

2025 AGM



# 2025 AGM

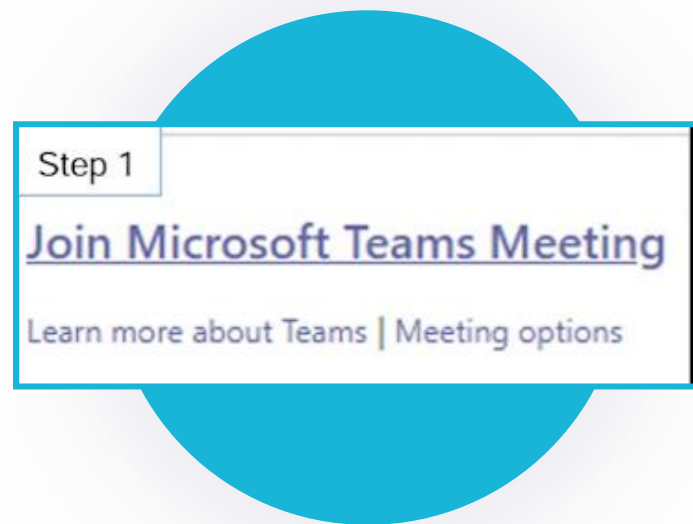
Welcome, our meeting will begin shortly.

Please make sure you are muted whilst not talking to reduce background noise

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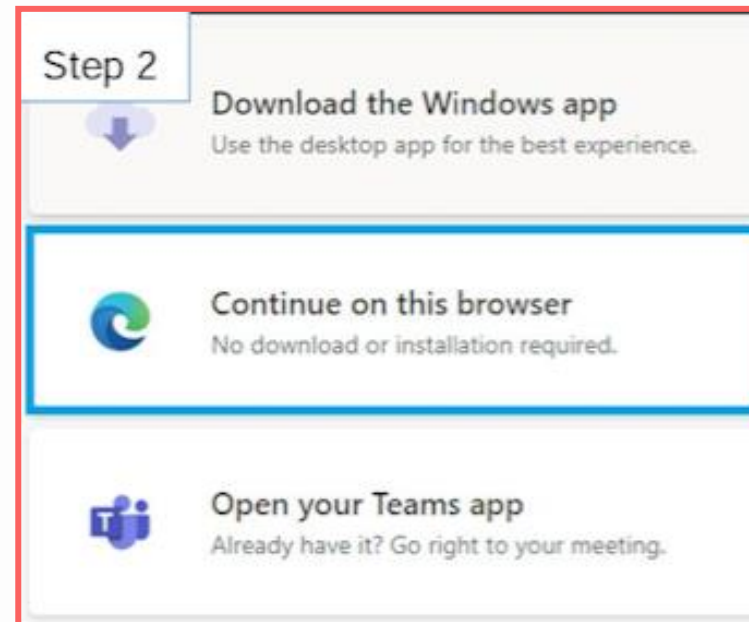


# HOW TO ACCEPT THE AGM INVITE & JOIN MEETING



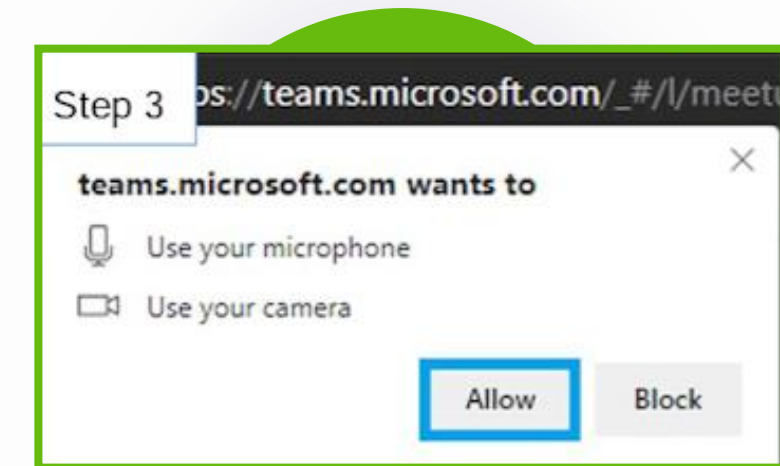
**Join Microsoft Teams Meeting**

Find the AGM invite in your email and click on the link.



**Continue on Browser**

Select the browser you wish to join the meeting with.



