



**Board of Directors
Minutes
D1-18**

Date: Sunday June 10, 2018

Location: Hilton Garden Inn, Monarch Room
Toronto, ON

Start Time: 9:00 AM

End Time: 11:58 AM

1. Roll Call

Present:

President	John Voss
Vice President Communications	Justine Janssen
Vice President Administration	Margareth Peressutti
Vice President Finance	Christine Thorndyke
Central Region Director	Colin Deans
Northeast Region Director	Terry Ablett
Northwest Region Director	Vacant
Southern Region Director	Jim File
Western Region Director	Brian Breckles
Eastern Region Director	Mike Lester
Athlete Director	Freedom Warne

Absent:

Vice President Technical	Heather McTavish Taylor
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Invited Guests:

Executive Director	Pamela Julian
Technical Director	Karla Xavier
Office Manager	Bill Dressing (recorder)

2. Adoption of the Agenda

2.1. Motion D1-18-01 THAT: The Board of Directors approve the Agenda (with changes and additions).

Moved: Western
Seconded: Southern
Carried

3. Adoption of the Previous Board Meeting Minutes

3.1. **Motion D1-18-02 THAT:** The minutes of the May 5, 2018 Board of Directors Meeting, as amended, is accepted.

Moved: Southern

Seconded: Eastern

Carried

4. Appointment of Finance Committee

4.1. As we move to a Governance Board, the Finance Committee will be replaced by an Audit Committee. This change will require Constitutional amendment in the future.

4.2. **Motion D1-18-03 THAT:** That the Finance Committee be comprised of: VP Finance (Chair), VP Communications, Western Region Director and President.

Moved: VP Finance

Seconded: VP Administration

Carried

5. Appointment of Standing Committee Chairs

Coaching Development will be changing their emphasis from tracking coach's registration and scheduling clinics, an administrative function better handled by staff, to concentrate on recruiting and development of new coaches, particularly at the entry level.

5.1. **Motion: D1-18-04 THAT:** John Mezenberg be appointed as Chair of the Coaching Development Program for the 2018-2020 season.

Moved: VP Administration

Seconded: Athlete Director

Carried

5.2. **Motion: D1-18-05 THAT:** Harry Hirsimaki be appointed as Chair of the Elite Development Committee for the 2018-2020 Season.

Moved: Eastern Region

Seconded: Northeastern Region

Carried

5.3. Motion: D1-18-06 THAT: Nanci Laroche be appointed as Chair of the Adult Development Committee for the 2018-2020 Season.

Moved: Western
Seconded: Central Region
Carried

5.4. Motion: D1-18-07 THAT: Amy Murray be appointed as the Chair of the Officiating Development Committee for the 2018-2020 Season

Moved: VP Administration
Seconded: Central Region
Carried

6. Board Appointments

6.1. Chair Appeals/Complaints

Motion AGM-18-08 THAT: Robert Crandall and Terry Ablett be appointed as Co-Chair of the Appeals/ Complaints Committee for the 2018-2019 season”.

Moved: Southern Region
Seconded: Eastern Region
Carried

6.2. Appeals

Motion D1-18-09 THAT: Janet Logan be appointed to the Appeals Committee for the 2018 - 2019 season.

Moved: Eastern Region
Seconded: Central Region
Carried

6.3. Discipline

Motion D1-18-10 THAT: Margareth Peressutti and any two of six Regional Directors be appointed to the Discipline Committee for the 2018 - 2019 season”.

Moved: Athlete Director
Seconded: Western Region
Carried

6.4. Awards

Motion D1-18-11 THAT: Volunteer Recognition Awards Committee for the 2018-2019 season with the back up being the VP Technical and VP Administration”.

TABLED

6.5. Screening Committee

Motion D1-18-12 THAT: Pamela Julian be appointed Privacy Officer.

Moved: VP Administration

Seconded: Athlete Director

Carried

Motion D1-18-13 THAT: the Privacy Officer and VP Administration be appointed to the Screening Committee for a term of two (2) years”.

