

Bedford & District Minor Hockey Association 2018-19 Semi-Annual Report

January 24, 2019



Agenda	2
President's Report	3
VP Development Report	7
VP Recreation Report	9
VP Competitive Report	11
VP Novice / Initiation Report	13
VP Finance Report	15

Agenda

NOTICE BEDFORD & DISTRICT MINOR HOCKEY ASSOCIATION
2018/2019 SEMI-ANNUAL GENERAL MEETING
BMO Centre – Multi Purpose Room January 26, 2019, 12 pm

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
6. Adjournment

President's Report

Happy New Year and I hope everyone is having a great 2018-19 hockey season. As President of Bedford and District Minor Hockey Association ("BDMHA") I am extremely proud of our organization, our players, our coaches, our teams, and our programs. I believe we have an incredible organization and a very successful one. I have held a number of roles in BDMHA including VP Finance, Controller, and manager of numerous teams. Since taking over this position in June 2018, I have spent a lot of time in rinks listening to our parents, coaches, and players to get critical feedback on our organization. My overall goal for BDMHA is to be the best organization we can be, to execute on our organizational strategy, and to ensure all players have an exceptional hockey experience. I will work tirelessly on our goals/values and do everything I can to continue to improve and strengthen our organization.

BDMHA – Our Organization

Bedford & District Minor Hockey is the largest minor hockey association in Nova Scotia with approximately 1,146 players registered for the 2018-2019 hockey season. BDMHA has seen an increase in registrations of approximately 75 players from the prior year. This season we have 24 recreation teams, 19 competitive teams, and 12 Novice teams. This year we have hosted two very successful tournaments: The Jordan Boyd Tournament and the Noah Llewelyn Christmas Tournament. We are very pleased with the results and the organization of these Tournaments. We continuously work hard to be a model organization and support Hockey Nova Scotia in their initiatives and programs.

BDMHA is very proud of our Core Skills program which ensures all kids registered in Peewee and Atom programs receive on-ice core skill instruction from our Hockey Professional Shawn Mackenzie. This program has been instrumental in developing our players and strengthening our organization. Our organization is very strong and has great support systems in place.

We have also received some great media coverage this year including the following:

- a. CTV – Pink Tape Day - <https://atlantic.ctvnews.ca/mobile/video?clipId=1548530>
- b. Hockey Night in Canada - <https://vimeo.com/301058876>
- c. Bedford Atom B Blue Team - "Dance Off" - <https://twitter.com/florenceeaton/status/1070682384230563840?s=09>

BDMHA has two exceptional individuals working full time to help our organization thrive and succeed, Shawn MacKenzie and Matt Oxford. Shawn and Matt are the cornerstones of our organization and both work extremely hard running our organization.

- Shawn MacKenzie – is our Hockey development coordinator and has been with the organization approximately 12 years. He brings an incredible amount of hockey knowledge to BDMHA and is available to work with all 55 teams and 1,146 players in BDMHA. Shawn is responsible for the on ice success of our players and all our teams.

BDMHA Semi-Annual Report 2018-19 Season

- Matt Oxford is BDMHA's Administrative Coordinator and looks after the organization from an off-ice perspective. Matt has been with the organization approximately 6 years. Matt has many responsibilities in our organization and please reach out to him if you have any questions.

I want to personally thank both of these individuals for their hard work, efforts and commitment to our organization. These two truly represent BDMHA values and are a big part of our success. I also want to thank all the volunteers who contribute a significant amount of their time to our incredible organization, including our Board members. This year we will have **332** coaches and **81** managers working with our players and many more volunteers helping behind the scenes of our teams. I am particularly proud of the approximately **12** non-parent coaches working with our teams. These individuals do not have any kids playing in BDMHA but contribute their time to our organization. Please remember they are volunteers and working hard in our organization.

Novice Half Ice Program

The Hockey Canada Novice program has been designed to give young players the best experience possible on the ice and the best development opportunities for our players. After extensive research and studies, it is clear that half-ice hockey for Novice-aged players helps develop the finer points of hockey, and will benefit them as players in the long term. Half-ice hockey develops a positive environment, increases puck handling, and teaches puck protection by forcing players to play in smaller, confined areas. Half-ice hockey promotes creativity, increases player participation, speeds up the learning process, improves decision making skills, improves reaction time, maximizes skill learning and development, increases tempo, creates a positive environment and a passion to play.

