



**BEDFORD & DISTRICT MINOR HOCKEY ASSOCIATION**  
**2013/14 SEMI-ANNUAL REPORT**

## **NOTICE**

BEDFORD & DISTRICT MINOR HOCKEY ASSOCIATION

2013/ 2014 SEMI – ANNUAL MEETING

BMO Centre – Multi- Purpose Room

JANUARY 23rd, 2014

6:30pm- 8:30pm

### **Meeting Agenda:**

- 1. Call to order by President**
- 2. Roll call of members**
- 3. Reading and approval of previous minutes**
- 4. Executive Reports**
- 5. New Business**

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## **Report from the President**

### **Chris Bewsher**

It is my pleasure to present the semi-annual executive summary at the half way point of our calendar year. I am honored to be in the presence of so many dedicated volunteers who are working so hard in the interest of our sport.

As you can appreciate there are many people working behind the scenes within Bedford Minor Hockey. This association would not exist if it were not for the countless number of coaches, managers, volunteers and parents who donate their time to our sport. As we embark upon 2014 please take the time to personally acknowledge the efforts of those volunteers around you.

I also want to acknowledge the work of our executive members and coordinators. Each who dedicate countless hours working on behalf of our association. Within their body of work it is evident they are committed to their roles and offer tremendous value to our association by way of their contributions. I thank them for their dedication to our association as well as for the support they have provided me this year.

#### Highlights;

- **Tryouts:** This year we've taken steps to enhance the overall transparency around tryouts and how decisions are made within the context of this process. The enhancements within this process can be attributed to the collaborative efforts of Jamie Stone and our hockey development professional Shawn Mackenzie. Their contributions have served to raise the confidence levels of many who participate within this process. In an effort to continually improve we will capture lessons learned this year with a view to enhance next year's process.
- **Engagement:** Your executive meets on a monthly basis. As well we meet as and when required to work through any issues as they arise. All meetings have been well intended. As a team we've embraced a collaborative approach towards making informed decisions in the interest of our association, players and families. We have a number of new faces around our table this year. In addition to our elected executive we're grateful to have welcomed John Weatherbie, Meghan Milloy, Jeff Smith, Mike Milloy, Theda McKenna, David Greenfield and Neil Wortman as new and or returning members.
- **Special Events:** With special acknowledgement to the efforts of Mr Alex Rowe we facilitated our first BDMHA Coaching Symposium during the month of October. Over 150 volunteers attended this event made possible with additional support from Subway and Councilor Outhit. The feedback we received was extremely positive.

- Communication: Our executive has embraced the use of social media. Over the last five months our Twitter following has grown in excess of 450 followers. A number of our teams are using social media to share updates and great stories. This is helping grow a sense of community across various levels of our association.

What's ahead for the rest of the season?

Tryouts: Consideration may be given to streamlining our tryout process for 2014/2015. This with a view to **i)** enhance the evaluation of players and **ii)** condense the process and time it takes to form teams. If realized this initiative will be led by Jamie Stone as our VP of Competitive Hockey. We commit to keeping parents informed on the scope of any changes forthcoming.

Hockey Development: Through the leadership of Bryan Maclean, VP Development, and Shawn Mackenzie, Hockey Development Professional we will be assessing the needs of our players and determining the future course of our development programs. This will involve soliciting feedback from our membership and incorporating it within future development offerings.

As an association of hockey families we are in a very good place. Your executive members and staff are very committed. They're doing the right things for the right reasons. We are all working very hard to be transparent as well as responsive to your need to be informed. Through the collaborative efforts of many people I believe we are building the foundations of success in life through the game of hockey. I trust that the remainder of our season will lead to the creation of many lifelong friendships and memories for our players and their families.

Respectfully,

Chris Bewsher, President

Bedford and District Minor Hockey Association



**Bedford & District Minor Hockey Association**  
**Statement of Operations**  
 For the year ended April 30, 2013

	<b>BUDGET 2012-13</b>	<b>ACTUAL 2012-13</b>	<b>BUDGET 2013-14</b>
<b>Revenues</b>			
Registration fees	\$ 659,000	\$ 730,600	\$ 829,000
Tryout fees	60,000	60,900	38,000
Tournaments and camps	233,000	180,800	180,000
Miscellaneous	10,000	3,900	1,000
Family discount	(2,000)	(3,100)	(2,000)
<b>Total revenues</b>	960,000	973,100	1,046,000
<b>Expenses</b>			
Ice rentals (net of recovery)	473,000	494,400	510,000
Insurance	65,000	73,200	77,000
League conference fees	7,000	7,900	7,000
Tryout expenses	38,000	30,100	31,000
Referees	47,000	47,500	48,000
Equipment	1,000	100	1,000
Jersey fund	-	-	22,500
Office and administration	30,000	30,300	44,000
Bad debts	2,000	2,000	2,000
Development activities	85,000	88,700	92,000
Tournaments and camps	194,000	165,700	175,000
Interest and bank charges	11,000	22,400	25,000
<b>Total expenses</b>	953,000	962,300	1,034,500
<b>Net surplus</b>	<b>\$ 7,000</b>	<b>\$ 10,800</b>	<b>\$ 11,500</b>



**Bedford & District Minor Hockey  
Association  
Statement of Financial Position  
As At April 30, 2013**

	2013	2012
<b>Assets</b>		
Cash	\$ 93,400	\$ 84,300
Investment	5,000	5,000
Accounts receivable	2,700	17,400
	\$ 101,100	\$ 106,700
<b>Liabilities</b>		
Accounts payable	\$ -	\$ 9,000
Jersey fund	5,100	9,600
Players support fund	8,600	11,500
	13,700	30,100
<b>Members' equity</b>		
General	87,400	76,600
	\$ 101,100	\$ 106,700

## **Report from the Vice President Finance**

### **Henri Michaud**

For the 2013-2014 season the Association has budgeted revenues of approximately \$1,046,000 and expenditures of approximately \$1,034,500 for net surplus of \$11,500. The budget was based on an estimated membership of 1,095. The actual number is now confirmed at 1,085. The difference has not resulted in any significant difference to the budget.

The largest expenditure the Association makes is for ice rental, which was budgeted at \$510,000 and is expected to be on budget based on the actual number of members.

The only significant difference in the budget to date relates to the jersey fund. The budget estimated the beginning of a three year jersey replacement and had included an expense of \$22,500. However, upon inspection of the jerseys prior to commencement of the season it was determined that the current jerseys were adequate and only \$7,500 was expended to replace considerably damaged jerseys instead of replacing 33% of all jerseys.



## **Report from the VP Operations**

### **Blair Parker**

Bedford Minor Hockey is off to another successful hockey season!!!