Moved: VP Finance

Seconded: Western Region

Carried

6.6. Nomination Chair

Motion D1-18-14 THAT: Colin Deans be appointed as Nominations Chair for the 2019 AGM”.

Moved: Southern Region

Seconded: VP Administration

Carried

6.7. Signing Officers

Motion D1-18-15 THAT: the President, VP Finance, VP Administration and Pam Julian, Executive Director be appointed as signing officers for the Corporation for the period of June 2018 to June 2019”.

Moved: Athlete Director

Seconded: Eastern Region

Carried

7. New Business

There is not a qualified coach, due to a change in Ringette Canada requirements, nor can one obtain the required certifications, to fill the third bench position with Team Ontario at the Canada Winter Games. Elite is asking for an exception to the rule requiring no other involvement with a U14 to 18+ team. Tania Pettitt has not been involved with try-outs or team selection to date to avoid conflict of interest.

- 7.1. Motion D1-18-16 THAT:** To allow Tania Pettitt to be on the Team Ontario bench as an assistant coach while she is on the bench of a Provincial U16AA bench for the 2018-2019 season.

Moved: Athlete Director

Seconded: VP Administration

Carried

7.2. Pilot Projects

Western Region outlined 3 projects they are delivering in their region, including Come Try Ringette (CTR) and half ice at U7 level. They cannot justify to their Board the full funding of these pilot projects.

The Executive Director outlined the Ontario Community Sport & Recreation Fund funds this type of active start programs. CTR fits into their mandate very well. Her vision is to introduce a CTR team in each region to conduct CTR events consistently, possibly being trained by the Western team, largely funded by this grant.

There is a Trillium grant program that focuses on funding capital projects such as the half ice initiative requiring right sized nets and bumper pads. There was agreement the Regions should not be expected to entirely fund these pilot projects and the grants available may alleviate these concerns.

Action:

- i. ED to explore and apply for funding of these pilot projects.
- ii. Staff to determine how to effectively coordinate these pilots across all regions.
- iii. Pilot projects should develop metrics supporting their results, the proposal to roll out the programs to all Associations and subsequent funding requests.

7.3. Membership Management System

After a review of the deficiencies with our current system and a brief history of the search for a new system provider, the President covered the current state of discussions with RAMP, a prospective provider based in Edmonton. RAMP. They see a business opportunity for themselves by building into their system the types of information we are looking for as a Provincial Sports Organization. Things such as a participation history for individuals, statistics such as where growth and decline in participation occurs and reports to allow easy identification of registration rule violation/exceptions. These types of features will decrease the burden of volunteer registrars. RAMP's current system is close to meeting our specifications and appears capable and willing to meet most if not all our other needs.

They have made a proposal for implementation. The President would like a brief prepared outlining RAMP system and capabilities, gauge Ringette Canada's interest in participating, with a goal to approving a commercial agreement at the September Board Meeting. It will have to fit within the budget and have a workable implementation schedule.

7.4. Marketing Coordinator

The longstanding issue within the sport has been how do we get marketing and promotion of the sport happening. The answer is to have a dedicated person to do it.

A position was advertised, and 6 candidates interviewed. Three will be invited back for a second interview in the next few weeks.

Budget drafted and discussed at the AGM included provisions for this position. It will be funded from Operating Revenues.

Membership is generally excited about a Marketing Coordinator. Increased costs are acceptable if known early enough to plan for and provided they shown value from programs throughout the year.

Discussion whether the position should be full time or a one or two-year contract. The preference was for a 2-year contract but to allow the Executive Director the flexibility to negotiate with the selected candidate.

7.5. Budget

Timing of Budget approval was discussed. While recognizing the scenario of going forward with unapproved expenditures in the interim, it was felt with the number of new Directors, particularly VP Finance, that it would be prudent to delay the approval of the Budget until a date later in June (to be determined) allowing for new Directors the opportunity to become familiar with the basis of the Budget provisions.

