



Richmond Cosom Floor Hockey Association Annual General Meeting Minutes

**April 16, 2025, at 6:30 pm at City Centre Community Center (In-Person Meeting
with Allowance to View and Speak on Microsoft Teams)**

Roll Call of Executive:

Present (In-Person): Leah Sprintzios, Baldeep Nagra, Nicole Nagra, Pirad Uthayakumar, Barrett Gross, Mehmood Ghani, Greg Daniels, Susan Scott, Olivia Lai, Rubiya Ghumman, Shane Lilge, Larry Knurik, Vincent Li, Anita Chan, Eliza Ko, Evan Li, Alan Chu

Present (On-line):

Absent: Kelly Simmons, Helen Kempler, Jennifer Hunter

Meeting Called to Order: 6:48 pm

President's Opening Remarks:

A Thank you! To all volunteers. Weekly recaps are available online. Mission and Values reviewed.

Highlights: Player Growth 440 participants, 151 volunteers providing 5+ hours of time, \$73K in income, 376 Games were offered, 7 events (including pub night), 6 new programs implemented in addition to the regular season.

Next season projections: upwards of 500 registrants, looking at increasing grant applications,

Growth can be measured in registrants but also in terms of leadership skills development. Noam Knurik, Ziev Greenburg, and Noah Murray were specifically acknowledged.

Presidents Report: A great team to work with, a special thank you. I hope to continue in some capacity in the future

Director and Officer's Reports

- Vice President – Barrett: First year as VP, it was interesting and fun. It was a wonderful way to give back to my community. It was a rewarding experience and grateful for the opportunity
- Secretary – Bal
- Treasurer/Registrar – Vincent: We did well as a non-profit, by making a profit which allows us to plan for next year. Upcoming season, 50% of registrants have already returned to the sport. It was a learning curve.
 - Vote on financial audit – Pirad: This board recommends a financial audit to be completed legitimize RCFHA. The audit will also support Grant Applications.
 - **Motion** to conduct an audit for the 2024/2025 season with the advice of Ryan Johnson of Johnson and Meyer.
 - Seconded by: Nicole seconded.
 - Discussion: Entire financial year for 2024/2025. Cost involved. Level of audit will determine the cost of the audit. Partial audits range from \$200-2000. Full-audits



will cost more than \$2000-8000. The financial will budget for this cost. Is there an auditor in mind: a sports council lawyer, name to be included in the motion. Reasons for audit: organization, expenses, efficiency and grant applications. A new audit is not necessarily required every year, but applications will need to be done every year. Audit needs to be completed before May in time for grant application deadline

- In Favor: 66
- Opposed:0
- Motion Carried; Details to be determined in first executive meeting after the AGM.
- Referee-in-Chief – Nicole
 - Hired 12 referees, new referees season cost \$17,000 for paid
 - 8 injuries
 - Need streamline the callup process, so it's not heavy for the executive
 - Co-directing a tournament was fun
- Gym Coordinator – Eliza
 - First year was exciting. We had added expenses this year, evaluation, block party and food truck charges with the city with additional \$2800 cost.
 - Cancellation notifications require 1 week. Clean up notifications also given
 - Late fees
- Director of Coaching and Player Development – Mehmood
 - First year in this position. Provided coach perspectives. Feedback was good, coaches felt comfortable addressing concerns. Even negative feedback provides opportunities for growth.
 - Would like to build the player development for next.
- Equipment Manager – Larry
 - Season went well with respect to equipment. Stick breakage was due to 5–8-year-old sticks. We were able to find a provider for the sticks. Facing issues getting youth sized goalie equipment. Pinnies and other equipment will be shipped overseas. Noam, and Ziv were wonderful support as equipment assistants. Cosom Selects was more successful than last year but still requires some improvement. Rowan, Nicole, and Barrett assisted with this.
- Assistant Equipment Manager (Jerseys and Medals) – Evann/Pirad
 - Organized jerseys, medals, deposits and collections.
 - ***Jersey Deposit Collection: had a major flaw, gaps have been noticed. Solutions offered: 1. Jerseys will not be handed out until a deposit is paid. 2. Jersey Deposits will need to be dealt privately, with discretion by emailing coach, cc parent, email parent to determine financial needs.
- Division Coordinators – General (see attached reports for details) Representing all coordinators. Would like to acknowledge all the hard work of all coordinators. Team balancing is challenged with requests of parents, players, practice days. Coordinators tried to accommodate requests as best as possible. Feedback from coaches is struggling teams need support. More detailed reports will be available with the AGM minutes. This will be published later
- Director of Grants – Kelly