BDMHA and our Board supports Hockey Nova Scotia in this initiative.

Ice Allocations

Ice allocations are an issue that affects every single minor hockey organization in the Halifax Regional Municipality ("HRM"). It is not just a BDMHA issue, it is a Minor Hockey issue. Most organizations within the HRM have ice typically at 3-5 different arenas. It is also important for everyone to understand that the BMO Center and the RBC Center were both constructed as regional facilities. That means that these rinks service all user groups within the HRM, not specific communities. The BMO Center is the home to BDMHA but it is also available for use by other Minor Hockey Associations as a regional facility, and also available to other sport user groups including adult programming.

Overall BDMHA and the board is happy with our ice allocation for the 2018-2019 hockey season. We understand it is not perfect and clearly there is room for improvement. However here are some things to consider:

- 1) Currently over 90% of our total ice allocation is at BMO, RBC Center and LeBrun
- 2) BDMHA does not have any 6AM practices during the week as their core ice times.
- 3) We have the highest ice allocation of any Minor Hockey association in HRM with a weekly ice allocation of approximately 125 hours servicing approximately 55 teams and other BDMHA programs.

- 4) BDMHA is working extremely hard with the HRM, and Nustadia Recreation on solutions to BDMHA ice allocations.
 - a. Our goal is to increase the number of hours located at the BMO
- 5) HRM has done everything in their power to free up additional ice and provide BDMHA every opportunity to add ice to our contracts for the current hockey season.
- 6) In addition we are starting to work with other Minor Hockey associations on this key issue.

I believe that working together we will achieve better results. I have had lengthy discussions and meetings with HRM, Tim Outhit, and Hockey Nova Scotia (“HNS”) about this critical issue. HRM Council does not get involved with ice allocations but Tim Outhit has been instrumental in helping facilitate our meetings and he has supported improved communication between all groups involved in ice allocations. In addition he advocated for the construction of the BMO Center, advocated for the construction of the RBC Center and also advocates for LeBrun to remain open. I also can confirm that all organizations are committed to looking for solutions and that HRM and Nustadia Recreation are committed to increasing ice allocation at BMO for next season. We are working very hard on this critical issue and hope that working together with a solutions based collaborative approach will improve our allocation at the BMO. Ice allocation will be a top priority for our Board.

Thanks to HRM and Nustadia Recreation for making this a priority, and thanks to Tim Outhit for facilitating our meetings. Our membership should know that all my dealings with HRM, Tim Outhit and Nustadia Recreation have been very positive, and everyone is committed to working on solutions. Please note that this will take time, it will take significant effort, and it will have to be a team approach. We appreciate everyone’s patience and support as we work with HRM and Nustadia Recreation over the coming months.

Other Initiatives - Highlights

BDMHA is working on numerous initiatives and ideas to move our organization forward. Here are some examples of initiatives completed or currently in progress:

1. Discrimination policy
 - a. We are currently working on implementing a new Discrimination policy. Members of BDMHA shall refrain from comments or behavior that is disrespectful, offensive, abusive, racist or sexist. In particular, behavior that constitutes harassment or abuse will not be tolerated in our organization. Any player or team official who engages in verbal taunts, insults or intimidation based on discriminatory grounds (race, ethnicity, religion, gender, sexual orientation, and language) shall be reported immediately to the President of BDMHA for further action.
2. New Feedback Process - http://bedfordblues.com/news.php?news_id=1737468
 - a. This year BDMHA has adopted a new solutions based approach to solving issues we face on a day-to-day basis. This means we want to be a part of the solution and not just a

source of complaints. Please use the new feedback policy if you have any comments, ideas or concerns.