Action:

- i. Executive Director to arrange a date and time for a Meeting via conference call.
- ii. Executive Director to arrange an “on boarding” call and/or a Google Drive location for new Directors to help orient them to issues and ongoing developments.

7.6. Strategic Planning process

Feedback from Government agencies indicate we are deficient in many areas they consider in their funding decisions.

Discussions have been ongoing with outside consulting groups to contribute to the development of a Strategic Plan.

Motion D1-18-17 THAT: Justine Janssen be appointed the Chair of the Strategic Planning Task Force.

Moved: Western Region

Seconded: VP Finance

Carried

Justine will be given the opportunity to review the process to date. Next steps in the process will be discussed at the Board meeting later this month.

7.7. Board Structure

Audit & Risk Committee and Human Resources & Governance Committee, which are basic fundamental Board functions, have not existed in the past. The development of these committees is a future item for consideration, likely in the time frame. It is important to develop a mandate for each of these committees and then decide who would sit on them. Once developed, action would be taken to strike the committee, select a Chair and members.

Justine suggested the H.R & Governance Committee should be the focus for the immediate future to increase organizational flexibility, while the Audit and Risk Committee, being more straightforward, could be developed along the way. VP Communications, VP Finance, VP Administration, President and Executive Director along with anyone else interested, will consider and develop a mandate for these committees.

7.8. Transition Obstacles

Western Region expressed concern with the possibility of overloading current roles during the transition from the Operational to Governance model. Administration of various areas is often the most difficult to change. It is important to communicate our goal is to help, not hinder, as responsibilities are moved to a staff function. People in current or previous roles are a valuable resource in the transition period. These issues are best to be considered in development of the Strategic Plan.

7.9. Feedback from Membership

Generally positive comments:

- i. Strong support for the excitement and positivity, shifting the ORA from a policing role to a customer service role.
- ii. Recognition of the need for the Marketing initiative and any return on the investment.
- iii. Enthusiasm for the direction of change. Looking forward to more support from the Office.
- iv. ORA is seen as a resource but Associations tend to focus on their own internal situations.
- v. Enjoyed this year's workshops.

Some negative comments:

- i. MMS has been an area discussed for 3 years but has not seen any movement towards improvement.
- ii. The election process at the AGM was awkward and needs to be rethought.
- iii. Costs of travel and other items that affect them are more important than big picture initiatives.

Suggested Improvements:

- i. Workshops need to be highlighted and better attendance achieved.
- ii. Inclusion workshop was excellent but an educational takeaway piece, especially for coaches, to help when dealing with this unfamiliar situation.
- iii. During the break for the caucus meeting, a value added discussion, best practices, roundtable or other activity would increase interest.

In summary, there is Goodwill with the Membership. It is now time to deliver on their expectations (strategic plan) and communicate with them to ensure expectations are in line with deliverables.

7.10. National Tournament Bids

There needs to be a process to prevent competitive bids within the province. Suggestion of a low level expression of interest followed by a ORA endorsement of the bid to help both improve the bid itself and prevent wasted duplicate efforts.

7.11. Survey Results

Sharing of results to the Associations is best done in a summary form. Specific issue results should be presented in such a form as to prevent identification of any individuals.

7.12. Level of Play

Associations need to have consistent policies concerning level of play, and other topics, to allow the Region to support Association Policy. Processes for approval need to be consistent and consistently applied.

7.13. Boundary Issues

Boundary Issues continue to create problems for both Regions and Associations. This topic will be a prominent part of the Strategic Plan process.

8. Future Standing Committee Meeting Dates

G&T only: July 28/29, 2018

All others: Aug 18/19 tentatively

9. Future Board of Directors Meeting Dates

Conference Call: To be arranged by the Executive Director before June 30

September 8, 2018

November 24, 2018

January 26, 2019

May 4, 2018

AGM - June 8, 2019

10.

Motion AGM-18-18 THAT: The meeting be adjourned.

Moved: Central

Seconded: Athlete Director

Carried

Time: 11:58pm