- Busy applying for multiple grants: City of Richmond Recreation Grant, City Celebration Grants were successful. Currently working on the BC Gaming Grant (amount to be determined by the expenses for School Board gym rentals). Funding from Fresh Slice was also successfully applied for.
- Director of Technology Operations – Alan
 - First year as webmaster, assistant webmaster last year. Enjoyed the challenge of building a website to reflect the RCFHA. Webmaster role focussed on more function, ease of locating of information and development of the Tournament Page. On the technological side, worked on the online video size, purchasing equipment. A special thank you to Jade, Rubiya for all their hard work. Looking to continue to improve.
- Director of Social Media – Rubyia
 - This was a fun position. Taking videos, interviews with help of Josh Lai. Tournament pictures were tricky as we didn't have enough photographers.

Committee Reports

- Evaluations Committee – Anita
 - A special thank you to Jeurgen W. for helping with evaluation questions this year. My team of volunteers: Aseem, Bal, Barrett, Eliza, Larry, Noam. New things sign up mechanism was new. Next year we will have parents sign up based on their schedule. We will continue to do that through different mechanisms. Evaluation App – for internal use. Shane created a new app, and allowed evaluators to place scores in the app. Paper copies were used as back up. Challenges have been noted with a hopeful, paperless evaluation.
 - Coaches meeting occurred immediately after the evaluations, headed by Barrett. Helped tremendously with team construction
 - Jersey table was also placed for Jersey sizing. Many changes were requested. This was a good addition to the jersey distribution process.
- Rules Committee – Nicole
 - Didn't have a lot of offseason time for rule changes
 - A different Mercy Rule, multiple penalties, high sticking and delay of game rules were adjusted. ACTION: Mercy Rule needs to be analyzed and put to the players and coaches developing players. Rules feedback is received by the RIC and discussed and then changes are made.
 - Referees were crucial to this process.
- Event Operations Committee – Leah
 - Successful year. We added a Sockeyes Night Out and Pub Night, both well received. Overall, it was fun.
 - A Thank you to all of the volunteers who came out for the Tournament. It couldn't be as successful without you.
 - Bonus: Able to raise money for the league
 - Marketing Committee – Nicole
 - Zamaan and Griffin created all of the materials
 - Referees took on a large number of projects, the executive were unable to take on.



- Statistics and Scheduling Committee – Nicole
 - Noam and ___ determined tie break, updating sportsninja brackets during brackets
- Disciplinary Committee – Greg
 - No suspensions.
 - Most of the time fielding emails from members
 - Emails have been forwarded to appropriate executive
 - Physical play, Refereeing, Perceived Bias in Refs, AGM were primary concerns. To be addressed during Open Floor

Old Business from 2024-2025 AGM

- Separate Youth and Adult Tournament: A great thing, limited by gym availability
- Separate Adult Season into Tiers: Can be explored in the offseason, next executive will need to be explored
- Mandatory Volunteer Hours: highly recommended and have been implemented for the next season. This will help the next executive board.
- Draft for PeeWee and Bantam: No adult draft, no draft for this
- Clear Communication with our Members: always a focus to continue to improve upon and strive towards.
- Two Non-Competitive Drop-In Sessions: Completed. A Fall and Spring session have been implemented.
- Volunteer to Player Ratio: 2 volunteers: 7 player ratios currently. I would like to work towards a 1:1 ratio to help support players and teams.
- Double Headers and Rosters: Case by case basis. The idea was to standardize each division, but this depends on registrants for each division.
- Mandatory Team Managers: This board would like to push for this. Coaches do enough. Teams that had a Team Manager had a more positive experience.

All reports are submitted to the Secretary. And made available. Discussion around Roberts Rules.

Discussion around agenda agreement.

Motion: Move Open Floor to before with a limit for 10 minutes: Leah

Seconded: Shane

In Favor:

Opposed 2.

Motion Carried.