**Microphone & Camera**

If this is the first time using Teams you may need to allow permissions for Teams to use your Camera and Microphone

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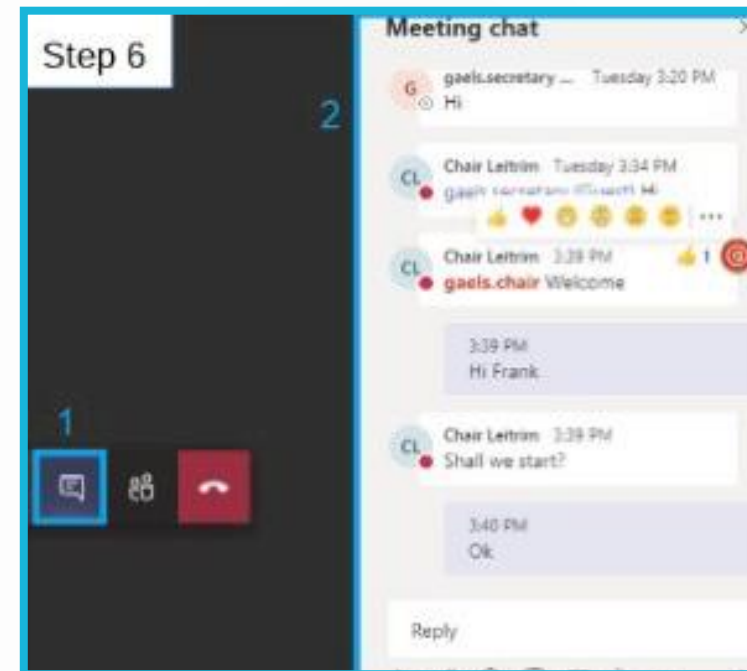


# JOIN THE CHAT / CONVERSATION



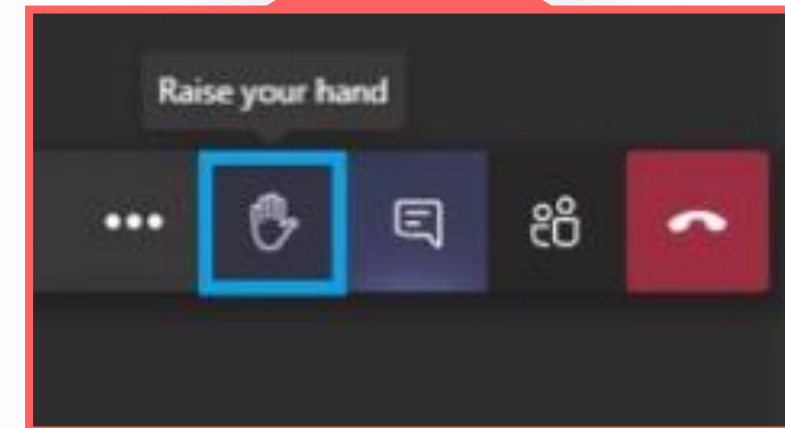
## Join Now

To join the meeting click on the 'Join now' button. Please keep your mic off while others are speaking to reduce background noise.



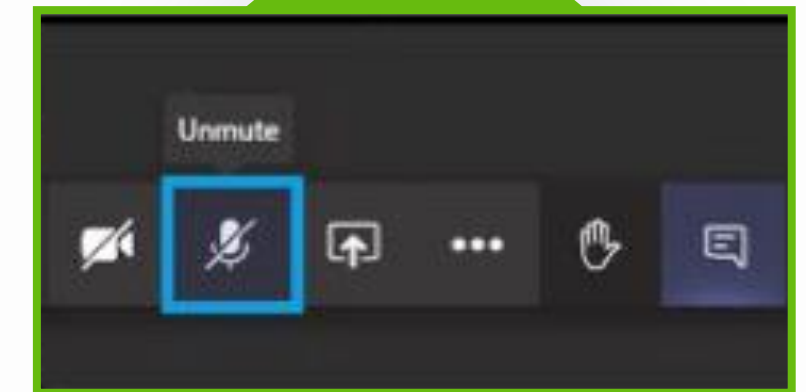
## Join the Chat

To join the chat click on the chat button icon which will open up the chat window



## Join the conversation

If you have a question or comment please raise your hand to indicate you have something to share.



