



# STITTSVILLE MINOR HOCKEY ASSOCIATION

## Stittsville Minor Hockey Association

Tuesday, January 21, 2020

Stittsville Legion

### Attendance:

Scott Phelan*	Neil Farr*	Fiona Livingstone*	Scott Driscoll*
Terry Foley*	Ryan Goodwin*	Chris Salisbury*	Mike Groves*
Rob Lomas*	Scott Rogers*	Bethany Roy	Shari Kneen
James Moser	Deanne Ferguson	Jimm Cluff	Kevin Stead
Holly Foley	Emily Parent		

### Regrets:

Chris St. Germain\*

\*denotes voting Executive members

### 1. Call to Order

Meeting was called to order at 7:05pm with Scott Phelan chairing.

#### a) Approval of Agenda

*A motion was made (Terry Foley/Rob Lomas) to approve the agenda.*

*Motion Approved*

#### b) Approval of Minutes

*A motion was made (Fiona Livingstone/Terry Foley) to approve Council Meeting Minutes for September 2019.*

*Motion Approved*

*A motion was made (Fiona Livingstone/Chris Salisbury) to approve Council Meeting Minutes for November 2019 (subject to minor changes).*

*Motion Approved*

#### c) Conflict of Interest

Quorum was established, voting members acknowledged and no conflicts declared.

## 2. President - D4 + LCMHL + SMHA Update – Scott Phelan

### LCMHL

- Weather Cancellations  
3 games were cancelled on January 11th.  
6 games were cancelled on January 12th.  
In addition to the document created from Lanark Carleton, a 3-hour window will now be the default timeline to align on families not commuting when a game is cancelled.
- Review of Lanark Carleton Budget  
Lanark Carleton projecting a surplus of \$60.00 for this season.
- League PIM Report  
50% is the yardstick compared with the previous season. Pee wee Almonte Pakenham A1 - up 15%, Midget West Carleton B3 - up 34% from last season.
- Novice Hockey Update  
Referees - need to be more involved in the game. Across the league – the whistle should be blown for: Goal, Covered Puck, & Penalty. Officials should have 2 pucks, and if possible, move the puck to a neutral zone during bench changes.
- Playoff Planning  
A playoff planning meeting is scheduled for Monday, February 3rd – conference call with Associations to discuss pooling.

### D4

- Handshakes after game – at a recent HEO Minor Council meeting a motion was put forward to move the timeframe for handshakes to before the game and not after. The motion was turned down. Reasoning: respect & competition should go hand in hand (no pun intended) & emotions should be left on the ice. Handshakes will continue at the end of games. Reminder that the Referee has the ability to call off handshakes in order to keep the temperature down - should something arise.
- Merging Associations - Carleton Place & Almonte Pakenham having had discussions with their Boards to merge their House programs. This would give both Associations the ability to host A, B, C level in their House program. D4 approval would be the next step in moving this forward.
- PIMs Report - Gradual trend is heading North across the Branch. Still 6 weeks in the season and the Branch is getting closer to last years "FULL YEAR" numbers. In your communications with your teams, please remind that while hockey is a passionate sport, let's do our best to promote a competitively safe environment while keeping a cool head.
  - Major Penalties - 230 last year, 237 YTD.
  - Match Penalties - 9 last year, 20 YTD.
  - CFB - 50 last year, 48 YTD.
- Officials - Communication has been difficult across the Branch & District. Need for a better description between "harassment of an Official" vs. "having a conversation". D4 Association

Presidents have asked to continue the conversation between Officials & Coaches, that originally occurred at the beginning of the season and it never got back on the rails.

Discussed last night: between now and end of season Association Presidents & District RIC Lou Matura will host a mandatory meeting to discuss communication and collaboration in an effort to improve the game experience for both parties and our teams.

Referee pay increase has been approved for \$1.00 for next season.

- Atom Pathway Discussion - development program for Atom starting next season. It's geared towards player development with monthly goals & milestones to be reached before our players start into game format. (Ages 9-10) It's a progressive, learn to play teaching curriculum.

Seasonal Framework of the Program:

- 1) Development Phase - 4 weeks
- 2) Regular Season Phase - 22-24 weeks
- 3) Playoff Phase - 4 weeks.

- No tryouts or evaluations until school starts.
- Limits on number of tournaments.
- Must provide a minimum of 4 skates before tryouts begin.
- League games down to 20 from 24 games.
- Maximum 45 games per season (to include tournaments)

- Co-Ed Dressing Room Policy re-haul - new policy change at HEO Minor. Previous language was written to support females in male dressing room areas. New policy to allow all genders to be identified.
- Novice - numbers are down across Branch. There has been a 300 player decrease since last season. (200 player decrease in second year and 100 player decrease in first year.)

## SMHA

- Financial Statements - need to be reviewed and approved every second month by a committee of non-voting Council members. Invitation being sent out to those who are on that sub-committee to have this completed within the next 2 weeks.
- Travel Permits - have been slow at getting back to Associations. More participation in tournaments in D4 vs. last season. New recommendation to send to a dedicated folder to view where the approvals are required. I believe we are up to date but going to ask the Directors this evening.
- Atom Pathways - due to Novice meeting we needed to move out our first meeting to Feb 2nd at 7pm, however there are several conflicts with this date/time and a new date/time will need to be discussed.