We have full participation in the Central Minor Hockey Federation (CMHF) in the Atom, PeeWee (AAA, A, B and C) and at the Bantam levels (AA, A, B, and C) AA, A, B and C level for Midget. This year we continued to ice a second B team at the Atom and PeeWee Levels. For the first time we iced two PeeWee A teams!

Bedford has iced competitive teams for Females in Atom, PeeWee and Midget. For the first time ever two Novice female teams! We continued our involvement in the Metro Minor Hockey League (MMHL) at all levels - Atom, PeeWee, Bantam, Midget and Minor Junior.

Our tryout process continues to evolve and feedback from our Association members is always taken into consideration for the following year. Our process is considered by the majority of our members to be fair and equitable. A strong contributor to our considered success is due to the efforts of our HDP Shawn MacKenzie, VP Competitive, Jamie Stone and all of the division coordinators, coaches and volunteers.

For 2013-2014 we have completed a partial cycle on new jerseys – all teams have home and away jerseys of the same style from Atom to Minor Junior, recreation and competitive. Having all players wear the same jersey is an important branding statement for Bedford Minor Hockey – we want all of our players at all levels to be proud to wear the Blues colors.

The HDP continues to work with our players on the ice, but we have also turned the corner to focus on developing highly skilled coaches who will ensure Bedford continues to be on the leading edge when it comes to player development and program delivery.

Development programs have focused on skill development over shorter time frames. These continue to be very popular among the membership and are well organized and staffed by Bryan MacLean, VP Development and our HDP.

Coach certification is again a very high priority. Hockey Nova Scotia has been diligent about checking coach credentials this year. Due to the efforts of our Certification Coordinator, Theda McKenna, and the cooperation of our coaches/managers we are in very good shape in this area.

I would like to thank all of our coach/manager volunteers for the job they do. I would also like to take this opportunity to recognize the contributions of our non-parent coaches. Many of our non-parent coaches have played their minor hockey in Bedford and are now giving back to the sport they love. We

are extremely fortunate to have such individuals who have been part of our program and want to continue to be part of this organization.

I would also like to thank all my fellow Executive members for their dedication. I would like to extend our appreciation to the Coaches, Assistant Coaches and Managers for their commitment and hard work. Without them Bedford and District Minor Hockey Association would not be able to succeed.

Yours in Hockey,

Blair Parker

VP Operations

## **Bedford Blues Semi Annual Report**

### **VP Competitive Hockey**

The past eight months within Competitive Hockey have definitely seen some challenges and changes. The majority of these changes have come to us through new rules from both Hockey Canada and Hockey Nova Scotia that have taken contact or checking out of numerous levels and Divisions. However as an Association we have we tried to work through the new changes and maintain a fair and competitive environment amongst our teams.

This season really began last July with an attempt to make the Competitive tryout process as open and transparent as possible. A new infographic detailing the process or flow through the tryout process was posted. This new Flowchart was well received and reduced a great deal of the anxiety and questions that typically come up during tryouts.

The tryout process continues to be a long and tension filled time for players, parents and volunteers alike. Changes to the on-ice tryout process over the past two seasons have definitely improved the process for the players. Changes to the communications and information posted have also reduced the stress and tension for many parents. However the same time and commitment levels from volunteers makes the tryout month, and beyond, a difficult time for our more than 160 tryout volunteers. Improvements and changes will continue into next season as we strive to get better each year.

Bedford Minor Hockey has a large pool of players that are interested in trying out for competitive teams each year and it is continually growing. This year saw record numbers try out in all levels except Bantam. Atom saw growth as a large group of younger players moved up from Novice looking for a shot at a competitive team. Pee wee saw the biggest increase with over 30 additional players trying out this season. Bantam seemed to stay about the same or possibly decrease a little this season, while at the Midget level, we saw the largest numbers to date, come out for a competitive team. The increases in Midget are welcomed as it shows that Bedford Minor is providing a fun environment for them to continue to play Minor hockey.

The challenge this year at Midget is also partly responsible for the increase in numbers as well, and that is the Decision by Hockey Nova Scotia to remove checking from the two lower levels of Competitive Midget Hockey. While the decision can be debated on both sides, it did see an increased number of players decide to continue to play competitive level hockey, knowing that they were at less risk of getting hurt. However for an Association like Bedford Minor where we still have a lot of Midget aged players, it meant a number of kids are playing at a level below their capabilities and interests. In addition, the decision by Hockey Nova Scotia to remove Midget AAA this year, meant players are playing a level lower than in the past, and dropping a group that would have played contact hockey at the A level, to a non-contact division at B level. Our Bedford Midget Teams are all very strong and most leading their Divisions at AA, A, B and C so far this season.

The Non-Contact rule also affected the Bantam Division as well, but we did not see the increase in players there as we saw at other levels. The B & C Divisions this year are non-contact and both of these teams are faring very well and leading or near the top of the pack. Our AAA or Bantam Major program is very strong this year with a large group of second year players battling for first place in their Provincial league all season. While our AA and A teams face a little stronger competition at their levels, they too have an opportunity to finish strong this year.

Peewee hockey saw the biggest changes and challenges as Hockey Canada decided to take Contact or Checking out of Peewee hockey completely this year. Meaning, many players who had played contact in their first year of Peewee, had to adjust to the non-contact environment this year. This change also saw a huge increase in the number of players interested in a competitive team. There are always going to be players that are interchangeable with other players at either a higher or lower level, so it is difficult when not everyone makes the competitive team that they feel they should have. However we have a process in place that does it's best to align the players with the team they are best suited for. Notwithstanding that numbers of players also plays a part in where a player lands. Each team carries a set amount of players, and often times players that are capable of playing on a certain teams get bumped due to the number of others trying out.

At our AAA and AA levels, things seemed to work out well for the most part. Both teams are challenging for top spots in their respective divisions. At the A level during tryouts, we saw a large group of players with very similar skill sets that were all capable of playing A level hockey. It was for this reason that we decided to add a second A level team to Bedford Minor hockey. While initially it may slightly weaken both teams by distributing the players over two teams instead of just one, in the longer term, it offers a better growth environment with more opportunity for development for a larger group of players. We will see the dividends pay off as these players move into Bantam in future seasons. Both A teams are competitive within their league and showing around the upper middle of the pack at this point.

The effect of adding a second A team meant an additional 17 players who were interested in playing competitive hockey now had a chance to move up onto one of our two existing B teams. For many of these players, it is their first opportunity to play at a competitive level and to get the additional practices and development that accompanies that. While every attempt is made to divide the teams as evenly as possibly, one team often emerges as a little stronger than the other. We are seeing this now as one team continues to struggle in the win column, however are improving and developing each week.