## Unmute

After raising your hand to notify the host you'd like to speak, don't forget to unmute your microphone so everyone can hear you



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# AGM Agenda

## 1. AGM Call to Order

Chris Cooke

## 2. Land Acknowledgement

Sandy Nesbitt

## 3. AGM Clarification of Voting Structure / Quorum

Chris Cooke

## 4. Changes to the Agenda

Chris Cooke

## 5. Motion to Adopt Agenda

Chris Cooke

## 6. Adoption of the 2024 AGM Minutes

Chris Cooke

## 7. Board of Directors Reports

- **President** - Chris Cooke
- **Director of Finance/ Administration** - Darren Andruko

## 8. Vote on Auditor

Metrix Group LLP

## 9. Additional Reports

- **Edmonton Rugby Union** - Dave Logan
- **Calgary Rugby Union** - Peter Rowe
- **Alberta Junior Rugby Association** - Helen Wright
- **Rugby Alberta Match Officials Association** - Andrew Petti

## 10. Staff Report

- **Executive Director** - Sandy Nesbitt

## 11. Elections

- **President** (2 Year Term)
- **Director at Large (2 Positions)** (2 Year Term)

## 12. New Business

Chris Cooke

## 13. Adjournment

Chris Cooke



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# Call to Order

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## Land Acknowledgement

We acknowledge that what we call Alberta is the traditional and ancestral territory of many peoples, presently subject to Treaties 6, 7, and 8.

Namely: the Blackfoot Confederacy - Kainai, Pilkani, and Siksika - the Cree, Dene, Saulteaux, Nakota Sioux, Stoney Nakoda, and the Tsuu T'ina Nation and the Métis People of Alberta.

This includes the Métis Settlements and the Six Regions of the Métis Nation of Alberta within the historical Northwest Metis Homeland. We acknowledge the many First Nations, Métis and Inuit who have lived in and cared for these lands for generations.

We are grateful for the traditional Knowledge Keepers and Elders who are still with us today and those who have gone before us. We make this acknowledgement as an act of reconciliation and gratitude to those whose territory we reside on or are visiting.



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# Clarification of Voting Structure

## Voting Structure:

- Sub-Union Members are entitled to one vote each
- Club Members will be awarded one vote for each of the following conditions being met, up to a maximum of 3 votes in total:
  - At least 10 Senior Men's players registered in the current membership year
  - At least 10 Senior Women's players registered in the current membership year
  - At least 10 Junior players registered in the current membership year.

Need to insert 2025 table of clubs & eligible votes



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# Changes to the Agenda/New Business

Motion to Accept Agenda:

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First:

Second:



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# Adoption of 2024 AGM Minutes

Motion to Accept 2024 AGM Minutes:

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First:

Second:



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# President Report



## Rugby Alberta Strategic Plan Report Card

### THE PLAN TO SUCCEED

The Rugby Alberta 2025 – 2030 Strategic Plan is built around four interconnected key pillars that will focus our plan, our resources, and our efforts.

**PILLAR 1: GROW THE COMMUNITY GAME**

**PILLAR 2: SUPPORT OUR TEAMS TO DEVELOP & WIN**

**PILLAR 3: BE A LEADING PROVINCIAL SPORTS ORGANIZATION**

**PILLAR 4: EXPAND FINANCIAL CAPACITY**



## PILLAR 1: GROW THE COMMUNITY GAME

### Core Drivers

<b>Expand Reach of the Sport</b>	<b>Coach &amp; Match Official Development</b>	<b>Indigenous &amp; Diverse Communities</b>
Continued the use of Rookie Rugby to showcase our sport in schools	Partnering with Rugby Canada and other provincial unions to design a Match Official pathway (tied into National Growth Plan)	Initiated Brave Rugby program to deliver programs to Indigenous youth
Partnering with Rugby Canada and other provincial unions on the development & implementation of a National Growth Plan	Partnered with RAMOA, ERU & CRU to deliver coach and match official courses to meet demand	Delivered Rookie Rugby & Let's Play Rugby sessions in various Indigenous nations
T1 Rugby showcases initiated in select areas		
Targeted small communities through work of RDO and other technical resources		
Partnered with Veo to expand capabilities to consistently stream competitions		
Partnered with Rugby Canada to hold Let's Play Rugby sessions in conjunction with Rugby Canada matches		

### **2026 Focus Areas**

- Partner with the ERU and CRU to deliver two Coach Development conferences in Spring 2026
- Utilize the Brave Rugby program structure to increase visibility of rugby in Indigenous nations
- Execute on Rugby Canada National Growth Plan initiatives in conjunction with sub-unions and clubs
- Continue to partner with Rugby Canada to host national team matches

## PILLAR 2: SUPPORT OUR TEAMS TO DEVELOP & WIN

### Core Drivers

<b>Technical Blueprint &amp; Development</b>	<b>Meaningful High-Performance Competition</b>	<b>High Performance Academies</b>
Began introduction of Rugby Canada Technical Blueprint with Wolf Pack coaches	Continued to evolve Alberta Cup and Alberta Women's Premier competitions to showcase talent	Ongoing discussions with Rugby Canada and other partners on establishing a Rugby Canada Regional Training Centre (RTC) in Alberta
Partnered with Rugby Canada to hold coach development sessions in conjunction with Rugby Canada matches	Executed on the largest Alberta Regional Championships (ARC) competitions (7s and 15s) ever	
	Re-established Wolf Pack 7s program to ensure year-round high-performance opportunities for age-grade players	
	Re-established Wolf Pack Senior Men program, and expanded on Wolf Pack Senior Women competition	
	Continued discussions with other provincial unions on inter-provincial high-performance opportunities, especially at the Senior level	
	Implemented provincial Discipline Committee to ensure consistent application of discipline procedures	