3. Strengthening our relationships with HRM, Nustadia Recreation and HNS
 - a. Since coming into this role one of my top priorities is to strengthen BDMHA's relationship with Nustadia Recreation, HRM and HNS. It is critical that BDMHA has strong relationships with each of these organizations. We have had numerous meetings and conversations with these organizations.
4. Review of our Midget tryout process
 - a. We are looking to make changes to our Midget Tryout process for the 2019-2020 hockey season. We have had lots of feedback with respect to the 2018-2019 Midget tryout process and we are committed to making significant changes to this process for next season. Our VP of Competitive, Scott Urquhart and Shawn MacKenzie are currently working on this initiative.
5. Review of our Midget Recreation Program
 - a. We are looking at ideas to strengthen our Midget Recreation division. Our VP of Recreation, Krista White is currently looking at what an ideal Midget Recreation level looks like and we will make changes if necessary for next season. This will include but not limited to: a complete review of the team size, the number of practices, the number of ice times, the cost, the practice times, and the game times.
6. Review of Player Safety
 - a. We are currently looking at the costs and benefits of associated with a 2 man referee system at various levels for BDMHA.
 - b. In addition we are tracking trends in our suspensions, complaints and feedback to look for ideas and solutions to strengthen player safety.

In closing I have a very specific request for all our members – please conduct yourself accordingly during games, practices, meetings and tournaments. Your actions directly reflect on our organization. I hope every member of our organization, players, parents, and coaches positively represent our organization at all times.

“Remember your beliefs don't make you a better person; your behavior does..... “

If anyone has any comments, questions or ideas feel free to direct your comments to my attention at bdmha.president@gmail.com. You could also stop me in the rink as I am always willing to chat and listen.

Jason Hale, CPA, CA
President BDMHA

VP Development Report

As we pass the halfway mark of the 2018-2019 hockey season I am pleased to provide an update to our membership on the Development programs at BDMHA. As an association, we pride ourselves on being at the forefront of development and we strive to follow the guidance that Hockey Canada and Hockey Nova Scotia provide.

As a not-for-profit organization we run our programs as close to break-even as possible and any profits are reinvested in our development programs.

Our Core Skills program has been the foundation of player development. This program focuses on fundamental skills, drills and sessions that are age and level appropriate. We are extremely fortunate to have Shawn MacKenzie as our Hockey Development Professional. His knowledge and experience gained at all levels of hockey – from IP all the way to the NHL – are second to none and he continues to finetune these sessions depending on areas that he sees as most important. On the ice Shawn has a very impressive group of instructors that provide excellent coaching to the players in the association. As an added benefit, the team coaches help on ice during these sessions and gain valuable insight from Shawn and his staff.

We meet on a regular basis to discuss ways to bolster and improve our development programs. The core offerings have been the Core Skills program, position-specific camps, power skating and conditioning camps. We will continue to offer these programs and to make adjustments as needed. We have identified a couple of areas that we feel could use additional attention and resources, namely goalie and defence training. Last Fall we started weekly defence specific training for Atom and PeeWee players and will continue to monitor the success of that program. On the goalie side we have seen the number of goalies drop off significantly at the younger levels and at the same time we had gotten away from formal training to a certain extent. Last season we implemented Novice goalie training and this year we invested money to buy novice goalie gear. With the novice half ice games, we require more goalies than in the past and we feel this is very much a worthwhile investment. For our competitive teams at the atom and peewee levels, we have added weekly goalie training (on top of their regular Core Skills sessions). This started off as an every-other-week program last season and we decided to increase the frequency. Both of these programs have been a big success. FinnGoalie is our goaltender training provider and is doing a fantastic job with these programs, our weekly Core Skills goalie training and working separately with individual teams. For the younger ages we also currently offer IP, Novice and Atom power skating and puck skills.

The other area of focus in the past couple of seasons is our coaches. As mentioned we are in a unique and enviable position to have Shawn MacKenzie on staff at BDMHA. The number of hours he pours into this association is remarkable. You will see him at any number of rinks in the area – often on the same night - watching our teams play. Shawn meets regularly with coaches to help identify ways to improve player and team performance. In conjunction with Hockey Nova Scotia's Development Weekend in November we hosted a coaching seminar which included 2 guest speakers. One session focused on Creating Offence and the other was a Sport Psychology session. Our development plan includes an

ongoing focus on Coach Development to ensure they are provided with the best tools and knowledge in order to create an optimal development environment for our teams and young athletes.