At the Atom levels we too had a large group for players interested in trying out for a competitive team this year. We have seen good growth at many of our Atom teams this season that will benefit the players in future years. Our two B teams are playing well and are both upper middle pack in the standings. Our Atom A team has also done well this year, challenging for first place most of the season. This success at those levels shows the depth that we have within our Association. Our AA, and AAA teams have also showed growth and improvement, but both are within strong leagues where wins are difficult to come by.

We look forward to a strong second half for all of our Competitive level teams as they enter into Provincial and City Level playdowns. Good luck to all!

Jamie Stone

VP Competitive – B&DMHA

## **Report from the Vice President Recreation**

### **Meghan Milloy**

We established 20 recreation teams within Bedford and District Minor Hockey Association (BDMHA) this season: 5 Atom; 6 Pee Wee; 4 Bantam; 4 Midget; and 1 Minor Junior team. We are extremely fortunate to have experienced and committed Division Coordinators in place for each division, and a full roster of exceptional coaches and team managers. The Coordinators are as follows:

- Atom – Jeff Smith
- Pee Wee – Justin Gray
- Bantam – Neil Wortman
- Midget – Mike Milloy

Thank you to each coordinator for working tirelessly to plan, organize and run their respective divisions within BDMHA over the course of the last five months. Without each of you, the recreational program would not be the success that it is! Thank you Neil, Justin, Jeff and Mike!

All of the teams play in the Metro Minor Hockey League (MMHL). There are 23 teams in the Atom division, 22 teams in the Pee Wee division, 16 teams in the Bantam division, 16 teams in the Midget division, and 9 teams in the Minor Junior division. MMHL offers a tremendous opportunity for the kids to play against other associations across all divisions. I would like to acknowledge David Greenfield who is working tirelessly on our behalf as our MMHL representative. Thanks David!

Similar to recent seasons, we completed a formalized process for balancing the Bedford teams in each division. We held two on ice sessions (for each level) in September/October, where multiple evaluators (coaches/volunteers) rated the kids on their skating, puck handling and overall hockey knowledge. We would like to thank Shawn Mackenzie and his staff for running all the on-ice evaluation sessions and providing additional evaluators for each division as well. Thanks Shawn- it was a huge advantage for all the kids and the volunteers to have you running the evaluations!

The results of the balancing process were compiled and each player was given a ranking from 1 to 10. The players were then separated into groups based on their relative rankings. We posted an open letter on our website explaining the process and we held instruction sessions with each division coordinator in advance of the evaluations.

We just hosted the annual B&DMHA Christmas Tournament from December 27-30, 2013. We had a total of 46 teams involved in the tournament at the BMO Centre. The players had a tremendous amount of fun and there were a lot of great hockey games played over the four days.

I would like to thank all of the volunteers who made this tournament a great success. This is a huge undertaking and involves hundreds of hours of volunteer time behind the scene both before and during the Christmas break. Many of the core group of volunteers spent 3-4 days at the rink starting at 7am in the morning and going to 11pm at night, giving up their Christmas holidays. They deserve a very special recognition. The tournament was organized and run by Erica Tromanhauser. Thank you Erica for taking on this huge job on behalf of all the players who were involved in the tournament and the BDMHA as a whole.

Minor hockey could not exist without the full participation of hundreds of coaches, managers, volunteers and parents who put in long hours of commitment to see their kids compete and have fun. I would like to extend my sincere appreciation to all of you who have volunteered your time to make this happen within Bedford and District Minor Hockey Association so far through 2013-2014.

I would also like to extend my appreciation to my fellow Executive members for their support and encouragement. These people put in significant time on our behalf and they make hockey work for all of us at BDMHA. We are looking forward to a successful completion of the 2013-2014 season at BDHMA.

Happy New Year Everyone.  
Meghan Milloy

## **Report From the Vice President Female**

### **John Weatherbie**

This is my first season since taking over as VP Female in late July. It has been a learning experience and hopefully much of the learning from this season will be able to be applied to future seasons. Thanks to former VP Bryan McLean for the support and having set a number of initiatives in motion before transitioning to me.

This season Bedford Minor Hockey Association has four female teams: Atom A, Pee Wee A, Pee Wee AA, and Midget AA. Within the Hockey Nova Scotia Female program, the Atom level is not tiered – there is only one level, A. Within Bedford, Female programs above Novice have traditionally all been considered competitive programs. Competitive teams practice twice a week and play once or twice a week. Teams also do fundraising and play in away tournaments. The guideline for team creation is a minimum of 45 players are required to provide enough players to create two balanced AA teams and one A team. The goal for Bedford and Female Council (the female hockey division of Hockey Nova Scotia) is to be able to offer each female player the opportunity to play where their skill level, commitment and desire are the best fit. Unfortunately, due to low numbers this is not always possible.

This year the AA levels were part of a provincial league meaning that for Bedford the league is not South Conference based, it consists of all teams, province wide. Teams in the AA leagues are located from Cape Breton to Kentville. South Conference maintains the statistics for these teams and provides scheduling. It was also decided by Female Council that the provincials for the AA teams would be a tournament model with participation eligibility based on league standings.

Female Council's goal is to have all female teams regionalized but they do not feel this can be accomplished for a number of years. Currently there are regional teams in Pictou and Valley/Kentville and these teams are very competitive and amongst the strongest in their respective leagues be it A or AA. In HRM, Dartmouth and Cole Harbour have merged their female programs for a number of years with reasonable on ice results but a high level of predictability for the players and parents in knowing that there will be enough players for a team. This year in HRM the VP's from the various Halifax "side of the bridge" associations got together with predictions on enrollment numbers based on last year and decided which associations would work together to ice teams based on relatively equal numbers for each pairing. In regards to the B&DMHA, our membership in female this year consists of:

- In Atom A we have players from Chebucto
- In Pee Wee A and AA we have players from Halifax and Sackville (the association we are partnered with at this level).
- In Bantam we did not have enough players to ice a team, our players are in TASA (our partner) on the AA team as well as the Sackville and Halifax A teams.
- In Midget AA, we have players from Sackville (our partner) and Bedford players are in Sackville and East Hants.

This model creates significant organizational effort and is difficult to implement due to the fact that some players are not playing where they would like to play and if they do not make the team they wanted to make, they decide to play CMHF, recreation or withdraw from hockey. We are entering into discussions to create Halifax (Bedford, Halifax, TASA, Chebucto, Sackville) based regional



teams. In order to have a sustainable model for female hockey, this appears to be our best option. Discussions are still in early stages and have not advanced for some time.