****See Addendum****

Open Floor:

1. Physicality in all division:



2. Perceived Bias by Referees:
 - a. There will always be referee complaints. Important to know they are youth players, and they do have a standard to adhere to. Topics introduced. Referees eventually serve on the board and play. Youth refereeing this division. There are no Adult Referees. They can be hired from other organization, yet our rules are unique. Adjustments are challenging. Referees as adults revert to the rules they know, not the current refs. This is a primary issue for the Adult Division. Are referees being consistent across all divisions? Yes. The youth standard is brought to adult to the division. Grant money was used for working groups, new referees and previous referees were used in two weeks of working division. Referee communicating precedent setting situation.
3. Change to Online Voting:
4. Location and Parking:
5. Agenda needs to be adopted:
6. Maturity in presentation, growth in the league. Unprofessionalism communication present in the meeting. So much to be proud of. What executives are doing is successful. Please don't destroy the hard work.
7. Bylaws need to change. They will occur in the offseason.
8. Jan 25th, Jersey Deposits collection incident was considered. Game delays occurred. Unethical, and harmful to a child, with no regard to the dignity of the family. Universal Code of Conduct will impact grant applications.
 - a. Emails are sent out within deadlines. Volatility was experienced on both sides.

Motion on the Floor to extend the Open Floor to extend the Open Floor by 5 minutes for the people in the room: Barrett

Seconded: Leah

6 Opposed

Motion Carried to Extend the Open Floor.

Previous Directors and Officers Step Down:

Vote in New Directors, Officers, and Committees

- Due to limitations of our organization at this time, all members were invited to vote in-person
- President Position:
 - Call for Nominations:
 - Nicole Nagra accepts nomination
 - Barrett Gross declines nomination
 - Farhaan Khan accepts nomination
 - Call for Volunteers:
 - No volunteers



- Nominees/Volunteers spoke to nomination. Farhaan (1.38 minutes) Nicole (3.0 minutes)
- Ballots Cast at this time.
- Ballot Tally: 35 for Nicole Nagra, 47 for Farhaan Khan, 1 Abstain. Total: 83
- Farhaan Khan Elected for the position of President by majority

- Vice President Position:
 - Call for Nominations:
 - Olivia Lai accepts Seconded by Farhaan
 - Sue Scott accepts nomination
 - Call for Volunteers:
 - No volunteers
 - Nominees spoke to call
 - Ballots Cast
 - Ballot Tally: 63 votes for Olivia Lai, 17 votes for Sue Scott, 1 Spoiled Ballot
 - Olivia Lai elected for the position of Vice President by majority

- Referee-In-Chief:
 - Call for Nominations:
 - Nicole Nagra decline nomination
 - Barrett Gross declines nomination
 - Wesley Bevin Accepts nomination
 - Call for Volunteers:
 - No volunteers
 - Nominees/Volunteers spoke to call: N/A
 - Ballots Cast: No voting required.
 - Ballot Tally: N/A
 - Wesley Bevin elected for the position of Referee-In-Chief by /acclimation

- Treasurer/Registrar:
 - Call for Nominations:
 - Shane Lilje decline nomination
 - Vincent Li declines nomination
 - Farin Meralli declines nomination
 - Alan Chu accepts nomination.
 - Call for Volunteers:
 - No Volunteers
 - Nominees/Volunteers spoke to call: NA
 - Ballots Cast: NA
 - Ballot Tally: N/A
 - Alan Chu Elected for the position of Treasurer/Registrar by acclimation

- Secretary:
 - Call for Nominations:
 - No Nominations



- Call for Volunteers:
 - Nancy Jung via text/email to Secretary.
- Nominees/Volunteers spoke to call: n/a
- Ballots Cast: n/a
- Ballot Tally: n/a
- Nancy Jung Elected for the position of Secretary by acclamation

- Director of Marketing and Development:
 - Call for Nominations:
 - Tamara Steeves declines nomination
 - Call for Volunteers:
 - Alan Chu
 - Nominees/Volunteers spoke to call: n/a
 - Ballots Cast: n/a
 - Ballot Tally: n/a
 - Alan Chu Elected for the position of Director of Marketing and Development by acclamation

- Director of Code of Conduct and Integrity Committee:
 - Call for Nominations:
 - Barrett Gross decline nomination
 - Greg Daniels accepts
 - Call for Volunteers:
 - None
 - Nominees/Volunteers spoke to call: N/A
 - Ballots Cast: N/A
 - Ballot Tally: N/A
 - Greg Daniels Elected for the position of Director of Code of Conduct and Integrity Committee by acclamation