For Development Weekend we continued with the same theme that we went with last year. Last year we held a day of road hockey for all Atom players. This year we partnered with Floorball NS and once again invited all Atom players to participate. The feedback was fantastic and most importantly the kids had a blast! We hope to do something similar next year and once again target the Atom age group. This way all of the young kids coming up through the association will have a chance to participate.

Thanks to all of you who have offered feedback and ideas on our development programs. I would also like to thank all of our volunteers for their time and energy in making the hockey experience a fun one for everyone involved.

Eric Villeneuve
VP Development

VP Recreation Report

This has been a very successful recreational hockey season thus far. We created 24 recreation teams within Bedford and District Minor Hockey Association this season: 6 Atom; 5 Peewee; 5 Bantam; 7 Midget; and 1 Minor Junior team. I would like to thank our recreational coaches, team managers, and divisional coordinators for their dedication and tireless efforts on behalf of our players. This season our divisional coordinators are:

- Atom – Jennifer MacLeod
- Peewee – Carla Lane
- Bantam – Karen Bowes
- Midget – James Mitchener

A special thanks goes to each of our coordinators who have been watching over our teams in their respective divisions, and taking great care to make sure that things were running smoothly over the past few months. They have been a great help to me as they act as the first point of contact for our rec membership. I would also like to acknowledge Matt Oxford, our scheduler, who generates all practice and game schedules for MMHL teams, makes sure all teams know about schedule changes and wears many more hats within our association and our teams. Matt is such an integral part of our association and making things run smoothly.

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 division) in September, where multiple evaluators rated the players on their skating, puck handling and overall hockey ability. The results of the balancing process were compiled and each player was ranked. The players were then separated into groups based on their relative rankings at a player draft for each division.

Our recreational teams have done very well this season in the Metro Minor Hockey League, which is entering into their playoff season. The MMHL has divided the divisions into 3: Gold, Silver and Bronze. Good luck to all of our teams in the MMHL playoffs. The Day of Champions will be held at the beginning of April this year, after SEDMHA and the top two teams in each league division will play for first place!

Core Skills Sessions (CSS) continued this season for Atom and Peewee recreational teams, balanced with coach lead team practices. This approach has been very well received based on feedback received to date.

We hosted the annual Noah Llewellyn Memorial Tournament from December 28-30 at the BMO Centre. The tournament was sold out! Total teams per division: Atom 10, Peewee 6, Bantam 8, and Midget 8. Congratulations go to the winners of each division: Atom – Bedford Bombers, Peewee – Truro Black Bearcats, Bantam – Bedford Leafs, Midget – Truro Bearcats. Congratulations also goes to the teams who won silver: Atom – Bedford Spitfires, Peewee – Bedford Wings, Bantam – Truro Bearcats, Midget – Chester Wings. I would like to extend a special thanks to our tournament organizer, Jason Foster, who worked effortlessly to make this tournament great for all participants.

**BDMHA Semi-Annual Report
2018-19 Season**

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 their time to make this happen within BDMHA so far through 2018-2019. I would also like to extend my appreciation to my fellow Executive members for their support and encouragement. They put in significant time on our behalf and make hockey work for all of us. We are looking forward to a successful completion of the 2018-2019 season. Good luck to all of our teams.

Krista White

VP Recreation

VP Competitive Report

First, I would like to thank David Greenfield for helping me with a smooth transition into the role of VP Competitive for Bedford Minor hockey. David has been a figure in our association for many years as VP of Competitive as well as in other impactful roles in our association. Always present at the rink, David has shaped our association by improving our processes through the creation of the Coaching Expectations and Fair Play Documents, as well as the Competitive Tryout Information Guide. David has spent numerous hours of his time to make the association one of the best in the country for Bedford Minor, and is a major reason why other associations use ours as a measuring stick. David has been invaluable to me in an advisory role this year, from tryouts as well as other areas, and will hopefully continue to do so to me as well as others in the association. Thank you David!

I would also like to thank our divisional coordinators; Brian Furdas (Atom), Trina Canavan (PeeWee), Pierre Bourdages (Bantam), and Glenn Breen (Midget), for their tireless volunteer hours during the season to make sure all of our divisions run smoothly.

