see 13.10)

The LRA Board of Directors is responsible to identify and define what constitutes Association-related volunteer activities. Volunteer opportunities will be available throughout the year for parents/guardians of players and players over the age of 18 to fulfill their hours.

- 13.2 **Association-Related Volunteer Activities.** The current list will be updated and include the following:
- a. shifts at the Bridge Battle Tournament (November)
 - b. shifts at any Competitions hosted by the LRA
 - c. Casinos
 - d. Any other activity declared by the LRA to be an Association-related volunteer activity.

- 13.3 **Volunteer Cheques.** One undated volunteer cheque in the amount of \$250 will be required for each player, to a maximum of \$500 / family. This cheque will be collected by Team Managers within 2 weeks of team formation. All cheques will be submitted to the Director of Fundraising the same week. If a player's cheque has not been received, that player will not be allowed on the ice until their cheques have been received. If you are not able to provide a cheque, you will be required to pay an upfront bond.
- 13.4 **Tracking Association-Related Volunteer Time.** The Director of Fundraising will keep track of those parents/guardians of players and players over the age of 18 who volunteer their time to the Association.
- 13.5 **Failure to Meet Volunteer Commitments.** If a parent/guardian of a player or player over the age of 18 has not met their volunteer commitments, their cheque(s) will be cashed by the LRA at the end of each season. Failure to meet volunteer commitments includes being late to an assignment that hinders volunteer activities; and not being able/qualified to work the shift the individual has signed up for.
- 13.6 **No shows/ Last minute cancellations.** Once a parent/guardian of a player or player over the age of 18 has signed up to a volunteer activity they are responsible to fulfill that commitment. If a parent/guardian of a player or player over the age of 18 has signed up to complete a volunteer activity and fails to show up for that activity without providing 48 hours' notice they will be deemed to have not met their volunteer commitment and their volunteer cheque will be cashed immediately.
- 13.7 **Volunteer Exemptions.** The Board is responsible to determine what exemptions are allowed for volunteer obligations. In recognition that Board members and Head Coaches already volunteer time towards Association-Related Volunteer Activities in excess of the time commitment required under this Policy, board members and head coaches are exempt from any further Association-Related Volunteer Activities. This exemption can be revoked or expanded at the discretion of the Board.
- 13.8 **Volunteer Buy-out.** Buyouts will not be considered an option. A buyout may be allowed for extenuating circumstances at the discretion of the board.
- 13.9 **Team-Related Volunteer Activities.** Individual teams also require parents to contribute time and resources to support games, tournaments, and team-specific costs such as team swag or team gatherings. It is also expected that parents/guardians of players or players if over the age of 18 will volunteer for team-related volunteer activities which **do not count towards Association-related volunteer hours**. Team-related volunteer hours include the following:
1. Time/Score Keeper.
 2. Penalty Box person.
 3. Shot Clock (U12 and up).
 4. Team based fundraising activities such as bottle drives to support tournament participation or team gatherings.
 5. Any other activity declared by the LRA to be a Team-related volunteer activity.

13.10 **Open Players Registered Through LRA**

Open players registered through LRA will be required to complete volunteer credits. The volunteer credits required will be determined by the board before October 1st. Credits may be assigned on a per team or pre player basis. Opportunities may be provided that are not offered on the general list of association volunteer activities. Volunteer cheques will not be required.

7) **Fundraising Plan for 2022/23**

Motion by Tracy that a minimum of 2 books per player are required (maximum of 4 books per family) for the Cash for Christmas raffle, Seconded by Raj, all in favour.
Motion passed.

- 8) **RAB AGM Update and Review** – Future AGM attendees will receive \$.20/km + receipts for gas (or \$.35/km), + Hotel night

9) **Promotions**

- a. Sport Fest: New Banner from Provincials, 14C has donated some promo packages, draw for free registration (new players only). Net, rings, sticks, synthetic ice demo
- b. Player Bags: Would we offer these, minimum order (Ringette Store can order Warrior Bag with logo/name, small (\$95), bigger (\$120). Bert and Macs may also have some options. Min order = 12. Arne will chat to RAMP to see what best way is to accomplish this with registration will also get charged Merch fees, is there a way to add an “are you interested, then pull a report”
- c. Garment Bags: make it a promo give back included in registration – Logo and Royal Blue
- d. Clothing Line up for upcoming season

- 10) **Plan for Open Divisions/Pronghorns** – including Open/Adult Player requirement (Sue to think on it), define our relationship with these teams.

Current for Open A; LRA pays \$1200 for Horns Summer Camp, we front the ice, LRA pays for try out ice, LRA comps ½ ice additional for practice, provide volunteers for BB Open A camps).

Proposal with the Horns: 2 credits/player (as a team required mentorship program), if the leadership builds a culture change (have some suggestions – ref, mentor coach, tournament shift, sport fest, CTR). Open A: Team requirement is not met, then subsequent funding for Summer Camp may be withheld.

Joining the CORA league – expectation is that we will have 3 Opens (Pronghorns provide their own). We would need to order more mid range size jerseys (should we increase our adult inventory?). Pants for Open Players – Do we move to a model of Open players providing own pants?

Formal document/letter to the Pronghorns prior to the start of the season – Cara/Kelly to draft

- 11) **Request from each portfolio** – budgets for June meeting, Wed June 8th.

- 12) **Scholarship** – when do we offer – we will put it out now?

13) **Other New Business**

- Special Ice Meeting May 18th, we need to know by Wed if teams are interested in provincials – dates are out for provincials. Chinook League wants all events done by middle of March (U12, 3 teams) Do we try to combo on BB ice. Do we put a request out to teams now for expression of interest?

14) **Adjourn:** 8:40p, Motion made by PJ, Seconded by Tracy, all in favour.