The Bedford Novice program has been very successful at attracting female players to the game and this year they have two teams of female players from Bedford, TASA and Chebucto. This is key to providing a strong feeder system to Atom and levels above.

There have been a number of successes thus far this season that are noteworthy:

- This year Bedford hosted a Welcome to Hockey night for female players at no cost to participants. The event was a success and there were more than 25 players on the ice ranging from Novice to Pee Wee ages. This event added between 5 and 10 players to the female hockey programs in Bedford, Sackville and TASA and was considered successful. The female program will be asking for funds in the upcoming year to do this again and maintain momentum with new registrants.
- We hosted joint tryouts at the Pee Wee and Midget levels and participated in tryouts in TASA in Bantam. Bedford has hosted tryouts for female players in the past and this year we attempted to improve the process in a couple of areas by making the process much closer to the “boys” process. In Pee Wee and Midget we had evaluators from Bedford and Sackville since we were partnering with Sackville association. In Bantam we provided evaluators to TASA to support the tryout process.
- In Pee Wee A, AA and Midget AA we have teams with full or close to full rosters. In Atom we are not playing with a full roster and this has created a continuous struggle for the team.
- We have female coaches at two levels and must continue to develop female coaches in the program.

Notable challenges that we face this season and beyond include:

- We need to increase enrollment in order to grow the sport and improve the quality of competition for all participants by having more players. We will be reaching out to our membership for additional ideas on approaches we can follow.
- The move to non-checking at levels of Pee Wee, Bantam and Midget will draw players away from the female game. In order to counteract this our approach will be to accentuate the benefits of the female game.
- We need to develop goalies for female teams as it is a constant battle we face to have enough goalies for all teams. Having two goalies on a female team is almost an unheard of luxury.
- Regionalization needs to move forward in a more formal structure that is the same each year and create more certainty for the parents and players in the program.

We'd like to thank all coaches, managers and players who are participating in the female program this year.

Sincerely,  
John Weatherbie, VP Female

# **Semi Annual Report – Vice President of Novice/Initiation**

**Abigail Cook**

## **Initiation Program**

The 2013-14 season started up with the continued growth of the initiation program. We have 177 kids divided into 5 Initiation programs. Three IP 1 groups and two IP 2 groups. All IP aged kids who have never played hockey before were placed in IP 1. There are two groups of 4 & 5 year olds and one group of 5 & 6 year olds. Having three IP 1 groups this year allowed us to reduce the numbers to the mid -thirties for each group. BDMHA continues to supplement the IP 1 program by contracting out to a professional power skating coach for 20 hours this season. The time is equally divided between all the IP 1 groups.

Thanks to the hard work of our Initiation Coordinator Doug MacKinnon and the sponsorship of Tim Hortons, the IP program had a successful Moosehead Jamboree at the Metro Centre on Nov. 24<sup>th</sup>. A few of our IP groups also attended jamborees over the Christmas vacation.

Possible considerations for next year's IP program is to develop a Fundamentals hockey program for 4 year old players.

## **Novice Program**

This year I am happy to say we have 12 novice-age hockey groups in the 2013-14 season. We have 2 advancing teams, 2 Intermediate teams and 4 developing teams. This year we have also introduced an Introduction to hockey group. This group consists of kids who have never played hockey before or still need some extra work on their skills before they are introduced to formal games.

Due to the hard work and determination of Coach Peter Giles, we have now expanded to two novice girls teams. The majority of kids are from Bedford with a few TASA girls helping to fill out the roster. It was a win-win situation for both associations as TASA does not have an all-girls team. The novice female Intermediate exhibitions series has a total of 6 female teams.

Our novice Coordinator Simon Wilkin did a very good job of organizing the evaluations this year. One aspect we strived to achieve was to provide every player with at least two ice times during the evaluation process. We were able to achieve this with a couple of extra hours of ice during our evaluation process.

The next step was to find coaches for all the teams which can be a challenging task. I would like to thank all of the head coaches for stepping up and to Shawn MacKenzie, our development professional, for providing support to the coaches when needed.

One goal of the association this year is to give more players the opportunity to try goaltending. With the support of the executive, we were able to purchase 6 sets of Novice/IP goalie equipment. All these sets are out on loan to various teams in the Novice/IP program. On Monday evenings the full time novice goalies get coaching support from Jack Haritgan. I would like to thank Jack and the executive for coming together to make this arrangement possible.

Yours in hockey,

Abigail Cook

# **Report from Vice President Development**

## **Bryan Maclean**

Hockey development at Bedford Minor relates to the on ice activities offered to players outside their club team ice time. Primarily development is the extra ice time offered to all players focusing on power skating, puck and goalie skills and non structured hockey programs like 4 on 4 and small area 3 on 3 games.

Bedford Minor's hockey development professional, Shawn MacKenzie, provides the strategic direction and implementation of this program. Jack Hartigan spearheads the goalie development and offers supplementary goalie programs through FinnGoalie. Matt Oxford is the administrator of the programs and provides valuable input to program development. Bryan MacLean works with Shawn & Matt to help deliver the program and provide a voice in the BDMHA executive. Key to the program as well are the hand picked instructors of Shawn and Jack who are critical to the on ice execution of the programs. We shoot to have development programs available year round so players always have an opportunity to get on the ice and improve their skills. Cost of these programs work out to approximately \$20 per player per hour to cover the ice & instructors costs. Some programs run with profit, some with loss, overall the goal for the program to be self sufficient. The development programs are year round and focused on all players of all skill levels.

The fall & winter programs supplement the regular hockey season with combined power skating, puck and goalie skills offered once a week for players from IP2 to midget, for both recreational and competitive players. Later in the fall, we started sessions on Sun afternoon for defence skills that will be continued into the 2014 winter session.

The spring program this year will be small area 3 on 3 games offered once a week which is a change from last years 4 on 4 full ice. For the first time we will be tiering this program into two divisions to keep the skill discrepancy low and the fun high. The format will be two concurrent games running in a half ice, cross ice fashion.

The summer program will be four one-week long camps in July for defence, forwards, combined skills and goaltending. Each one week camp will be mornings Mon - Thu with one hour on ice session followed by a one hour off ice activity at CP Allen. Parents will drop kids off in the am and pick up at lunch time.

The second phase of the summer program starting the first week of August will be a three week "conditioning" program for Novice-Midget players on the ice twice a week, one session for skills, the other is game/scrimmage session.

The last phase of the summer sessions will conclude with a pre-tryout conditioning camp offering Atom-Midget competitive players four sessions including game and skills sessions starting at the end of August into early Sep.

In addition to seasonal programs, Bedford Minor development provides a weekend of fun activities & information sessions for hockey development weekend and school PD day shinny sessions throughout the school terms.

