



New Sarepta Minor Hockey Association

December 5, 2017

Executive Meeting Minutes

7:00pm

Start @7:02

Attendance Sheet: Julie Whiting, Jen Charette, Ashley Rouncville, Cindy Lauer, Matt Nordstorm, Jeff Laberge, Jenny Preston, Jennine Schriber, Darren Demchuk, Kelsey Good, Trish Galenza, Colin Reuther, Chris Edgerly, Derrick Spence

Chair: Jeff Laberge

Minutes: Trish Galenza

Agenda

- Additions: Digital clock to new business
- Motion to accept agenda made by Jenn Charette and seconded by Jenny Preston.

Old Business

- Motion to accept the minutes from November 7 made by Ashley Rouncville and seconded by Cindy Lauer.

Executive Reports:

Treasurer

- No report

Registrar – Jeff Laberge report

- Provincial intent due Dec. 1 – all 6 teams (Atom thru Midget) have been entered for now. Teams must decide if they will not participate by Dec. 15th and notify their directors. Directors can be contacted with questions. Teams are responsible for Provincial \$150.00 entry fee.
- Teams will be in the stated divisions:
 - o Bantam C
 - o Midget D
 - o Atom B,C
 - o Peewee C,D
- Affiliates can play both teams for provincials.
- Over age players can play in provincials.
- Player movement deadline is Jan 10. (Example Peewee player to Bantam B team for remainder of season)

Level Directors – Jenny Preston/Dan Nelson

- Jenny Preston, Atom and below
 - o additional player at the Novice level. The player has been evaluated and will play on the Novice B team and he will affiliate to Novice A.
- Dan was absent, report given by Jeff, Peewee and above

- o Midget tiering change was not approved by NIA. Denied a move to tier 3 from tier 2.
- o Additional player from Beaumont is joining the Midget team.
- o Request to have Midget player (Riley) move to Strathcona, will further discuss in new business. Looks like he will be approved to move.
- o Received an evaluation process proposal from Julie Whiting.

Pond Hockey

- No report.

Player Development – Chris Edgerly

- We have completed 2 clinics per team (except Midget), all went well. Third clinics will kick off mid January.
- Goalie Clinics - Steve absent. Teams can contact Steve directly for goalie training at each level.

Coach Development – Matt Nordstrom

- We hosted a Hockey Alberta clinic in November. Mike McGinnis came and put on the “Developing Defensemen” clinic. 75% of our coaches attended. It was a great clinic.
- HA will come out Jan 22 for a skating/skills clinic.
- Atom head coaches need “hitting clinic”. Our Atom team had some coach movement on paper due to these requirements.

Ice Allocator – Jen Charette

- NIA scheduled games on our tournament weekends. Working at re-scheduling these games.
- Any ice slot changes need to be communicated to ice allocator and ref assignor.
- One possible team charge back for November.

Ref-in Chief/Ref Assignor –Cindy Lauer

- Paul Elun has departed. Dave McIntosh has been filling in.
- Gord Keith from Leduc is interested in this position. Gord will run with younger kids, and Dave with the peewee and above kids. Association proposes to have Dave and Gord share the position until we vote at the spring AGM.
- Jeff Laberge made a motion to have Dave and Gord share RIC responsibilities until AGM. Second by Derrick Spence, all voting members in attendance in favour.

Equipment Managers – Jeff reported

- Jeff sold some old goalie equipment. There is still some available for sale, if anyone is interested.

Fundraising/Commitment Coordinator – Kelsey Good

- We sold 77 trees made \$770 profit
- Only one order for the oyster pearls- advised them not to pay us as it would only be \$30 and they donated a gift basket worth \$150 to the highest seller. We will not do this fundraiser again.
- See attached proposal for next year fundraising.

Ag Board Liaison –Jeff Laberge

- Ensure teams are not on the ice surface until zamboni is off the ice and doors are closed.
- Parents are not allowed on the bench.
- New ammonia detector has been put in. Ag will be having an ammonia leak drill with an older team and exec members.

- Jeff will confirm if the Ag has a fire drill and ammonia leak procedure.

NAI League Report – Shawn Lauer

- Outstanding league TBA games need to be booked asap.

Team Assistant Managers

- Peewee B, Ashely Rouncville - Team dynamic has changed with the Peewee A player moving to the Peewee B team. Peewee B is wrongly tiered (blow out wins) even after moving up to tier 4. Should consider the effects with these player movement decisions. NAI seems to deny appeals before the process begins (Shawn Lauer should address).
- Peewee A, Darren Demchuk - what is the schedule for Ag society ice maintenance? Jeff will ask Ag.
- Atom A, Julie Whiting - Lost practice ice on two occasions to the Midgets. The ice allocator has scheduled the make up practice times.
- Novice A, Jenine Schriber - inquiries regarding affiliations? Coaches are encouraged to affiliate at least 2 players per practice. Affiliations should be discussed between the Head Coaches.
- Concerns with Current tiering - Peewee B (as per above notes) and Midgets believe they are wrongly tiered. Both teams have discussed concerns with NAI and have been denied.

