



Axemen Board of Directors Meeting

December 6, 2025
Called to order at 9:06 am
Cardel Rec Centre

Meeting called by: Kyle Little, President **Type of Meeting:** Board of Directors

Facilitator: Kyle Little, President **Note Taker:** Trevor Morgan

Attendees Voting Members:

Kyle Litte, Marie-eve McDonough, Derek Wilson, Jared Vos, Malcolm Strachan, Charlene Brennan, Trevor Morgan, Lisa Ritz, Jason Taylor, Angela Young, Dyan Paulette

Attendees Non-Voting Members:

Crystal Kleutsch, Brie Risi, Kimberly Lebaron, Nadine Salter, Kevin Visser

Absentees:

Chris McQuarrie, Mindy Ages, Raleigh Thomas, Andrea Buchan, Tyson Serwatkewich, Matt Johnstone, Francois Regimbald

MEETING MINUTES

Agenda Item # 1: Approve Dec 6, 2025 Agenda

Presenter: Kyle Litte

Motion to approve: Marie-eve McDonough.

Motion Seconded: Dyan Paulette.

All in favor

Agenda Item 2: Approve Oct 22, 2025 Meeting Minutes

Presenter: Kyle Litte

- Minutes were not circulated; they will be approved at January 2026 Meeting.
 - November 7, 2025, Meeting Minutes were not circulated and need to be voted on at January 2026 Board meeting.
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Agenda Item # 3: Season Planning

Presenter: Kyle Little

Rules of combat discussion:

Cover and move on, Decentralized command, simple, prioritize and move on

Agenda Item # 4: 2026 Budget Update

Presenter: Malcolm Strachan

Overall discussion on 2026 Budget. Did not vote on approving budget as this will be completed at Jan 2026 Board Meeting.

Action Item: Vote and Approve 2025-2026 Fiscal Year Budget

Agenda Item # 5: Discipline - Governance

Presenter: Jared Vos

- Voted to approve the following Policies and Procedures as of Dec 6, 2026.

Axemen - Player Release and Exemptions

Axemen - Policy on the Prevention of Harassment, Bullying and Abuse

Axemen - Resolution Guidelines

Axemen - Social Media Guidelines

Axemen - Understanding Team Tiering

Axemen – Withdrawal Policy

Axemen – Code of Conduct and Disciplinary Policy

- Jared is working on a form to submit complaints, and the discipline committee will deal with complaints as they are received through the form.
- Supplementary Discipline was discussed for players, coaches or parents that have one or more suspensions during the season.
- Discipline Committee will consist of President, Governance Director, VP Operations and Division Coordinator.

Motion to approve: Angela Young. **Motion Seconded:** Derek Wilson. **All in favor**

Action Item: Jared to finalize the Reporting Form and Circulate to board for review.

Action Item: Crystal to post all the updated policies on the Axemen website.

Action Item: Discipline Committee will consist of President, Governance Director, VP Operations and Division Coordinator.

Agenda Item # 6: Dates

Presenter: Crystal Kleutsch

Crystal discussed Important Dates for upcoming season and Evaluations. Board agreed to soft open Axemen Registration for 2026 on Dec 15, 2025 and open to the membership on Jan 1, 2026.

Action Item: Complete Important dates, post on Axemen website and circulate to membership.

Agenda Item # 7: A Try Outs

Presenter: Crystal Kleutsch

Overall discussion about evaluations. Crystal discussed dates of evaluations.

A Try Outs- @ Okotoks Regional Field house

- Feb 19- 18:45-22:00 pm
- Feb 21- 17:30- 22:00 pm
- Feb 23- 18:45- 22:00 pm
- B/C Evaluations Mar 14, 15, 21, and 22 at Calgary Soccer Centre

Action Item: Open registration for A Evaluations and circulate the details to the membership including evaluations policy and pertinent information related to Evaluations and the overall process.

Agenda Item # 8: Try-it camps in February 7 and 14 at Calgary Soccer Centre

Presenter: Crystal Kleutsch

- Quick discussion regarding Try it camps.

Action Item: Lisa Ritz to facilitate an equipment sale during the floor times at the Try It Camps.

Agenda Item #9: Fees – Fee Schedule

Presenter: Kyle Little and Malcolm Strachan

- Eval pinnies- Order from Xtreme- change pinnie colour from pink to ? (indigenous orange, minto related- since its in Calgary in 2026)
- increased Lacrosse Canada fees-
- volunteer bonds, goalie equipment bonds, team equipment bonds
- general fee increase to cover Club op cost increases

- subsidy for Goalies, U7 players
- U17 Goalies- Must have own gear
- Overall discussion regarding fees as it relates to the budget.
- Axemen will start to phase out goalie gear for U15 and U17 Age Groups.
- Board will work to get a detailed inventory on goalie gear and follow up with families that have signed out gear. Board will work to create better sign out procedures and charge families that use the gear outside of the box season and of those that don't return the gear.
- Board members will reach out to apparel providers to get quotes on pinnies.
- Goalies will only pay 60% of the Registration fees for the 2026 Box Season (Excludes Jr Goalies).

Proposed Registration Fees for 2026 Box Season:

U7 - \$315. U9 - \$405. U11 - \$515. U13 - \$530. U15 - \$540. U17 - \$565
 Volunteer Bond will stay at: \$400

Motion to approve Registration Fees: Jason Taylor. **Motion Seconded:** Lisa Ritz. **All in favor Abstained:** Angela Young

Action Item: Crystal to circulate reg form to board to sign up to ensure form is working properly.