In the new year, we're planning on pushing out a survey to the membership to provide feedback on our programs. The feedback we get will influence the programs for the fall winter programming for 2014.

# Report from Administrator/ Ice Coordinator

## Matt Oxford

### *Primary Role as Administrator and Ice Coordinator*

As administrator for the association; be the initial contact for all general inquiries and defer issues to the appropriate executive members for counsel. Additional duties include registration (new players, and transferred players), roster management in the Hockey Canada Registry, and act as registrar for the Recreation Christmas Tournament and all development programs throughout the season.

As the Ice Coordinator, appropriately allocate and manage ice for all teams within the association in conjunction with the VP Operations and respective divisional coordinators/team managers at each level. Key responsibilities are finding available ice for all rescheduled games, track and issue competitive teams ice bills, and reduce the amount of ice left vacant at the BMO Centre under Bedford Minor Hockey.

### *Objectives Set for the Year (As Administrator)*

Objective set for this season was to increase overall player registration, maximize development registration, update the Hockey Canada Registry (HCR) immediately with all player/coach moves, and all general inquiries were answered/addressed in a timely fashion.

### *Progress thus Far*

Player registration has increased from 1050 to 1085. However, there were up to 30 players transferred to other associations (mostly female).

Development registration has been encouraging during the fall with majority of the groups achieving full registration numbers.

Majority of the general inquiries were addressed appropriately and can be attributed to our executive responding in a prompt and timely manner. Some inquiries took longer to answer as they required further assistance from Hockey Nova Scotia or other member associations. The bulk of these issues involved player registrations, particularly with transfers.

Roster management in the HCR has gone very smooth. There were however, some issues with coaches/managers creating profiles or being transferred from other associations.

### *Lessons Learned/Recommendations Going Forward*

Moving forward, player registration should open earlier in order to gauge if the association is going to grow in the New Year, this will allow us to transfer players faster but also increase the likelihood for more ice during the season. At some point however, player registration should be cut off. Limits should be set for each team/group and once registration is reached, no more players can be accepted unless there are withdraws. A waitlist may be something the association could considered in the future if we continue to grow.

The creation of coach/manager profiles is an area that can be fixed quite easily. With any new player registration, the parents should also have a profile created. I would also suggest that any parent with a player registered with the association, create a profile for the HCR.

#### *Objectives Set for the Year (As Ice Coordinator)*

Primary objectives set for the year are to reduce the overall amount of vacant ice during the season, make sure all teams meet their designated allocation ice requirements, and competitive teams pay the appropriate amounts for ice used during the season.

An objective identified through the ice allocation process was to provide teams with a fair allocation that focused on teams to maximize the most amount of ice to be used during the season and reduce the likelihood of having games rescheduled due to tournament and opposition game conflicts.

The final objective was to re-establish a relationship with the Rocky Lake Dome to obtain some more favourable ice options for teams.

#### *Progress thus Far*

Overall, the association by way of effective communication between coaches and managers, has done an exceptional job reducing the overall amount of ice that has gone vacant throughout the season. Since the beginning of tryouts in September, the association has allowed 32.5 hours to go vacant. Obviously this is a significant improvement from last year up to this point and hopefully this continues into the New Year.

The allocation of ice for each group is something that was difficult as other associations play a role in this by releasing game days/times but teams and groups were given fair allocations this season.

Re-Establishing the relationship with the Rocky Lake Dome was a success. Blair Parker, VP Operations spent a tremendous amount of time to obtain some more attractive ice times for our teams this season.

#### *Lessons Learned/Recommendations Going Forward*

Last year a numerous amount of 6 AM practice slots went vacant, this year, with great cooperation from the BMO Centre administrator, we have been able to move some of those potential practise to different days, therefore providing an additional option for competitive teams when faced with a potential vacant 6 AM slot.

In some instances, user groups have lost ice due to tournaments or by getting bumped by BMO. This means that groups such as IP, Novice, and Rec need makeup slots throughout the year to make sure their ice times accurately reflect their registration fees. It could be assumed that by providing these groups their required makeup ice, the association should be able to achieve a season where all ice should be utilized. Moving forward, a more in depth analysis of the ice lost/gained and amount of ice used per user group can determine how we can achieve zero vacant ice during the season.

The ice times acquired from the Rocky Lake Dome has given teams the opportunity to acquire additional ice at more appealing times that may not be available from the BMO Centre. It is the association's hope to attain more Dome ice to support our membership wants and needs.

# Report from Hockey Development Professional

## Shawn Mackenzie

### Program Reviews

#### Initiation Program:

IP hockey is a great level of minor hockey to be involved. It can also present some unique challenges, with players starting participation as early as four. Some of the challenges of IP would be obvious. That said once the players become comfortable with the overall setting and coaches iron out the efficiency of formats, we see accelerated growth here. Coaches do an excellent job of introducing basic skills with skating being priority. They also keep it light and fun. Players "FUN" can at times become a secondary consideration in today's minor hockey experience. Coaches at the beginner levels will want to see the players improve skills and discover capabilities, but placing the game within the heart of the child will always be their primary objective.

#### Novice:

Fundamentals remain the priority with station formats being the most efficient setting for practice. With some Novice teams now entering games, teams have been able to add some full ice practice sessions. Skill discrepancies within groups are one of the bigger challenges at Novice. Coaches are implementing ways to provide appropriate skill challenges in practice based on player capabilities. This often leads to players of like skill being placed together in stations for portions of the practices. This approach is supported by BDMHA as a way to provide proper growth environments for all skill levels of players. This must be balanced with some "all in" type formats that are a crucial part of developing the "Team".

For the levels of Novice that are entering games there can be a natural tendency for coaches to put team play ahead of individual skill development. Although team success is an important element of growth, this approach of team play vs. skill development must be balanced in accordance with Hockey Canada's desires as mapped out in its development pyramid. The challenges for graduating Novices to Atom are some of the bigger ones that players will experience during the minor hockey journey and we must do our best to prepare each individual.

#### ATOM Rep:

Our Atom Rep teams have been competitive in CMHF but some have had challenges during the early part of the season. These teams that struggled early have shown much progress of late and are on track for continued improved play post holidays. Coaches have been proactive in identifying areas of concern and putting together a progressive plan of addressing these concerns.

#### PEEWEE Rep:

Teams at Pee Wee Rep are doing well for the most part. Teams that are not experiencing as much success have been working hard to improve and are showing progress. At the Pee Wee level, system team play will become a big part of success. Things such as positional understanding, individual tactics, discipline and accountability to team philosophies become part of the picture. Once players enter PW the term "out teaming" your opponent is a primary target. The goal is that players come to realize the strength of superior team play and that most elements that lead to out teaming are actually controllable aspects of performance. Coaches are instructed to evaluate the team performance below the score board as score boards do not always accurately portray a group's overall game. Not surprisingly, individual battle level and puck sharing are two main components of achieving success.