### 2026 Focus Areas

- Expand Rugby Canada Technical Blueprint material availability to coaches across the province
- Partner with Rugby Canada to clearly articulate High-Performance pathways for all participants (athletes, coaches & match officials)
- Develop business case for Wolf Pack Academy to ensure consistent skill development for all high-performance athletes

## PILLAR 3: BE A LEADING PROVINCIAL SPORTS ORGANIZATION

### Core Drivers

<b>Safe Sport</b>	<b>Board Governance</b>	<b>Equity, Diversity &amp; Inclusion</b>	<b>Celebrate our Successes</b>
Participated in discussions on new Alberta Safe Sport Mechanism being launched in 2026	Established Governance Committees to expand opportunities for involvement & input from various stakeholder groups	Initiated Brave Rugby program to deliver programs to Indigenous youth	Increased focus on recognizing Rugby Alberta athletes performing at National or Professional levels
Continued to raise awareness on concussion safety & protocols	Expanded processes to increase collaboration between Rugby Alberta and all sub-unions		
	Increased communication methods (social media, monthly newsletter, etc) to improve connectivity between Rugby Alberta and community stakeholders		
	Increase focus on accountability & responsiveness amongst Rugby Alberta staff		

### 2026 Focus Areas

- Implement Alberta Safe Sport Complaint Mechanism
- Continue to enhance collaboration between Rugby Alberta and all sub-unions to ensure we have a unified provincial rugby system
- Re-initiate the Rugby Alberta Hall of Fame with a consistent nomination & review process
- Establish a provincial Referee Abuse Policy
- Explore opportunities & initiatives to ensure rugby remains a safe & inclusive sport in our province

## PILLAR 4: EXPAND FINANCIAL CAPACITY

### Core Drivers

<b>Sponsorship</b>	<b>Fundraising</b>	<b>Governmental Relations</b>
Partnered with a sponsorship consultant to develop consistent & sustainable sponsorship levels, assets, etc	Established the Rugby Alberta Endowment Fund through the Canadian Rugby Foundation to increase opportunities for investment in our sport	Maintained regular communications with governmental stakeholders & partners to advocate for our sport
Implemented a consistent & repeatable process to seek out possible sponsors throughout the year		Maintained positive & healthy relationships with municipal tourism bodies to develop relationships required for financial investment

### 2026 Focus Areas

- Continue to focus on establishing partnerships with corporate sponsors to support Wolf Pack programs and other Rugby Alberta initiatives
- Establish consistent & repeatable processes to increase visibility of the Rugby Alberta Endowment Fund
- Increase advocacy to provincial government for increased funding due to increased membership numbers and expanded initiatives

## **Rugby Canada and Provincial Unions Launch the National Growth Plan 2025–2030**

Through months of collaboration, extensive consultation, and shared strategic focus, Rugby Canada and its provincial partners achieved a major outcome: the creation of a **National Growth Plan for 2025 –2030**. This work reflects a renewed sense of purpose, partnership, and momentum across the country rooted in a vision to create strong, sustainable rugby communities that are inclusive, safe, and fun.

### **Launching the National Growth Plan 2025–2030**

The National Growth Plan 2025–2030 is our collective roadmap to strengthen the rugby ecosystem from coast to coast.

Together, Rugby Canada and Provincial Rugby Unions identified five core pillars of action:

- **Evolve the Athlete Development Pathway to support all ages and stages**
- **Introduce and grow non-contact rugby to increase access and retention**
- **Focus on youth development to build a stronger base for the sport**
- **Invest in women and girls to accelerate equity and opportunity**
- **Build capacity within clubs and provincial unions to sustain progress**

**Rugby Canada National Growth Plan Executive Summary** - [https://rugby.ca/uploads/attachments/RC\\_GrowthPlan.pdf](https://rugby.ca/uploads/attachments/RC_GrowthPlan.pdf)

