

State of Ringette in Alberta

May 6, 2023 9:00 AM

9:00 - 9:45 Ryan Devlin, President Ringette Alberta

Bylaw Reform:

- Modernize bylaws
- Ensures association operates in a fair transparent and effective manner
- Remains compliant with laws and regulations
 - o Improve relevance and adaptability
 - o Compliance with regulations
 - o Enhance accountability and transparency
 - o Foundations of effective governance

***General electorship is elected and then they elect the chair and vice chair instead of president and vice president**

Strategic Plan:

2017-2022 strategic plan expired and new board began updating

- o RAB has been given up to June 2023 by GoA to update and give a new one so they can secure funding

Goals of the new plan are:

- Provides clear direction
- Aligns ideas and procedures
- Increase efficiency and effectiveness
- Enables evaluation and accountability
- Enables adaptability

SAFE SPORT - maybe include a page on our site

Ringette Alberta is in alignment with Ringette Canada and is fully committed to fostering a safe sport environment.

- Go for it
- Play Fair
- Respect Others
- Keep it fun
- Stay Healthy
- Include everyone
- Give back

<https://safesport.coach.ca/>

Universal Code of Conduct

<https://sportintegritycommissioner.ca/files/UCCMS-v6.0-20220531.pdf>

Ringette Canada is one of my national sport organizations that has implemented the Universal Code of Conduct to prevent and address maltreatments in sports

Phycological

- Verbal acts
- Non assaultive acts
- Acts that deny attention
- Physical

Physical

- Contact
- Non contact
- sexual

Acts that deny attention and support

- Interference or manipulation with process
- Failure to report maltreatments
 - You have a responsibility to report anything you see (against parents, coaches and players)
- Acts that deny attention and support
- Physical

Discipline

Complaints in all sports are on the rise. Ringette is also experiencing an increase in bad behaviors by individuals who are being held accountable

- New discipline and suspension page
 - Major infraction decisions and appeals
 - Minor infraction summaries
- Align with Ringette Canada disciplinary procedures, identifying major vs minor infractions and taking action and do it expeditiously

They are now going to start to post MINOR infractions on the website

Current process requires and external case manager to review complaint and make sure it is in the jurisdiction and then goes to outside council

- New legislation that is going to require third party external case managers to adjudicate complaints
- This is going to require a budget allocation

Governance Alignment

- Create alignment in policy between
 - Ringette Canada NSO
 - New strategic plan
 - New website info
 - Alignment is coming
 - Ringette Alberta (PTSO)
 - Bylaw review
 - Policy review

- o Committee review
 - o Strategic plan
 - o Complaints and discipline
 - o New executive
- Local Associations
 - o Partnership with Ringette Alberta
 - o Communication
 - Repository of communication for local associations will be accessible to the local associations in case we miss things
 - o Program development
 - o Alignment with PTSO and NSO
 - o Complaints and discipline
 - o New governance policy
 - o New membership policy
 - <https://ringettealberta.com/wp-content/uploads/2023/05/28.0-Membership-Policy-February-2023.pdf>

Key Note Address

Ringette Canada Strategic Plan

- Ringette IN Canada vision, how can we make it more inclusive and represent local associations
- Collaboration
- National organization manages large level strategies and "rules" and local associations can implement

Challenges in Sport

- Safe Sport
 - o UCCMS
 - o Respect in Sport
 - Hockey makes this mandatory for all parents before their kids can play at their own cost
 - o Complaints
 - Abuse Free Sport
- Equity, diversity and inclusion
 - o Male participation in ringette
 - Gender Equity
 - Participation
 - Board Of Directors
 - Demographic
 - How to bring in new participants
- Risk Management
 - o Responsibilities have changed

- How can we help each other
 - What risks are you managing
 - How can we work together to manage
- Financial Reality
 - o Tourism 40% increase
 - o Cost of living increase 6.8%
 - Second highest since 1982
 - o How do we continue to deliver and not cost so much so people find less expensive sports

I CARE:

Innovation

- Financial reality, doing more with less, time management HP pathway

Collaboration

- Alignment sharing resources

Accountability

- Everyone needs to be accountable
- Participant, parents, leaders, coaches, officials

Respect

- In our interaction with our environment

Excellence

- In everything things we do

Strategic Plan Update

May 6, 2023

11:10 AM

Dawn??

Currently operating from an expired strategic plan - new one due to GoA 2023

- Values, goals and what good governance looks like
- Focus on culture

In the next two months

- Come together as new board
- Finish out the plan, and submit it by June 30

Approve the plan,

- Potentially no engagement with associations due to time constraints (TBD)

Examples

Athlete development

Experience the game they want and what success looks like for them

Reduce injury

Develop officials

Pool of qualified officials at various levels
How do we recruit, retain and mentor

These are goals, to be followed by tactics and KPI's - to measure success

How does resources are limiting out ability to deliver on growth - ICE and how does Ringette Alberta

Coaching Development Update

May 6, 2023

11:20 AM

Ringette Canada sets minimum standards

- Ringette Alberta can only increase the standards

Accountabilities

- Ringette Alberta
 - o Recruit and train facilitators
 - o Assign learning facilitators
 - o Guide local association coaching directors
 - o Reimburse local association
 - o Collect fees for sports
- Local Association
 - o Source space / ice
 - o Share courses
 - o Help them understand what they need to do and how to register
 - o What is reimbursement

Flow of communication

- Coach - local association coaching director - ringette Alberta

Officials Development

May 6, 2023

2:11 PM

Lauren Koster

<https://ltd.ringette.ca/wp-content/uploads/2015/09/LTOD-MATRIX-FINAL.pdf>

Prepare a communication / new section for parent hand book that includes expectations of officials. Into, development, refinement, acquiring.