The selling of "Team first" is a challenge for today's coach. The coach needs to sell team play but also improve each individual player. He or she needs to develop an environment where individual play and achievement is the catalyst of the overall team first identity. He must be willing to confront players that are more concerned about "me" than "we" but he must do this in a way that is not detrimental or limiting a player's own

personal growth and pursuits ....not always an easy task in today's youth game.

The coach that is challenging his players and holding all equally accountable to core values of our Canadian game is opening himself up to scrutiny but he is also preparing his group for the challenges that lie ahead.....the coaches that are compromising accountability are often taking the easy route and cheating their players along the way.

#### **BANTAM Rep:**

Bantam is traditionally a strong level for BDMHA and this year looks to be the same. I would say that all have a good shot at play down and playoff success but will have to improve upon overall consistency in order to realize this. At this age mental preparation and the realization that games start in the dressing room takes on greater importance .....teams that make this controllable part of performance a focal point will usually see consistency improve.

#### **MIDGET Rep:**

The 3 years a player can spend at Midget is the finish of the minor hockey experience for most. We are very proud that we are seen as having the top midget programs in the province. No long ago our midget program did not appear to be a priority but more of an afterthought. Our coaches and managers at Midget deserve recognition for turning this around and providing such a positive experience for players and families. Many of these players have been with us since Novice and have given much to the association.....great to see them rewarded for all of the sacrifices and for continuing to play the game with the level of integrity that it deserves.

#### **MINOR JUNIOR**

Once again Tyson Langille has taken on this successful program. His high level of dedication to these guys is admired. His players and the association are very grateful.

#### **FEMALE**

##### **Novice Female**

This year we were able to ice two teams at Novice female. The girls are improving at a rapid pace and the fun factor is high at each session there is much potential here. If the core of this group remains together for seasons to come they should realize success and opportunities.

##### **Atom Female**

Various skill sets within the group is likely the main challenge. Wins have been somewhat hard to come by. However there has been progress and enthusiasm remains high.

##### **Pee Wee Female**

This year we have Pee Wee AA and A....AA is competitive with solid team play giving them the ability to challenge most other teams. PW A has had less victories and face similar challenges to the Atoms with some players experiencing the game for the first time. Regardless, unity is quite strong here and the will to win is high. Continued growth in the second half should eventually be reflected on the scoreboard.

##### **Midget Female**

Many of our Midget girls have been together over several years. They are a well structured group. Despite being mid pack at the break they do have the ability to knock off the top teams. Not surprisingly when battle level for this group is in the high range, their game elevates. This battling identity will have to be the group's trump card in order to realize play down goals.

#### **RECREATION**



**Atom Rec:**

Teams have all been competitive within Metro Minor. Growth is traditionally solid in these programs and this year looks no different. I am always impressed with the fun factor at this level. Groups generally play the game for the right reasons and although they want to achieve, they don't appear to get caught up in the personal mission that can be a negative of rep hockey.

**Peewee Rec:**

Pee Wee is a deep level for our association, with 6 teams at rep and 6 at recreation. The decision to add an additional team at rep does appear to have had some trickledown effect on recreation, in that there would be less game changer type players in recreation than past years. I don't see this as a negative for our rec programs but it can be a competitive disadvantage when facing competition that has dominate players. Our groups are competitive and could excel come play offs.

**Bantam Rec:**

Bantam recreation is strong in our association, all teams have good records. Caliber of play is good and groups display strong sense of team in the application. We are fortunate to have experienced recreation coaches here that find the balance of fun and push needed to keep enthusiasm high for this age.

**Midget Rec:**

As on the rep side, Midget recreation is healthy in Bedford. The challenges at Midget differ from other levels of minor hockey in that some players are now balancing school, part time jobs and other activities with hockey. Coaches need a lot of flexibility and understanding when dealing with each individual player. Not only is keeping kids in the game at this age important but doing that and still providing a positive experience is a coach's first priority . That growth we seek is not as much measured by on ice skill development but more about impacting the person outside the uniform.

Hockey is a wonderful game that is and always has been a great provider of life experiences for those that participate. It is also an emotional roller coaster that challenges us to keep the game and the small role we play in proper perspective.

The adult /child sharing of the journey is all too short. When it ends and the players move on from minor hockey, I sincerely hope that the game remains close to their hearts. For us parents and coaches when our kids graduate we will miss much. Enjoy the ride and thanks for allowing me the privilege of being a part of your child's hockey experience.

**Shawn Mackenzie**

**BDMHA Hockey Development Professional**

## APPENDIX A

### **BDMHA Annual Meeting Minutes May 28th, 2013 at the Basinview School in Bedford**

Call to order at 7:14pm

Executive Present:

Paul MacIsaac  
Dennis Young  
Neil Wortman  
James MacDonald  
Jamie Stone  
Chris Fougere  
Shawn MacKenzie  
Randolph Degooyer  
Lori Weatherbie  
Blair Parker  
Chris Bewsher  
Terri Aresenault  
Abigail Cooke  
Phil Gruchy  
Bryan McLean  
Allan Zinck  
Henri Michaud  
Executive Absent  
Billy Joe McInnis  
Justin Grey

#### **AGENDA**

- a) Call to order by the President b) Roll call of the members (circulate sign up sheet) c) Reading and Approval of previous minutes
- b) AWARDS
- c) SURVEYS d) President's Report e) Vice President Operations Report f) Division Vice President's Report g) Treasurer's Report h) Coordinator's Reports i) Presentation and approval of next season's budget and fee structure j) Resolutions and Discussions k) Election of Executive Officers for the next season l) New business m) Adjournment

Introduction of members present from HNS

Darren Cossar – President

Mike Field – Manager Member Services

Garth Isenor – VP Operations

Scott McCarther – Regional Director

Darren Cossar – Great to see so many people come out. When people come out to meetings and get educated on topics, it's a good thing. The things that have happened in the past 4 weeks in Canada (*with respect to the removal of checking in PeeWee and at Bantam B & C*) have happened for the safety and enjoyment of the kids; Maybe 1% of the kids that play will get to play at a Pro Level. We're here to get the 99% of the kids that don't play Pro hockey through to develop and have safe enjoyment for the game.

Mike Field – Deals with the Rules and Regulations. Is under the understanding that there has been a lot of questions around the movement of players to Bedford from other associations, and that this has caused some issues. With respect to how/why this happens, refers to Hockey Nova Scotia Regulation 2.31 for Tryout purposes. For AAA only, players are allowed to try out for another association if they were not successful with their own district's association.