New Business

Description

1. Team Discussion - Jeff - nothing to report.
2. Midget Player Movement - Strathcona requested RS to affiliate. After playing a couple games and a tournament Strathcona has requested him to move. The exec had a majority vote to allow him to move.
3. Cory Nordin has purchased a new clock for the scoreboard for \$250. Jeff will inquire if Ag is willing to repay Cory for this expense.

Meeting Adjourned @ 8:03

Next Executive Meeting: **January 9th**, 2018 @ 7pm (@ Arena)

Julie Whiting Evaluation Proposal:

Dear Dan Nelson, PeeWee and Above Director,

Further to the parent meeting and discussions regarding player/team evaluations in September, it was recommended that if parents have suggestions that they bring them forward to the level director.

I am writing to make some suggestions to help improve the optics of future player evaluations within the New Sarepta Minor Hockey Association, and ensure bylaws are adhered to.

Numerous concerns were raised by parents about conflict of interest on the evaluation committee, and members of the Executive raised concerns about the challenges of finding parents or others who are willing to serve as evaluators. I

believe there are several solutions or ideas that could be examined for next year. The following is for the internal NSMHA Evaluation Committee.

1. All coaches and assistant coaches at each level should be consulted at the start of the year regarding upcoming evaluations and if they have an interest in participating. They can be informed that they would only be asked to partake in evaluations at levels where they do not have a family member being evaluated. This may help eliminate some concerns that evaluators have as well.
2. Coaches and assistant coaches at each level will be consulted on the same at the end of the season to give the Association an idea of interest for the upcoming evaluations in September.
3. Place sign-up sheets at the fall and spring AGM for parents/previous coaches etc. to sign up if they are interested in being an evaluator the following year. The President or Vice President hosting the AGM could also make an announcement at the AGM encouraging people to sign up and stressing that they would only be asked to participate (and only be permitted to participate) in evaluations where they do not have a family member being evaluated.
4. A list will be made of all players being evaluated at each level, including players trying out for AA teams in other communities but who may return to NSMHA if they do not make the AA roster.
5. The Executive would go through the list of players being evaluated (including AA players) and compare that list with the coaches, assistant coaches, parents etc. interested in volunteering as evaluators. A list would be made of all possible conflicts of interest at each level so that individuals will only be placed as an evaluator at a level where they do not have a family member being evaluated.
6. A member of the Executive should be placed on each Evaluation committee but will only be permitted to serve at levels where a family member is not being evaluated.
7. All interested evaluators are encouraged to put their names in but the Executive will select the evaluators based on existing criteria, bylaws, conflict of interest, hockey knowledge, experience etc.
8. Have 3 or 5 evaluators at each level being evaluated, not 7 as there was at the PeeWee level this year. This will cut down on the number of evaluators needed and make it easier to fill those roles.
9. Once the Evaluation Committee has been selected, all members must be present for those discussions and each must have an equal vote.
10. Outside evaluators used at each level should be selected with the same criteria to ensure no conflict of interest. They should not have discussions on or off the ice with parents of children being evaluated at that level.

11. The outside evaluators should be present for every evaluation skate. If additional evaluation skates are added last minute, they must be held when the outside evaluators can be present.
12. I recommend a possible change to Appendix D that does not require so many members of the Executive to sit on the evaluation committee, as is it not necessary and will always make it more challenging for the Executive to address conflict of interest issues.
13. The President and Vice President should ensure that the following section of Appendix D is followed during evaluations. ***“Should a conflict of interest be present then that committee member shall be removed for that level and replaced by a nonpartisan association member of the committee’s choosing.”***
14. The President and Vice President should ensure that the following section of Appendix D is followed during Evaluations. ***“Impartial coaches (i.e. coaches that are not within the same immediate family as any of the evaluated players) will manage the players on the ice and / or benches during the evaluations.”*** Parents from other levels can be asked to help on the bench if needed.
15. Even if some of the players being evaluated have been “locked” to the A or B team after the first or second evaluation skate, a family member of should not be permitted to participate on the Evaluation Committee, even later in the process. The original evaluators chosen will remain the evaluators throughout the entire process.

I am very grateful to the Executive, coaches, managers and parents who volunteer their time for our hockey association. My suggestions are simply to add to the general transparency expected of that all agencies and community associations. Bylaws need to be followed as written. Optics do matter for all businesses and organizations, and “family connection” is the number one reason for conflict of interest complaints in sports across Canada. It shouldn’t matter if other nearby minor hockey associations “don’t follow their rules”, we want to be proud of the fact that we do.

I found a great resource that I thought may be helpful to the Executive. It was published by the Sport Dispute Resolution Centre of Canada. It is a tip-sheet on “Conflicts of Interest in Sports-Related Decision Making. It contains a list of the common issues faced and how to evaluate them to determine if there is a conflict of interest, and what kind of actions should be considered. It is a very helpful document and sheds some light on what research has revealed on this topic. It is set up to act as a tool for coaches and even boards and volunteers who may be wearing several “hats” in one association.

http://www.crdsc-sdrcc.ca/eng/documents/SDRCC_COI_Brochure_ENG_final_web.pdf

I will attach it to my email as well.

Thank you for hearing my suggestions and feedback on this issue for next year’s evaluations.

Julie Whiting