- Gym Coordinator:
 - Call for Nominations:
 - Eliza Ko declines nomination
 - Sue Scott declines nomination
 - Call for Volunteers:
 - No volunteers
 - Nominees/Volunteers spoke to call: N/A
 - Ballots Cast: N/A
 - Ballot Tally: N/A
 - Role will need to be filled at next Executive Board Meeting

- All Division Coordinator Positions:
 - Call for Nominations:



- Barrett Gross accept nomination
 - Thomas Steeves accepts nomination
 - Jennifer Hunter accepts via email
 - Sue Scott accepts nomination
 - Helen Kempler accepts via email
 - Last spot will need to be filled at next Executive Board Meeting
 - Call for Volunteers:
 - None
 - Nominees/Volunteers spoke to call: N/A
 - Ballots Cast: N/A
 - Ballot Tally: n/a
 - Members Elected for the position of Division Coordinators by acclamation
- Head of Division and Drop-In Coordinator
 - Call for Nominations:
 - Barrett Gross accept nomination
 - Call for Volunteers:
 - None
 - Nominees/Volunteers spoke to call: N/a
 - Ballots Cast: N/a
 - Ballot Tally: N/a
 - Barrett Gross elected for the position of Head of Division and Drop-In Coordinator by acclamation
 - Head of Coaching
 - Call for Nominations:
 - Mehmood accepts nomination
 - accepts/declines nomination
 - Call for Volunteers:
 - None
 - Nominees/Volunteers spoke to call: n/a
 - Ballots Cast: n/a
 - Ballot Tally: n/a
 - Mehmood Elected for the position of Head of Coaching by acclamation
 - Equipment Coordinator
 - Call for Nominations:
 - Larry Knurik declines nomination
 - Isaac Taylor accepts nomination
 - Brian Steeves accepts nomination
 - Call for Volunteers:
 - None
 - Nominees/Volunteers spoke to call: N/a
 - Ballots Cast: N/a
 - Ballot Tally: N/a



- Isaac and Brian co-elected for the position of Equipment Coordinator by acclimation

- Assistant Equipment Coordinator. This is a volunteer position, not an executive position.
 - Call for Volunteers:
 - Rowan McLean
 - Nominees/Volunteers spoke to call: N/a
 - Ballots Cast: n/a
 - Ballot Tally: n/a
 - Rowan McLean Elected for the position of Assistant Equipment Coordinator by acclimation

- Player Evaluation Lead
 - Call for Nominations:
 - Josh Lai accept nomination
 - Call for Volunteers:
 - None
 - Nominees/Volunteers spoke to call: n/a
 - Ballots Cast: n/a
 - Ballot Tally: n/a
 - Josh Lai Elected for the position of Player Evaluation Lead by acclimation

- Event Management Lead
 - Call for Nominations:
 - Farin Meralli decline nomination
 - Sally Ma accepts nomination
 - Call for Volunteers:
 - None
 - Nominees/Volunteers spoke to call: n/a
 - Ballots Cast: n/a
 - Ballot Tally: n/a
 - Sally Ma Elected for the position of Event Management Lead by acclimation

- Sponsor and Donor Relations Specialist
 - Call for Nominations:
 - accept/decline nomination
 - accepts/declines nomination
 - Call for Volunteers:
 - None
 - Nominees/Volunteers spoke to call
 - Ballots Cast
 - Ballot Tally:
 - Roll will need to be filled at next Executive Board Meeting.

- Technological Operations Specialist



- Call for Nominations:
 - Shane Lilge declines nomination
 - Alan Chu accepts nomination
- Call for Volunteers:
 - None
- Nominees/Volunteers spoke to call: n/a
- Ballots Cast: n/a
- Ballot Tally: n/a
- Alan Chu Elected for the position of Technological Operations Coordinator by acclimation

- Communication & Engagement Specialist
 - Call for Nominations:
 - Gio Palmero decline nomination
 - Noah Murray accepts nomination
 - Call for Volunteers:
 - None
 - Nominees/Volunteers spoke to call: n/a
 - Ballots Cast: n/a
 - Ballot Tally: n/a
 - Noah Murray Elected for the position of Communication & Engagement Specialist by acclimation