The reason this was done, was based on the direction of Hockey Canada to allow the freedom of movement to allow players to play at the level they should be playing.

Darren Cossar – It's important to note that these regulations are going to continue to change. Some rules haven't changed in 40 or 50 years. Under the direction of Hockey Canada, and changes in the way we live, these rules will continue to change. At the end of the day, it's not about where you live, it's about having the opportunity to play at the level you should be able to play at.

Question from the floor – Why not have all kids try out in HRM for AAA at the same time to get it all done with?

Answer – We are examining the viability of that option, and hope to have a presentation to come back to our meeting of the minor hockey associations in September to address that. One of the major issues will be with respect to coordinating ice time to do that, and with the ability to have players play for other associations under Regulation 2.31

Andrew Humphrey – How does that rule apply to female hockey, and how females can move from one association to another?

Darren Cossar – They are allowed to try out for one team other than their home association. If they fail to make the team in your district, they are allowed to try out in one other district.

Call to Order by Paul MacIsaac

Walk through of Agenda for the meeting

First order of business is a review of the minutes from the Semi Annual Meeting.

The meeting minutes have been posted on the website for everyone to review.

Call for any questions and comments regarding the minutes from the Semi Annual.

No question on minutes

Motion to approve: Dennis Young, 2<sup>nd</sup> Darren Young – carried (*unanimous*)

#### Awards Presentations

Shawn MacKenzie to present Eileen Mader Award – Mark Norwood

James MacDonald asks Mark to draw for winners of online coaching surveys. There are two winners; one parent, and one player.

Player winner - \$200 gift certificate Quinn Cavanagh

Parent winner - Free registration Rose Randall-Meagher

Chris Bewsher to present Novice IP Coach of the Year – Abigail Cook

Dennis Young to present Recreational Coach of the Year - Darryl Perrianowski

Bryan McLean to present Female Coach of the Year - Bruno Carpentier

James MacDonald to present Competitive Coach of the Year - 3 coaches Greg Macdonald

Mike Pratt

Brad Curran

Paul MacIsaac to present Volunteer of the Year - Terri Arsenault

#### **EXECUTIVE REPORTS**

All have been made available of the website to review prior to the meeting.

Call for questions regarding the reports

Question from the floor – There appear to have been omissions in the reports around who was vying for provincial championships

NOTE - Addition of Midget AA's coming in 2<sup>nd</sup> place in Provincials, addition of Female Midget A team in 3<sup>rd</sup> place in Provincials

Motion to Approve – Jeff Grandy, 2<sup>nd</sup> Blair Hickey, carried (*unanimous*)

#### **VP Finance Report**

A review of the Balance Sheet for the Association shows that at the end of the year, we have a general surplus of \$87,000, a \$5,000 fund allocated to jersey replacement, and an \$8,000 player support fund.

Statement of Operations:

It's been a busy year, with an almost 10% increase in registrations over the original budget.

The increase in registration resulted in an additional \$70,000 of registration revenue. This was partially offset by a lower than budgeted amount for development programs resulting from changes to the programs from the original budget.

The increase in registration revenue is offset by a related increase in certain expenses, such as ice rentals, insurance, and bank & credit charges.

Development expenses were lower than budget as a result of the lower development revenue.

Other expenses which do not vary with the number of registrants (fixed expenses) were close to budget. The Assumption for 2013/14 is that we will see another increase in the number of registrants based on growth in the community. The budget numbers are based on this Assumption, as well as an increase in registration fees.

The net surplus for next year is projected at \$11,500. Most numbers are consistent with prior years based on projected registration, but we've included an amount of \$22,000 to cover the usage of jerseys. Jerseys have a 3 year life cycle, at which time they must be replaced at a significant cost to the Association.

Budget 2013/14:

As Paul mentioned, an initiative was completed this year to allocate all costs of the Association to the various divisions, to ensure that registration fees could be set such that each group would cover its own costs. There was a great deal of discussion between the VP Finance, VP Operations, Divisional VPs and the President to ensure that all allocations were appropriate.

Costs that can specifically be identified with a particular group were allocated directly to that group – the biggest being ice costs. It also entailed including items such as Power Skating for IP and Novice, Metro Minor fees to Recreation, and Central Minor fees to Competitive. Other costs were allocated evenly amongst all players in the Association.

Based on this analysis, and due to increases in ice costs, it was clear that an adjustment to Registration Fees for 2013/14 were required as follows:

IP No adjustment required. Stays at \$485 plus \$20 admin fee

Novice Increase to \$675 plus \$20 admin fee

Recreation Increase to \$760 plus \$20 admin fee

Competitive Increase to \$880 plus \$20 admin fee

Minor Junior Increase to \$625 plus \$20 admin fee

Tryouts Decrease to \$95

Development programs will continue to be run primarily on a cost recovery basis.

Questions regarding Report from Finance:

Question from the floor – Why is there no mention of finances around the Barons?

Answer – They are not part of BDMHA. Bedford Minor owns the franchise. They are subject to Audit by the VP of Finance, and their financials are submitted annually to the NSMBHL.

Question from the floor regarding \$20 admin charges

Answer - More people are paying by credit card. We encourage this, because it means we have the money in hand and that it saves time and effort of collecting funds, but also because it is very convenient for our members. Not charging the admin fee would put us in a deficit position.

Question from the floor with respect to the surplus: Has there been any thought to using this to help offset the cost of provincials?

Answer – The annual surplus is small. It's \$11,000 out of a million dollar budget, or roughly 1%. We should not count on it being available to help offset any costs for a team to host provincials.

Additionally, not all teams are competitive teams; how would you determine which team would be most deserving, etc.

Question from the floor – Is there a cap with respect to how much of a surplus we could accumulate?

Answer- It's the responsibility of the association to maintain a surplus to make sure we have funds available to cover any unforeseen expenses. There is not hard and fast cap, but we're at less than 10% of our annual budget currently.

Suggestion from the floor that there be a cap on how much the overall surplus could accumulate.

Response - There was a time when we were trying to accumulate a surplus in an effort to build up an office in our own home rink. We haven't had a registration fee increase since we moved to BMO, even though our ice costs have been increasing year over year. Sometimes it may look like a lot of money, when in fact it's really not.

Question from the floor – Who are our auditors and where are the fees in the budget?

Answer – Auditors would cost in the order of \$20K annually. We don't have auditors, we have Henri (Treasurer) and Lori (VP of Finance), and they are both CA's. It saves the association a lot of money, and is a requirement of the Constitution that the VP of Finance hold that designation.