- Offsite Training for Teams - should your teams require off-ice training and are using an approved facility (School or Gym) please let me know and we will populate a document for additional insurance. No additional cost to you.
- Insurance - Megan Bowes was the only one that sent me back feedback. I'll forward to the team for their approval. This will become a work in progress document but serve as a baseline.  
**AGAIN:** We will always get additional questions. We are not experts, nor do we need to be. We have experts in the field that can help us. Please refer all questions to our RSO, VP Support Services & myself. We will get the answers for you.

SMHA Board - Who's planning on returning next season? For those of you that are not, let's look to recruit new volunteers in these roles. Do we need to expand roles? Are some taking on too many responsibilities? Do we need to add roles? Deanne needs help in the Tournament space. We should look to add roles if necessary.

- Novice Jamboree - looking to do a SMHA Jamboree weekend of February 29th. It came up in our Novice Meeting last week as a potential way to generate revenue for the program. If timing or ice is not available, let's look to plan for next season.

### **3. VP Finance Report – Chris St. Germain (*report provided in advance*)**

As at December 31, 2019, we had \$413,165.42 comprised of \$9,411.61 in our operating account, \$123,753.81 in our savings account and \$280,000.00 in GIC's.

As of January 18, 2020, we had \$330,586.95 comprised of \$1,833.14 in our operating account, \$48,753.81 in our savings account and \$280,000.00 in GIC's. The main use of cash between December 31<sup>st</sup> and January 18<sup>th</sup> was for ice payments.

We finalized received referee invoices for September to December and we seem to be on track with our budget.

Attached are updated financial results for the House and Competitive programs. Included is an estimate of the ice cost for House through to the end of the year, but it is subject to change based on allocations between House and Competitive and potential returns (which may not be too high).

For the House program, the current estimate is that we will generate a surplus of between \$35,000 and \$40,000 as compared to a budgeted deficit of \$5,000. The main contributors to the positive variance are:

- Registration revenue is quite a bit higher than budgeted (\$32,000)
- Fundraising is higher than budget (\$9,300) because of the tournaments
- Not spending money on the photos (\$5,200)
- Savings on credit card fees (\$15,700) with the introduction of e-transfers

The savings are offset by:

- Ice cost projected to be higher than budget (\$9,000)

- Costs associated with the Novice program (\$11,300)

Overall, the results will be very positive and it will put us back on a strong footing from a surplus position and allow us to purchase the remaining jerseys that need replacement.

On the Competitive side, things appear to be on budget with some line items higher or lower than budget, but not by significant amounts. The biggest challenge / concern for the program is that all of the teams are ranked in the top 3 in their divisions. This could mean long playoff runs and potentially higher ice, referee, and timekeeper costs.

One item to note on the financial results between House and Competitive is that there is still an allocation of the proceeds of the golf tournament to be split between the two levels. It will not be a significant reallocation, but it is one that needs to be done.

We are still awaiting money from HEO Minor for their contribution towards the Novice rink boards.

Full financials were provided to Council and are available upon request.

#### **4. VP Operations – Fiona Livingstone**

##### **Ice:**

- Tracking of the ice this season has been excellent and very little ice has gone unused. The tournaments will require some discussion going forward if they are going to be repeated. As well, there are many teams in tournaments in February so will see if there is any excess ice. The City has sent a note to say our only opportunity to return playoff ice is on until January 24 and any ice returned is a 100 percent refund. We will be reviewing this week to ensure we take advantage if we are able to.

##### **Equipment:**

- A discussion of the changes at Atom is required at an upcoming meeting to ensure we are prepared for next season. The Atom name is changing but not the atomic program. We have placed our order for jerseys but would like to ensure we are planning properly. With respect to Novice we need to consider buying new jersey's next fall and team roster size will be critical. The goalie program also needs to be reviewed. Locker storage location is still under review.

##### **Referees:**

- There were discussions around the Novice program as well as some of the issues between coaches and referees - to clarify how they are being dealt with and the approaches that should be taken.

##### **Volunteer appreciation event and awards:**

- A tentative date for the event is Thursday, April 23 at Ale. I would like to start putting the messaging out now to solicit nominees for the awards to ensure we have candidates ready for the event. AGM should be booked now for the last week in April. Paul Desmarais is a great location, and general consensus on the date was discuss at the meeting.

## **5. VP Support Services – Terry Foley**

### **Registrar:**

- Late registrations – a discussion was held around requiring a formal SMHA documented policy.
- Affiliation – can no longer remove affiliations from one team to affiliate to another (as of January 10). Adding affiliations can still be done up until February 15.

### **Communications:**

- No updates.

### **Risk and Safety:**

- No updates.

### **Tournaments:**

- No updates.

### **Registrar:**

- No updates.

### **Website:**

- No updates.

### **Clinics:**

- No updates.

