

RAIDERS

Minutes of the Board Meeting November 21, 2022

Present: Tony Farago, Jennifer Emery, Jamie Leppard, Helen Tyson, Jodi Parker, Kapil Uppal, Ingrid Meza-MacDonald, Brenda Neumann.

Regrets: Mike Hollingworth

Guests: Greg Clarke

1. Approval of the Agenda

- a. Motion to accept the agenda.

Motion by Greg Clarke seconded by Jamie Leppard.

Carried.

2. Minutes of the Last Meeting

- a. Motion to accept the minutes of September 19, 2022, as presented.

Motion by Jodi Parker seconded by Greg Clarke.

Carried.

- b. Motion to Motion to accept the minutes of October 17 2022, as presented.

Motion by Jodi Parker seconded by Greg Clarke.

Carried.

3. Motions

- a. None.

4. Business Arising

- a. Tony, Warren, and Helen met with Jeff Deavy and Jay to discuss a proposed budget by the NMHAOP. The Board discussed the various increases that they were asking for which totaled 18500.

Board discussed items in the budget, had issues with some of their requests. Helen will be going back to them to negotiate on some of the items.

5. Area Reports

a. President – Helen Tyson-

- i. We are waiting for one final piece of documentation to complete the settlement with Gail. Six months of severance and she has waived the right to future compensation.

b. District Chair – Greg Clarke –

- i. HEO Strategic Plan

Most issues that were raised were ones that you forwarded to me:

- Growing the game - Attraction/retention of new (including older new) players to the game; representation from under-represented communities, females. Cost burdens
- Supporting Home Associations and House League Programs.
- Supporting Registrars, Treasurers, Presidents, and Risk & Safety officers in their work (Communities of Practice)
- Streamlining volunteer certification (make it easy to be certified)
- Stronger support for HL coaches, HL goalies, acquisition of goaltending equipment, First Shift programs
- Support to AA and Rep B programs for a strong development orientation

One comment was that there is a perception that you must know how to play hockey to register. Not enough emphasis is that we offer tiered programs to back player skills from beginner to advanced.

There were comments that HEO spends far too much time on high performance

hockey and not enough attention is paid to grassroots programming.

ii. EDI Task Team Update

Fabio Onesi led a briefing on the Diversity Task team (Kapil is a member). We are going to be asked for data and I'll investigate what the HCR can provide.

iii. HEO Operations

The Hockey Canada Assist fund has approved 135 applications totaling \$63,095

The HC Board of Directors have approved two policies in anticipation of Hockey Canada becoming a full signatory to the Office of the Sport Integrity Commission:

Discipline and Complaints Policy
Policy Regarding the Adoption of the UCCMS

The HC Board also approved an updated Code of Conduct (link below)
<https://www.hockeycanada.ca/en-ca/hockey-programs/safety>

iv. Membership ITP Independent Third Party

Hockey Canada has also established a fully independent, and confidential reporting mechanism for all individuals regarding any incidents involving HC sanctioned programming. There have been conversations regarding the process with Hockey Canada and they understand that using the ITP is a new process but are looking for patience during some stressful times. Some of the concerns raised include the time it is taking to address jurisdictional determination is too long as well as a general sense of stress and urgency to make sure no complaint is missed. These concerns are being shared by Hockey Canada back to the ITP.

v. Hockey Canada Participant Fee

As previously reported the Hockey Canada Board has taken into consideration the request of many Members across Canada and advised us that for the 2022-23 season, they will not be collecting the \$3 participant fee. This means that the HEO participant fee will be \$36.25 reduced from \$39.25.

vi. AAA

Kim Greer provided an update on the progress of HEO Task Team on the restructuring of high-performance hockey in the Branch. Much of the material is confidential and not to be shared as it will form the basis of a set of requirements for bids to operate the program. There will be a meeting later this week for Chairs

only to discuss further.

My initial review of the documents and the approach that HEO is taking meets with my approval. From a historical perspective, the current oversight of the legacy AAA program was a compromise to get AAA approved. However, the current structure is not working to most members of Minor Council's satisfaction. This will be my focus moving forward. O goalie equipment program has incurred some delays and the equipment should be here mid-October.

vii. **AAA Spring Tryouts**

Ron Ethier of the Ottawa Jr. 67s provided a summary of their experiences with their spring tryouts/fall combine program. Personally, I like the combine idea as it allows for player movement without the unethical gouging of players for tryout fees should they be released from on AAA Association. However, there were several regulatory anomalies that need to be corrected going forward.