Question from the floor as to why jerseys cost so much. Jersey discussion ensued, with

question/suggestion to examine having each player purchase their own jerseys independently.

Discussion around how this would impact the overall look of a team as a whole, as you'd have different jersey types & colour variations from different years based on style availability and the die lot from that production run. Decision to defer to next year's exec to have a committee look at the jersey situation.

Question from the floor – Does removal of checking at some levels alter insurance expenses?

Answer – No. Because there are other costs such as criminal record checks, etc, that factor into our overall insurance costs.

Motion to accept the budget – Darren young, 2<sup>nd</sup> Deanne Scott - carried (*unanimous*)

### **Resolutions and Discussions**

Proposed constitutional changes were submitted by the membership at a number of meetings, and discussed by a Constitutional Review Committee. This Committee consisted of:

Phil Gruchy

Randolph deGooyer

Todd Watson

Tom Aquanno

Darren Young

Ron Pachal

The proposed changes to the Constitution were posted in advance for viewing on the website.

Questions surrounding the proposed Constitutional Amendments - None

Notation by Committee Chair, Phil Gruchy: Over the years, there have been different Constitutional Amendments made, and the numbering procedure of the Constitution has become a little muddled and mixed up. Would like the flexibility to adjust the numbers accordingly in an effort to “clean up” the Constitution.

Motion to accept (with flexibility to make changes around the numbering) the Amendments as presented

Motion – Phil Gruchy, 2<sup>nd</sup> Blair Hickey - carried (*unanimous*)

A Motion has been put forward with respect to voting.

Traditionally we follow Robert’s Rules of Order which is voting by a show of hand. As there are multiple candidates for the position of President, a motion has been put forward to enter into a secret ballot for the President’s position. We will have a show of hands, and a majority vote will determine whether or not we will enter into a secret ballot for this purpose.

Show of Hands – who would like to enter a secret ballot versus a show of hands ballot to determine the new President – majority vote for a secret ballot.

We will proceed with a secret ballot for the position of President.

Question from the floor - Is there a conflict of interest in having people on the nomination committee also being nominated for positions on the Executive?

Randolph deGooyer, Chair of Nominating Committee – no conflict present, only one position where multiple qualified candidates (President). There was an open nomination process that was made public, and available to The Membership.

Question from the floor – It seems like a short period of time to review/recommend/consider who would be considered for these positions.

Randolph – What has transpired this year is an anomaly. In years past, and most often, the Executive have had to call around to try and find qualified people who would even be interested. Has the process gotten better? Yes. Was the process perfect this year or did we learn about how we could improve? We definitely learned how we could probably do it better next year.

Open vote for slate with exception of president – majority vote in favour of slate - carried

The two candidates for President, Chris Bewsher and Paul MacIsaac, make statements to the membership about why they feel as though they would be the appropriate candidate, and take questions from the floor.

Question from the floor for Chris Bewsher – How did you come to get email addresses to campaign to the membership?

Response – Chris has made it a practice to collect email addresses as he communicates with people. In his role as VP Novice and as Bantam Tryout Coordinator, he captured this information and used it to send emails to campaign for the position of President.

A secret ballot was presided over by Hockey Nova Scotia, with the motion to only present the winner and not the actual count of ballots to The Membership. In addition all ballots are to be destroyed.

This was approved by the membership

Chris Bewsher named as new President of BDMHA

At this point, the new Executive take positions, and the outgoing Executive depart.

New Business

Danglers – Gary Phillips – has talked to representative from HNS, and would propose to make danglers mandatory for Goalies in Bedford to limit injuries.

Discussion around whether this is the mandate of BDMHA, Hockey Nova Scotia, or Hockey Canada.

Blair – are they CSA approved? What are our liabilities?

Motion to have reviewed by a committee – Gary Phillips, 2<sup>nd</sup> Jeff Grandy carried

Grandfathering – discussion around Gary’s motion to do away with “Grandfathering” at BDMHA (Grandfathering meaning that a player would play at or above where they played the year previous, provided it was at the same division).

Shawn – Grandfathering does not exist. There is no policy around grandfathering.

Randolph – It is stated in the Constitution that if the scores are equal during tryouts, that the 2<sup>nd</sup> year player shall be awarded that position.

Gary – would like to make it clear that although it’s not a part of the Constitution, it shouldn’t happen.

Chris Bewsher – we will continue to talk about this throughout tryouts.

Motion from Jeff Grandy to enforce that A Vice President of a division is NOT allowed to coach the division they are VP of.

Blair – the last 2 years Chris B and Billy Joe both coached teams, and it’s because there was nobody else to do it. It didn’t happen anywhere else, and this was as a last resort.

Phil – committee felt that the existing wording of constitution allowed for the flexibility to allow for coaches if none were available... The complaints procedure was added to allow for a voice if there were issues with that coach.

Question called, 2<sup>nd</sup> Larry MacVicar (motion defeated)



Discussion around Callups

How do they happen? Why can some teams not affiliate with other teams?

James MacDonald – this is addressed by HNS Regulation 6. They have a matrix in place.

Shawn – with respect to procedure, there are regulations around how many games you can go up, but this is somewhat left to the discretion of the coach, and is used to reward players for strong play and commitment.

Motion surrounding callup procedures - differed to a later meeting

Motion with respect to Female hockey tryouts. Would like to have Female hockey tryouts aligned with male hockey tryouts – motion to strike committee to review.

Don Bartlett, 2<sup>nd</sup> - Andrew Humphry (carried)

Discussion around non-parent coaches at highest levels of minor hockey. Parent believes we are not taking advantage of our resources by not allowing this. Some of our good hockey players have parents who are knowledgeable about and have played the game.

Economics – these parents would already be attending practices, games, etc/ This means we need to do extra fundraising to pay for non-parent coaches.

James MacDonald – Shawn and I have spent last 3 or 4 years interviewing coaches. There is no policy that exists that says we cannot have non-parent coaches at the AAA level.

We tend not to have parent coaches because of the skill level required and because expectations are higher, and that parent-coach is under the microscope with respect to how they treat their child versus how they treat other players. We have had successful coaches at the AAA level, but our guiding principle is to provide the best coach possible at any level.

Shawn – there are challenges with respect to ice time (for the child of the coach), and are you providing the best hockey experience for your child as a parent-coach.

Motion to reconsider at a later date Shawn Whitford, 2<sup>nd</sup> Tom Aquanno (carried)

Motion to adjourn Tom Aquanno, 2<sup>nd</sup> Chris Fougere

Motion to reconsider Shawn Whitford, 2<sup>nd</sup> Tom Aquanno

Motion to adjourn Tom Aquanno, 2<sup>nd</sup> Chris Fougere