This year we added two extra A teams at the Atom and PeeWee level as well as a B team at the Midget Level. This gives us an increase from 17 competitive teams last year to 19. We would like the each division to minimally run at 60% of the total available points. While we can drive the same expectation down to a team level, with 20 teams it is inevitable that some teams will be much stronger, and weaker in any division in any given year. If we review the division results to-date (beginning of January) the Atom teams are moderately competitive having earned 66% of possible points to date, with PeeWee earning 65%, Bantam only at 36% and Midget 62%. Overall the Bedford Minor competitive teams have earned 58% of the potential points. This is based on Central Minor games played to-date (beginning of January), not tournaments or exhibition games. We all know it is not the scoreboard to ultimately determine success in Minor Hockey, but it is an indicator we can use to determine if we are struggling competitively in any of our divisions, a factor in competitive hockey. As in any year, we do have a few teams requiring attention for various reasons and we have been working with these teams to ensure they have the best possible outcome and resources available to have a successful year.

At the AA level, both teams are still trying to find their footing and are sitting at the mid pack of the division, but are coming off of successful tournament placings, and looking to ride that momentum back into the second half of the season. At the Atom A level we are currently sitting at third and fourth, and only 3pts out of first place. Our two Atom B teams are currently holding the top two spots in their division, picking up from where we were last year at this time.

At PeeWee the AAA team is currently sitting at second in their division. With only 6 returning players this year, the team is showing signs of improvement, and team chemistry, and staying very competitive in their divisions. The AA team is sitting in first in their division with a very competitive team made up of a majority of first year players. The A teams are sitting at second and fifth, with players on both teams set for great strides going into next year. The B teams are currently sitting at the mid pack of their division, and are making strides to move up.

BDMHA Semi-Annual Report 2018-19 Season

Our Bantam teams are in tough fight at the halfway mark with the AA team sitting in near the bottom of the standings, but working hard to move up in the standing which I am confident they will. The Bantam A teams is made up of mostly first year players, and are coming together at the halfway point, and looking to make an impact at the second half. The an B teams at the mid pack levels in their division, and finished the first half strong, and will be looking to take that momentum into the second half.

At Midget, our AA team is currently sitting at the middle of the standings, with the A team at second, and climbing in their division. Our Midget B team which is new this year is currently in third place.

Shawn and I have taken steps to help the teams that are currently trying to find their footing in their divisions. We will continue to find ways, to offer help and advice to these teams, to improve them, which will hopefully bring better results for some, the second part of the season.

Our season actually started in April / May of 2018 with the continuation of a concept of an ID Camp / Spring Tryouts for Atom and PeeWee and newly added for the first time Bantam checking level(s). The spring concept and goal is to make the Competitive tryout process a little more efficient and to cut-back on the stress of the fall tryout process. The overall feedback from the membership and the Executive has been positive and we intend to continue this process for the 2019/20 season. As the association is so large, the process continues to be a long and tension filled time for players, parents and volunteers alike with over 70 hrs of tryout ice over a 3 ½ week period that doesn't take into the account the many off-ice hours required to prepare, setup and cleanup after games, scoring tabulation etc. It currently takes over 1,000 hrs of total effort for Bedford to run the fall tryouts (not including spring).

We have added a defenseman camp as well as continued out goalie training sessions this year. We found that our association needs to offer, and work on some of our weak points, and defense is something that Shawn as well as VP of Development Eric Villeneuve have identified as areas we need to work on at the competitive level. These sessions have been held at the Bowles arena, and we have had great enrollment for both sessions.

We have had great success thus far with our tournament placings, and look forward in the new year, to more great successes.

Scott Urquhart
VP Competitive

VP Novice / Initiation Report

Bedford & District Minor Hockey Association (BDMHA) continues to consistently see high levels of participation at our FUNdamental, Initiation, and Novice levels for the 2018-19 season thanks in large part to the continued commitment from our players, parents, coaches, managers and all our volunteers. Below is a brief summary and overview of the FUNdamental, Initiation and Novice programs to date:

FUNdamentals/Initiation Program Report

For the fourth year in a row, we have had great interest in the IP program with over 200 players registered.

