



Bedford District Minor Hockey Association

Board Meeting Agenda – November 17, 2022 at 7:00 pm

Meeting is called to order at 19:07

ROLL CALL

President/Executive VPs			Coordinators			Support		
President	Jason Foster	X	Certifications			HDP	André Lefebvre	
VP Operations	Greg Crowell		Risk Management			Admin. Coordinator	Matt Oxford	X
VP Finance	Craig Lynk		Communications			Controller	Ben Archibald	
VP Competitive			U7	Megan Douglas		Equipment Manager	Chris Snide	X
VP Development	Christien Lefebvre	X	U9	Camillia Snow	X	Past President	Vacant	
VP U7/U9	Kyla Burry	X	U11	Jennifer MacKay	X	Referee-In-Chief	Chris Nyers	
VP Recreation	Nancy Oldford		U13	Anthony Dopp	X	50/50 Coordinator		
Secretary	Jennifer MacLeod	X	U15	Ken Lenihan	X	Business Development		
			U18	Trina Canavan	X	Social Media Coordinator		
						Safety Rep	Lori Connors	X

Agenda Items

- A. Review of Agenda** **5 mins**
(Jason Foster)
- B. Approval of Past Minutes** **5 mins** Moved by Anthony Dopp to approve the minutes as circulated; seconded by Kyle Burry. Minutes approved unanimously
(Jason Foster)
- C. Tryout Committee Update** **10 mins** **Remaining Parent Meetings**
(Jason Foster/Chris Snide)
The committee received requests from families to review scores and/or question where their player landed. Three meetings are complete, and we expect the remaining three meetings in the next week.

The committee debrief will address the wins and losses noted throughout the process. Additional feedback will be requested from the executive and the membership via a survey.

Some competitive players have quit to focus on other sports and we have to figure out to replace them.

Question: How many official complaints have been sent to HNS re: our tryout process?
Answer: None, although HNS was copies on some complaints.

BDMHA has received approximately six to seven official complaints with respect to the process.

Response process includes correcting information and revisiting if not satisfied. Parent meetings have been conducted and a conversation with a player by the HDP.

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Concern was raised around the tryout document not being followed when it came to the members of the Tryout Committee. The document provided to families stated the committee consisted of VP of Comp (role not filled at the time) though Chris Snide filled the role. VP of Recreation, VP of U7/U9, BDMHA Registrar, BDMHA Hockey Development Professional. The tryout document was provided to families as the guide for the 2022-23 evaluation process and the committee structure was not followed. This is a process issue. In addition, it was stated by the President that he was directly involved in the process and the document does show he is not part of the Committee.

Concern was raised about how the U18 tryout process was not followed. It stated that there would be a 25% weight put on Tactical and Battle sessions which also indicated that a Skills Component would also be included in this section. U18 only scrimmaged. While most on the Executive Committee were in agreement that scrimmages are the most appropriate tryout mechanism for U18, the tryout document stated there would be one session that was not a scrimmage, and this did not follow what was in the tryout document.

It was noted that it is not reasonable to state that this process was a trial that can be changed on the fly because the tryout document is provided to families as a guide to how evaluations would be run for 2022-23 and any changes should be made once the evaluation process is over for the season and looked at for the 2023 - 2024 season.

Lesson Learned Session timelines

The target date for release is December 1.

How will the debrief be done? The committee will meet to review their experience and notes, followed by feedback from the Executive Committee; followed by membership feedback.

Was the integrity of the tryout committee ever compromised via conflict of interest or on the committee who shouldn't be there? No

There is a rumour that Jennifer MacLeod wrongly influenced the process and saw the scores. Please address this. This did not happen.

Where there ever fewer than three people in the room? No

Why was the HDP not on the committee? The membership has complained over the years that there was too much subjectivity in previous tryouts so the HDP was removed to avoid any potential subjectivity.

D. VP Rec Update
(Jason Foster for
Nancy Oldford)

20 mins

Noah Llewellyn Tournament

GrayJay pay is set up and registration will open tomorrow night.

Registration will be \$800 this year.

Promotion will be via direct email, Facebook and HNS site.

E. VP U7/U9 Update
(Kyla Burry)

20 mins

Struggling with development teams and coaches. Brad Taylor went to offer support tonight. Kyla sent a link trying to get more coaches.

SMU or Dal hockey teams might be able to help. Kyle Naugler at SMU might be a good point of contact and Andrew Gordon at Dalhousie.

The high school leadership group has some hockey players in it but many of their hours are already assigned.

Junior Coach applications are open and over 40 applications have come in. Orientations will be set up ASAP.

Joanne Lenihan Memorial Tournament is the Heritage Day Weekend. Schedules are being made and medals ready. 100 U7 teams and 40 U9 teams are projected to attend.

F. VP Competitive
(Jason Foster/Chris Snide)

20 mins

Nomination of Chris Snide

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Jason Foster motioned that the Executive Officers appoint Chris Snide as VP Competitive for the balance of the 2022-2023 season. Kyla Burry seconded. Motion passes unanimously.