No "official" officials manual available for officials

There is a long term officials development matrix - to be released

NOCP structure, pathways, training vs certification Admin and logistics of evaluations

Who are the officiality developers

Learning facilitators master instructors evaluators master evaluators identification / selection role descriptions

<https://ringettealberta.com/wp-content/uploads/2015/12/Coaches-Introduction-to-Officiating-Development-Association-handout.pdf>

<https://ringettealberta.com/wp-content/uploads/2022/08/Parent-Introduction-to-Officiating-Development.pdf>

Ringette Calgary online rule book - it is searchable

<https://ringettecalgary.ca/docs/rulesregs/rulesregs.pdf>

Maybe an intro meeting held by ref in chief / ref allocator for all SGRA refs to set some guidelines and support for the refs, so they may feel more comfortable working with them and raising issues because they know who they are.

Governance Review

May 6, 2023

3:11 PM

Corporate Council

- Sport Law LLP -
- Steven Indig,
 - o Policy
- Michelle Kropp
 - o Legal action
- Carscalleb KKO - David Sevalrud

Governance assistance

Legal Assistance

- o Complaints and discipline
- o Civil lawsuits
- o Guenearl guidance on legal compliance
- Mentorship
- Leadership
- Operational Considerations

Private Vs Public Corporations

- Association is a not for profit under the societies act and are not owned by anyone (legally)
- Accountability
- Customers are our membership

Alberta Corporations Act - registered under Societies Act

We must generate revenue but not maintain profit. We may only reserve a reasonable amount of funds for unexpected future costs.

- If our fixed costs rise, we must pass them onto our customer. We must also find ways to offset where possible

3 modes of governing

- Fiduciary
 - Duty of Care (Due Diligence)
 - Duty of loyalty
 - Duty of obedience
- Strategic
- Generative

Legal obligations of the directors

Every director and officer of a corporation in exercising their powers and discharging their duties shall

- Act honestly and in good faith with a view to the best interest of the corporation
- Exercise the care, diligence and skill that a reasonable, prudent person would exercise in comparable circumstances

Types of Boards:

Governance - Ringette Alberta

- Use committees to do work
 - Operational committees
- Board Culture - reasonable, professional, respectful and vigorous in debate
- Conflict of Interest - real or received, keep records, don't take chances

Management Board - aka working or operational board

Do we need a risk register??

Role in non representational board?

- Elect board
- Approve auditor
- Approve bylaws

Accountability

You must not

Threaten, bully harass and intimidate the board via

- Social media
- Emails
- Phone calls
- Public disclosures
- Join committees to sue them as puppets for personal agendas
- Join board with the intention of representing the ideas of a select group we don't want you

Primary accountability

- Vision

- Mission
- Values
- Policies

Secondary accountability

- Public funding partners (GoA, Community Grants)
- Private funding partners (membership, fundraising events)
- Group members (volunteers, officials etc)

<https://ringettealberta.com/wp-content/uploads/2018/02/23.0-Policy-Development-Policy-November-3-2017.pdf>

Complaint - where is the jurisdiction of managing complaints

New Policies

Governance Policy

<https://ringettealberta.com/wp-content/uploads/2023/05/27.0-Governance-Policy-February-2023.pdf>

Membership Policy

<https://ringettealberta.com/wp-content/uploads/2023/05/28.0-Membership-Policy-February-2023.pdf>

Tiering Policy

May 7, 2023

8:12 AM

Goal is to start the season as even as possible, though there can be separation at the end and that is due to coaching, player commitment on and off the ice etc.

Recommendations:

- RAB ownership of association tiering requirements
- Electronic game sheets province wide
- Number of tiers should increase to improve competitive play
- Ringette alberta to use a database approach to tiering
- U10, U12 and U14 continue to use UAA
- RAB to consider rebranding tiers (how does this impact extra provincial play?)
- Balanced team requirement for multiple teams in a tier
- Mandatory re-tiering reviews after session 1 and 2
- Participation >60% of league games for post season play
- AA becomes a program instead of a tier
 - Any league games that cross AA/A like U16AA and 19A should account for a 0-0 score so as to not impact the tiering statistics.
- AA programs should align provincially

RAB Path Forward

- New Board forms

- Reconstitute same committee
- Board discuss how to turn this into a policy
- This is a big change
 - o Creating pilot programs (pick one division rather than full scale change)

Male Inclusion

May 7, 2023

10:25 AM

Male Inclusion

- Male inclusion committee struggled - lost a bunch of members
- Committee no longer working
- Can't take boys out of ringette (Human Rights)
- Start a male program, get enough capacity to build a male program
 - o How do we expand male participation enough to create a male program
 - o Do a come try ringette for males - mini tournament
- This committee will be reformed with a new chair

Goaltending

May 7, 2023

10:28 AM

Full time goal tender is only goalie and sits when not in net

Part time goal tender also plays out when not in the net

- U10 is 25% before December and 25% after
- U12 is 75% before December and 75% after

They are working on development of a new goaltender policy to append the existing one.