Our FUNdamentals team (players born 2014) is comprised of 4 year olds and there are a record 40 players on the team. This is the most we are able to take for this team. We actually had more players interested in registering once registration had closed, but we didn't have the space to take them in FUNdamentals. We were able to accommodate two of these players in the IP1 program and at least two other players joined other associations.

Once again, we have continued our partnership with the Bedford Skating Club for the FUNdamentals program. The FUNdamentals team has one session of CanSkate per week run by the Bedford Skating Club on Monday evening, and one session of hockey at the BMO Centre each Saturday, led by Head Coach Denis Aucoin. This arrangement has led to great improvements in the team's skating ability, as evidenced by their rapid improvement from October until now.

Our IP1 teams (players born 2013) are made up of 5 year old players. This program has 70 participants and is divided into two teams head coached by Mark Clare and Craig Lynk (Group 1), and Rob Dickson and Mark Peveril (Group 2). Both of these teams practice twice a week on Saturdays and Sundays, working on hockey skills and continuing to build on the CanSkate skating techniques taught during the FUNdamentals program.

Our IP2 teams (players born 2012) are made up of 6 year old players. This is the largest division in IP with 91 players in total, divided into three teams led by two head coaches each – Jamie Roche and Tyler Whitehead (Group 1); Greg Crowell and Warren Hefford (Group 2), and Charlie MacLean and Jason Troini (Group 3). The IP2 teams are on the same practice schedule as IP1, with practices on Saturdays and Sundays each week. The ongoing work on puck control, passing, shooting and skating technique should set these players up well for their first year of Novice next year.

The IP1 and IP2 programs practice at the BMO Centre in Bedford on Saturdays and at the RBC Centre in Dartmouth on Sundays.

One new development in the IP1 and IP2 programs this year has been the addition of power skating sessions offered as part of the regular practice schedule. Marie Bowness has been running these for the teams, and they have been very well received. Two sessions have already taken place for all IP1 and IP2 teams.

A special thank you to Denise Crowell who continues in her role as Initiation Coordinator again this season. Her experience and proactive approach is a definite asset to BDMHA. Thank you for all your hard work and for being so dependable.

Novice Program Report

The number of players at the Novice level continues to grow at BDMHA. We now have approximately 210 players (born 2010 and 2011) registered for the 2018-19 season divided amongst twelve (12) teams.

We have five (5) Developmental teams led by Head Coaches Gavin Isenor, Justin Munden, Darren Roche, John Hogan and Gary Boudreau; three (3) Intermediate teams led by Head Coaches Robert MacLean, Ryan Connors, Patrick Simms and Colin Piccott; three (3) Advancing teams led by Ryan Chisholm, Devin Veinot and Eric Gillis; and one (1) Female team led by Head Coaches Andy Arsenault and Colin Peters. Teams are scheduled up to 3 ice times per week – 2 practices and 1 game (on average).

The significant change to the Novice program this year is playing half ice (or cross ice) ALL SEASON for all Novice levels. From October 1 – November 30, there were no games scheduled and the objective was development. Starting December 1 until the remainder of the season, including jamborees, all games will be played half ice (or cross ice).

Initially there were some concerns that second year Novice players would not want to play half ice all year, however, both players and parents are witnessing the benefits of this structure including having players on the ice more frequently; touching the puck more frequently and being involved with more play – all leading to player development and confidence building.

Playing half ice all season is also building development and confidence in our goaltenders as well, as they are seeing more action. With the need for two goaltenders – one for each half ice game, it is also introducing the role to more players who may not have otherwise given the role a chance.

Some of the challenges of the new structure was ensuring we had enough goalie gear to support all of the teams that needed them. BDMHA was able to provide each team with up to two sets of goalie gear. BDMHA is also working on getting Novice-size nets. These should be ready for Novice teams to use by the end of January 2019.

A special thank you to Tricia Schmeisser who returned this year in the role of Novice Coordinator. Thank you so much for your countless hours of communication with teams; organizing evaluations and the overall operation of the Novice program.

I also want to thank all of the Head Coaches, Assistant Coaches, Team Managers, parents and players for all of your hard work in the first half of this year. Our program is successful because of your commitment and involvement.

Joanne Lenihan

VP Novice / Initiation

VP Finance Report

To be inserted...