Action Item: Crystal to update and circulate info to membership.

Agenda Item # 10: Player Projections

Presenter: Crystal Kleutsch

- Project an increase in registration that will increase number of floor times needed for 2026 Box Season.
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Agenda Item # 11: Outdoor and Indus Floors

Presenter: Derek Wilson

- New Brighton, Deer Ridge and Queensland
- Have been working on having a non-slip coating put on the floor at Indus. Will need volunteers to assist with this.

Action Item: Recruit a volunteer group to help coat the floor at Indus.

Agenda Item #12: Evaluations Update

Presenter: Dylan Paulette

- Draft schedule

- Sr B Mounties to do evaluations (non parent evaluators)
- Discussion related to Evaluations Policy and Transparency needed for Evaluations.

Action Item: Finalize and post information and Policies related to Evaluations.

Action Item: Get a contract for the Mountaineers that includes details on number of evaluators at each floor time for both players and goalies and determine what evaluation sheets and what the players will be evaluated on.

Agenda Item #13: Storage Unit/Jerseys/Pinnies/Shorts/Coach attire

Presenter: Marie-eve McDonough

- Short order – Shorts have been ordered matching same style as last season. Shorts will be given out at Evaluations.
- Coach Shirts – Shirts will be ordered and supplied to coaches
- Jerseys – Still in good shape, don't foresee any extra jerseys needing to be ordered.
- Additional equipment needed – Balls and Goalie Gear

Action Item: Crystal will update registration form making the short purchase optional.

Action Item: Kevin Visser will determine needs of equipment once inventory summary is completed.

Agenda Item # 14: Equipment

Presenter: Kevin Visser

- Moving Plans

Action Item: Kevin and the board will continue to look for space to house all the Axemen Equipment and Apparel.

Agenda Item #15: Coach Recruitment & Development

Presenter: Open Discussion

- Coach certification – Push for higher level of certification for all coaches. Coaches can only take a limited number of certification clinics each year. RML is a great course and highly recommended for all Axemen Coaches. Coaches should start to do their coaching certifications early.
- Safe Sport Training
- Keeping Girls in sport- for coed teams
- Grow the Sport- reach out to SE hockey clubs, ringette clubs, Soccer clubs

Action Item: Look to reach out to other hockey associations and push the Try it program and 2026 Box Lacrosse Information relating to Registration.

Agenda Item #16: Goalie Development

Presenter: Matthew Johnson

- Review Goalie Development Plan

Action Item: Develop a goalie plan and circulate it prior to the start of the 2026 Box Season. Matt was not in attendance to discuss.

Agenda Item #17: Referee Recruitment & Development

Presenter: Open Discussion

- What can our Club do to help with the shortage of Refs
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Agenda Item #18: Timberfest

Presenter: Lisa Ritz

- Timberfest will be for U11 and U13 Divisions for 2026. The U9 Age Group will be doing an unrelated U9 Jamboree on the same day. Part of this initiative to help with training the officials.

Action Item: Kimberly will be looking after the Timberfest for the Axemen. She will communicate more details as they come in, and she will look to see what apparel/swag is left over and use up what is left.

Agenda Item #19: Casino

Presenter: Angela Young

- Axemen Casino is scheduled for Dec 28-29, 2025.
- Looking for a few more volunteers to assist, a few volunteers haven't acknowledged the reminder emails that have been sent out.

Action Item: Volunteer Appreciation night will be held in 2026 and a budget of \$2500 has been allocated for the event.

Agenda Item #20: Roughnecks 50/50 - Jan 9- Dane Dobbie Jersey being hung

Presenter: Open Discussion

Action Item: Recruit Volunteers through Social Media and Eblasts to the membership to fill the volunteer roles for this evening.

Agenda Item #21: Team Photos

Presenter: Crystal Kleutsch

- Photo day April 16 and April 17th - current photographer confirmed
- Request made for new photographer- Lisa

Action Item: Look at other photographers and see what their pricing and options are.

Agenda Item #22: Corporate Sponsorship Program? Sponsor for Storage?

Presenter: Open Discussion

Action Item: Continue to look for options for Axemen storage facility and leverage sponsorship and advertising on Axemen website and social media to hopefully get a discount on the storage rental.

Agenda Item #23: U17 Graduation

Presenter: Crystal Kleutsch

- Planning has started for the event, it will be similar to last years event. Jr Tier 2 players will be invited to the event in 2026.
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Agenda Item #24: New Business – Jr Registration Fees, Axemen Alumni Game, GRIT, Coaching Director

Presenter: Open Discussion

- Jr Teams will be keeping their registration fee for both players and goalies at \$1,000 for 2026.
- Look for a Director at large to bring insight into what a alumni game would look like.
- GRIT Mentality was discussed and will be used throughout the 2026 Box Season: Growth, Respect, Integrity and Team Work.
- Applications have been received and interviews for the Coaching Director will be completed by end of December. Hope to have someone hired before 2026.

Action Item: Look at planning an Alumni game for 2026.

Action Item: Completed interviews for coaching director and select best candidate.

Motion to adjourn: Jason Taylor

Motion Seconded: Derek Wilson

Motion Approved

Meeting Adjourned: 3:05pm