- Grant Specialist
 - Call for Nominations:
 - Kelly Simmons accepted nomination via email
 - Call for Volunteers:
 - None
 - Nominees/Volunteers spoke to call: n/a
 - Ballots Cast: n/a
 - Ballot Tally: n/a
 - Kelly Simmons Elected for the position of Grant Specialist by acclimation

- Social Media Lead
 - Call for Nominations:
 - Tamara Steeves accepts nomination
 - Rubiya declines nomination
 - Call for Volunteers:
 - None
 - Nominees/Volunteers spoke to call: n/a
 - Ballots Cast: n/a
 - Ballot Tally: n/a
 - Tamara Steeves Elected for the position of Social Media Lead by acclimation



No Further Nominations/Volunteers can be taken. The following

Committee Position Volunteers:

- There is an open call for all committees, volunteers can be added at later time with future calls in the summer of 2025
- Rules Committee:
 - Call for Volunteers: Sue Scott, Barrett Gross, Darren Tsang, Theo Lam
 - Appointed
- Player Evaluations Committee:
 - Call for Volunteers:
 - Appointed
- Events Committee:
 - Call for Volunteers: Leah Sprintzios,
 - Appointed
- Marketing Committee:
 - Call for Volunteers:
 - Appointed
- Social Media Committee:
 - Call for Volunteers: Jade Dempsey, Rubiya Ghumman.
 - Appointed
- Sponsor and Donor Relations Committee:
 - Call for Volunteers:
 - Appointed

New Business/Open Floor: (Time Limit: 10-15 minutes)

Moved to earlier in agenda

Previous President's Closing Remarks:

Thank you for coming to the AGM and stepping up for shaping the future of the league.

Richmond Cosom Floor Hockey Association Annual General Meeting Adjourned at: 9:06pm



Addendum to AGM Minutes April 16, 2025 (taken from meeting transcript):

Open Floor:

1. Lack of AGM Agenda: concerns expressed about why an agenda was not provided to the public prior to the AGM.
2. Game Safety & Physical Play: Escalation of body-contact in adult league and “over-physical” incidents across divisions, with eight injury reports this season. Rules Committee to review mercy-rule, double-header format and discipline guidelines.
3. Perceived Bias by Referees: Numerous emails citing inconsistent penalties and perceived bias; debate over youth referees officiating adult matches and feasibility of hiring external refs given our unique rule-set. Ref-in-Chief noted their \$2000 grant was used for preseason working groups; committed to enhanced mid-season clinics and peer reviews. RIC believes reffing is consistent across all divisions. External-ref option to be costed. Question about consistency of reffing within a division and if RIC believes the referees approach each game consistently so that they are of an objective standard. RIC believes the reffing is consistent from game to game within a division, and since the referees are good at communicating with one another, if there is a precedent being set they can communicate that within each other.
4. Event Logistics (Parking & Location): Concerns about venue choice and adequacy of notice for online voting changes. The chair reaffirmed that all issues recorded in the transcript will be logged for the incoming board’s first-quarter workplan.
5. Online Member Comments/Concerns: Concerns were raised regarding unprofessional communication and a perceived dismissal of parents’ and volunteers’ feedback by certain executives. Lack of communication observed from executive, for example a lack of an agenda provided to the public for the AGM. Observer reported blurred or inappropriate boundaries between certain adult Executives amongst each other and with minor referees, creating perceptions of favouritism or nepotism. Concerns around long-term future of the organization, that there is a lawsuit waiting to happen. Does not feel the organization is being run by those who are fit to be around families and children.
6. League Culture & Communication: Mixed sentiment: praise for growth and volunteer engagement juxtaposed with frustration over “selective” handling of e-mails and parental feedback. There is a lot to be proud of. Perhaps publishing an Agenda could be added to our bylaws.
7. January 25 Jersey-Deposit Incident: Parent described 20-minute game delay and public insistence by the President for cash jersey deposits from families so that their kids could continue to play, leading to a child’s distress and complaints under Universal Code of Conduct. The parent expressed that the President’s handling of the situation reflected an inappropriate use of authority, exhibited little regard for families’ concerns, and risked harming the children. The parent further cited leadership shortcomings, an absence of a safe and nurturing environment, and a negative impact on league culture and player morale—issues the parent stated could warrant a formal complaint to government agencies. Another attendee expressed that the president should not be the only one



held accountable as errors were made by other executive members. The parent reiterated that she addressed her concerns to the President because that is who exhibited the behavior she witnessed.