The bottom line is that they have a choice to do spring tryouts/fall combine and leave room for players moving into the Branch or do tryouts/combine in the fall. This will be brought forward to the January meeting of Minor Council

viii. **RIC**

Sean Tobin reported the alarming number of abuse of officials incidents that are occurring across the Branch. This goes from coaches during games to coaches and/or parents following wanting to confront the officials post-game. He asked that we inform our coaches to treat all individuals involved in the game with respect. (Note: the NMHA has had only once incident of a parent wanting to confront the officials post-game)

c. **VP Competitive – Jamie Leppard –**

- i. All teams are busy with tournaments and games and have had to reschedule a many of games due to players being sick, Teams have been working with Grey on rescheduling issues.
- ii. All coaches have now been certified with Coach 1

d. **VP House – Jodi Parker –**

- i. Team balancing has been completed in the House program.
- ii. NMHA will be hosting 4 tournaments – fee is \$1000 with a 3-game guarantee

- iii. Alicia is chasing budgets and rosters
- iv. Manager Meeting will be held October 19

e. **VP Operations – Vacant -**

f. **VP Finance – Tony Farago –**

- i. Current Bank balance is \$1.5 M. We have done well with interest as Warren moves money from back and forth into high-interest savings.
- ii. Our budget was based on 1945 players – we are 40 short, and a portion of the shortfall has been made up from clinics/camps
- iii. Ice very expensive this year. We are at 80 percent of our budget not including burnt ice
- iv. Fixed costs this year have been good – not as many hours in the office has helped.
- v. Storage budget: 8700\$ of \$14,250
- vi. Refunds chargebacks will now notify tony by email as opposed to a letter in the mail
- vii. Sponsorships have exceeded projections this year as we have received \$25K

g. **Director At Large – Jennifer Emery –**

- i. No issues risk and safety that have not been resolved.

h. **Director At Large – Ingrid Meza-McDonald–**

- i. Community Practice Event:

Positive feedback from the community practice event. Both from teams and club. - Adding the u11A teams was a great addition. Eight teams in rotation worked out well. Next year we will tie to a theme and have it as a reward with ample notice. 67s were fantastic to work with and saw the event to be very successful. I took note in helmet policy for future events

- ii. Team Photos:

Team photos scheduled for the first weekend we had several last-minute changes due to team illness/ practice conflicts. We added a third Saturday of December 3rd

to accommodate absentees, U18 and U21

I recommend reviewing the photography style for future years. We may want to consider action style photography in addition to traditional headshots.

iii. Sponsor bars:

Rebecca has followed up with suppliers in the last two weeks to expedite sponsorship bars.

i. **Director At Large – Mike Hollingworth –**

i. Skills Sessions

3 dates set with 3 hours each, one at each of U9, U11 and U13 scheduled for November 27, December 16, and January 20. These sold out very quickly. The sessions need to be monitored to determine the value going forward. Also need to consider the payment model for next year as after cost of ice all else goes to Coach Mentor.

ii. Roster Select

U15 and U13 pilot project launched. Good amount of interest at both age groups with over 30 players at each expressing interest. The -Player selection wrapping up with hopes that teams named later this week or early next. A good portion was done by the coaches selected as difficult for others to make time to evaluate. An out-of-town tournament has been booked at each level prior to House League playoffs.

iii. Coach Clinics

One additional Coach 1 clinic added, November 26. Suggestion that HEO return to offering virtual options as not ample room and ice availability for most associations to offer multiple clinics.

iv. Coach Mentor On-Ice Sessions

First of 3 additional on-ice sessions for coaches with Coach Mentor occurred on Thursday, November 17th. Poor attendance, only 5 coaches, but good feedback from those attending. I will investigate emailing coaches directly on the value of these clinics and send more frequent reminders. Next sessions on December 15 and January 19.

v. Goalie Clinics with SHIFT

Each age group has now gone through one of their clinics. Positive feedback on substance of the training on-ice. There are still available spots for certain nights so have asked SHIFT to open registration so that goalies from different age groups can

sign up for additional clinics (e.g., U13 goalies not just limited to U13 nights

j. **Director At Large – Kapil Uppal –**

i. No report.

k. **Referee in Chief (RIC) – Jeff Deavy –**

i. No report.

6. **Next Meeting Date:** January 16th, 2023

7. **Motion to adjourn** Motion to adjourn by Jodi Parker seconded by Jamie Leppard

Carried.