We will still review the possibility of a non-parent/external candidate to fill this position going forward.

G. AP Players to B for missing slots (U11/U13/U15) plan
(Jason Foster) **10 mins**

We have three vacancies on a U11B team and each U13B team. There are only three U13C teams and they are struggling. They only have 12 skaters and a goalie already. We will develop a floating AP plan for U13 for the balance of the season which could be for a block of time and allow for some consistency.

Call ups are restricted to the number of rostered players on the team.

Call ups are subject to game caps.

Goalies are not subject to an AP cap at U15 and U18 and this has been confirmed in writing by Hockey Nova Scotia.

If you require a goalie to be called up from a lower age division for practice, the association needs to be notified.

H. VP Finance Update
(Jason Foster for Craig Lynk) **20 mins**

Team Budgets

Registration numbers are down impacting revenue, but our budget is on track.

There will be an increased cost associated with implementing the two-deep rule. This is offset by the \$100 charged to teams over the six volunteers. We are looking at a solution to create a volunteer list instead but are concerned about insurance limitations.

Greg Crowell will determine if BDMHA volunteers are covered by the Hockey Canada Insurance Program which provides coverage for commercial general liability, sexual misconduct liability, directors and officers liability, and accidental death and dismemberment coverage.

BDMHA and HNS will be doing spot checks and implementing appropriate discipline.

I. VP Operations Update
(Greg Crowell) **20 mins**

Constitutional Committee

Jason to meet with Greg and Elaine next week for a status update to ensure that they are on schedule to deliver to the membership ahead of the Christmas Break.

Certifications are ongoing. The HCR will not be approved without a Safety Manager. All Coaches/Managers/Safety must sign their waivers and update their contact information. Coordinators to send an email to all managers to ensure they are update.

Should we consider a U7-U11 VP Competitive and one for a U13-U23? We are exploring a VP for each age group and an outsourced VP Competitive to run the tryouts. We are also looking at the validity of all positions in the current Constitution.

We are looking at a smaller board where everyone gets a voice.

J. VP Development
(Christien Lefebvre) **20 mins**

- Sept 17, 2022 - HNS Start up goalie - 36 goalies ages u11 to u13 - BDMHA, TASA, Hfx.Hawks, MW Force, East Hants
- Sept 17, 2022 - Intro to coach (HNS) within house BDMHA first time ever - 16 new coaches
- Oct 8, 2022 - U7/U9 first time goalie - 19 kids attended all BDMHA minor
- Oct 22, 2022 - Power Skating - 30 signed up, 20 attended.
- Nov 11, 2022 - Battle drills and angling - 39 signed up - 20 attended.

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Date	BDMHA Development Program	Signed up	Attended	Comments
Saturday, September 17, 2022	HNS Start up goalie Session 1		36	U11 to U15 - BDMHA, TASA, Hfx.Hawks, MW Force, East Hants
Saturday, September 17, 2022	Intro to coach (HNS)		16	within house BDMHA first time ever
Saturday, September 17, 2022	Level 1 Goalie (HNS)	26	20	within house BDMHA
Saturday, October 8, 2022	U7/U9 first time goalie	21	19	kids attended all BDMHA minor
Saturday, October 22, 2022	Coaches Dev Session 1 "Power Skating"	30	20	1 hr classroom , 1 hr on ice session
Saturday, October 22, 2022	HNS Start up goalie Session 1		30	U11 to U15 - BDMHA, TASA, Hfx.Hawks, MW Force, East Hants
Friday, November 11, 2022	Coaches Dev Session 2 "Battle drills and Angling"	36	20	1 hr classroom, 1 hr on ice session

Received feedback from coaches that attended the coach's session, some are already applying drills from these session in practice!

Nov 11 - session was also attended by Brad Taylor from HNS and commended BDMHA on their initiative both verbally and in writing indicating that he wishes more MHAs were doing these types of coaching programs.

20 President's Update

20 mins

The tryouts were wildly successful to previous year but it was by no means perfect. We improved in communication around ice times; a single error was made in list posting and it was quickly corrected. The use of TeamGenius facilitated the process tremendously. The scores were never manipulated; not one score was edited in TeamGenius and we have an audit to prove this. There were no ghost rosters. We said we would do it entirely by the scores and that's what was done, whether history says this is what was right or wrong, we did what we said we would do.

We will review each evaluator and determine who will be back in the future.

We may close evaluations next year to parents.

Diversity and Inclusion Committee

Looking to get this up and running as soon as possible. It's a high priority for Jason and Andre. We need a membership lead for this committee.

The Constitution Committee needs to have this identified in the Constitution.

Open Roles

We need an equipment manager, 50/50 coordinator and social media coordinator. Please encourage volunteers to step up.

21 New Business

10 mins

What happened to our non-parent coaches?

They were unable to commit this year.

Chris Snide motioned to adjourn; seconded by Jen MacKay
Meeting adjourned at 9:40

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