## **6. Director of Hockey Development – Neil Farr**

- Insurance rules draft is with Scott P. for final adjustments before uploading to SMHA website.
- Council voted remotely via emails on accepting players late in the season (that was being driven by IP and Novice requests). See Scott P.'s report for details and if this issue needs to be revisited at this Council meeting.
- Have had several requests for new players to join IP & Novice late, but no actual new players registered at these levels since the beginning of December, likely due to lack of knowledge of program commitment & cost before making request.

### **IP:**

- No updates.

### **Novice:**

- Held mid-season Novice Program feedback meeting with myself, Scott Phelan, Terry Foley & team Head Coaches and limited managers/assistant coaches on January 14 at JLA. Meeting was well attended from most teams. Excellent feedback was received and documented. The program is overall well received. Most significant issue was lack of referee involvement in the games with respect to calling penalties (need to call penalties more often) and moving puck to neutral ice at line changes and penalties. The feeling is that players know they are breaking rules but are not being penalized and there is a lack of formality of penalties. Some issues on this front need to be resolved at the HEO level (such as the suggestion to remove the player from the ice for the rest of their shift after infraction as this is currently not part of the Novice

program). Feedback from this meeting will be brought to a mid-season Novice review meeting with HEO. Meeting date to be confirmed.

## **7. Director of House – Atom/Pewee – Mike Groves**

### **Mid-season surveys:**

- Mid-season survey feedback was provided to all Coaches in Atom and Peewee.
- SMHA specific items were shared with Convenors only. Will take feedback into consideration on ways to improve going forward.

### **Using a player as goalie:**

- We had briefly discussed this during last meeting, and the comments were that this happens regularly and there were no issues with this practice. However, the situation where the goalie has played at a higher level and is now a player (not evaluated as a goalie) caused some concern last month when this situation occurred. The Coach that lost the game was not impressed that the other team was allowed to play such a strong goalie. This situation does not occur too often, however, we need to consider whether a policy should be in place.

### **Atom:**

- There are a few of complaints from Coaches that the 1-minute penalty is not enough of a deterrent.
- Atom C is unhappy with their inability to AP players prior to January 15 because of the Novice lockdown. This needs to be considered when sizing Atom C teams, but the real issue comes at the goaltending position.

### **Peewee:**

- There has been a delay with Travel Permits
- Referee/Coaches forum to improve communication and expectations.
- Peewee C All-Star game - Scott MacGruer is proposing a LCMHL wide All-Star game. "Star" players from each team would be chosen to showcase C-level hockey.

## **8. Director of Senior House – Bantam / Midget / Juvenile – Christopher Salisbury**

Tracking of overall suspensions and games being served is now being done via a Google sheet shared with the other Directors. There is a way of tracking this in TTM but it does not link the Game Incident Report (GIR) with the Discipline Notification so that's something to look at in the future.

### **Surveys:**

- From the surveys and conversations with the parents, the mid-year feedback can be summarized as follows:

#### ***Bantam:***

- There are significant concerns about the disparity between teams in the B level within SMHA.
- There are significant concerns expressed as to why our Bantam C team is in LCMHL and not in another league, such as Kanata or Nepean, where they would be more competitive. This is related to Perth/Lanark and Almonte/Pakenham being able to put 50% of their players in C.
- There are some concerns about the lack of tournaments at the Bantam C level.
- There are some concerns regarding the way SMHA allow players to release to other Competitive B programs at the Bantam level - weakening our House program.

***Midget:***

- Concerns were expressed regarding the lack of Midget A teams. Repeatedly playing the same teams without breaks leads to a lot of "bad blood" between players. With only 5 teams and 30 games, each team is played 7-8 times before starting playoffs.
- There are significant concerns regarding player safety. As the season comes to a close this will have to be closely monitored for all teams as penalty minutes, and suspensions, tend to increase in the latter half of the season.
- There are concerns about the disparity between teams within SMHA at the B level (albeit the difference is not as significant as in Bantam).

Overall feedback regarding the bench staff on the teams is positive.

**9. New Business**

Discussions were held in relation to the piloting of some new approaches to reporting, including a new draft Proposed Position Report Template, and a Proposed Action Items Log to standardize and formalize some of the Council meeting reports. The new formats and reports will be piloted for the next few meetings and adjusted as necessary to meet Council needs while providing effective reporting of Council activities and discussions to the Association membership.

There was a brief discussion related to the logistics of the upcoming AGM, and the need to firm up a date and location with an aim towards the last week of April.

A very brief discussion was held related to the timing of the monthly Management Council Meeting, and whether it should be adjusted to accommodate other LCMHL related meetings. The decision was made to leave the SMHA Management Council Meeting timeframe as-is.

The need to review Council roles/positions by all members in advance of the AGM was raised. The intent is to ensure role descriptions are accurate and appropriate, roles are balanced, and to raise the need (or suggestions) for any additional positions/roles that may be required.

**10. Adjournment**

***A motion was made (Terry Foley/Chris Salisbury) to adjourn the meeting at 9:43pm.***

***Motion Approved.***

**11. In-Camera Session**

***No formal in-camera session was required.***