## **Alberta Safe Sport Complaint Mechanism**

- Rugby Alberta first introduced our Safe Sport Independent Third Party (ITP) mechanism in 2022 to ensure a consistent & independent process was in place to receive & handle complaints, allegations and concerns of possible breaches of the organization's policies or procedures
- From 2023 – 2025, we have had 7 complaints submitted directly via Rugby Alberta's Safe Sport ITP process. Specific details of the complaints are confidential but they all fall into the category of maltreatment as defined in the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS).
- In 2026, Rugby Alberta will be partnering with the Alberta Sport Leadership Association to implement the Alberta Safe Sport Complaint Mechanism (ABSSCM), which will modify how safe sport maltreatment complaints are handled in the future:
  - Single consistent method to submit reports online or via phone
  - All reports will be automatically submitted to Alias Solutions, who will provide an independent third-party case management team to investigate improper conduct confidentially
  - Complaint mechanism is being funded by the Alberta government, which should reduce financial risk to Rugby Alberta from these types of maltreatment complaints
- Non-maltreatment complaints (ie. complaints specific to our sport like match discipline, athlete selection complaints, etc) will be forwarded to Rugby Alberta and will be handled through existing mechanisms
- Specific implementation requirements are currently being finalized but we expect this. new mechanism to be launched in late January – early February



**Bill 29 – Fairness & Safety in Sport Act**

- The ‘Fairness & Safety in Sport’ Act came into force on September 1, 2025
- The act requires governing bodies of in-scope entities to create and implement policies for athlete eligibility that align with requirements set out in the regulation, including limiting eligibility for female-only divisions to biologically female athletes
- As required by the legislation and similar to other in-scope entities in our province, Rugby Alberta has implemented a “Compliance with ‘Fairness & Safety in Sport Act’ Policy” that will come into effect on January 1, 2026 and ensures we are in compliance with the requirements imposed on us by the provincial government
- To meet the requirements of the Act, Rugby Alberta will be implementing a declaration in our new registration system that participants will need to acknowledge in order to register in particular competitions (ie. female-only divisions for participants aged 12 and older)

Rugby Alberta believes all individuals deserve respectful and inclusive environments to participate in our sport that value the individual’s gender identity and gender expression, and our goal is to ensure all participants have access to programming and facilities in which they feel comfortable and safe. Our ongoing focus will be to explore opportunities to continue to make our sport an inclusive space for all members of our community.

Link to Rugby Alberta policy - <https://www.rugbyalberta.com/wp-content/uploads/2025/11/Compliance-with-Fairness-Safety-in-Sport-Act-Policy.pdf>

Link to Alberta Government materials - <https://www.alberta.ca/ensuring-fairness-safety-and-inclusivity-in-sport>



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# Director of Finance/Administration Report

Motion to Accept 2025 Audited Financial Statements:

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First:

Second:

Motion to Appoint Auditor:

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First:

Second:



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# Sub-Union Reports

1. Edmonton Rugby Union - Dave Logan
2. Calgary Rugby Union - Peter Rowe
3. Alberta Junior Rugby Association – Helen Wright
4. Rugby Alberta Match Officials Association - Andrew Petti



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# Staff Report

Executive Director – Sandy Nesbitt

Motion to Accept All Reports::

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First:

Second:



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# Elections

All positions being elected are for 2-Year terms:

- President
  - Director-at-Large – 2 positions available
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# Director-at-Large Nominations

## Caroline Tindall

- Has completed one term on the Rugby Alberta board
  - Attended Red Deer Polytech for Nonprofit Management and grant writing. Completed the event planning and budgeting course through Volunteer Central.
  - Former player with Fort McMurray Knights women's team, Level 2 certified coach, coached youth rugby From 2007- 2014 with the Red Deer Titans.
- Managed the Titans clubhouse from 2013-2016, former board member of the Red Deer Titans Rugby Club and the AJRA.
- Currently teaching in Wetaskiwin where we are trying to get rugby going in the Indigenous communities
  - Other non-rugby board membership includes the governance committee for the Central Alberta Women's Emergency Shelter and Red Deer's Habitat for Humanity Board

## Doug Laird

- Played club rugby with the Calgary Irish and representative rugby in Calgary and Alberta, continuing on to play at University in New Brunswick and Ontario
- Coached at a variety of levels (Minis and Juniors for the Calgary Irish, and U13 and U15 Girls for the Calgary Saints) after having completed all NCCP Community / WR Level 1 Coaching courses and requirements
- A lifelong volunteer, Doug has coached a variety of kids sports, managed and led youth groups and has been a 20-year volunteer at the Calgary Stampede
- Experience on multiple boards including non-profit and corporate boards, with a career centered around financial services, particularly in the financial markets



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# New Business



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# Adjournment

Motion to Adjourn:

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First:

Second:

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**THANK YOU**

Your time is appreciated, see you again next year!