

# **Airdrie Minor Hockey Association 2019 AGM**

April 30<sup>th</sup>, 2019



# 2019 AGM Agenda

Call Meeting to Order - Chair - Jody McEwen 6:30 PM

Quorum is declared (not less than 7 members of the board  
and 1 member of the association)

Adoption of the Minutes of the 2018 AGM

Introduction and Recognition of the current AMHA Board and Executive

Acknowledgements - Thanks to all of our coaches, assistant coaches and team managers, league representatives and thanks to Overtime Lounge for hosting our AGM

Financial Statement Review - Jody McEwen or Melanie Tetz

Motion to Adopt the Financial Statement

Repeal and Replace Bylaws - Christie Cameron

Motion to Adopt Bylaws

Membership Forum: Questions Previously sent in Answered - Chair Jody McEwen

Presidents Report - Chair Jody McEwen

Invitation to All to stay for Elections

Break

Elections - Chair - Jody McEwen

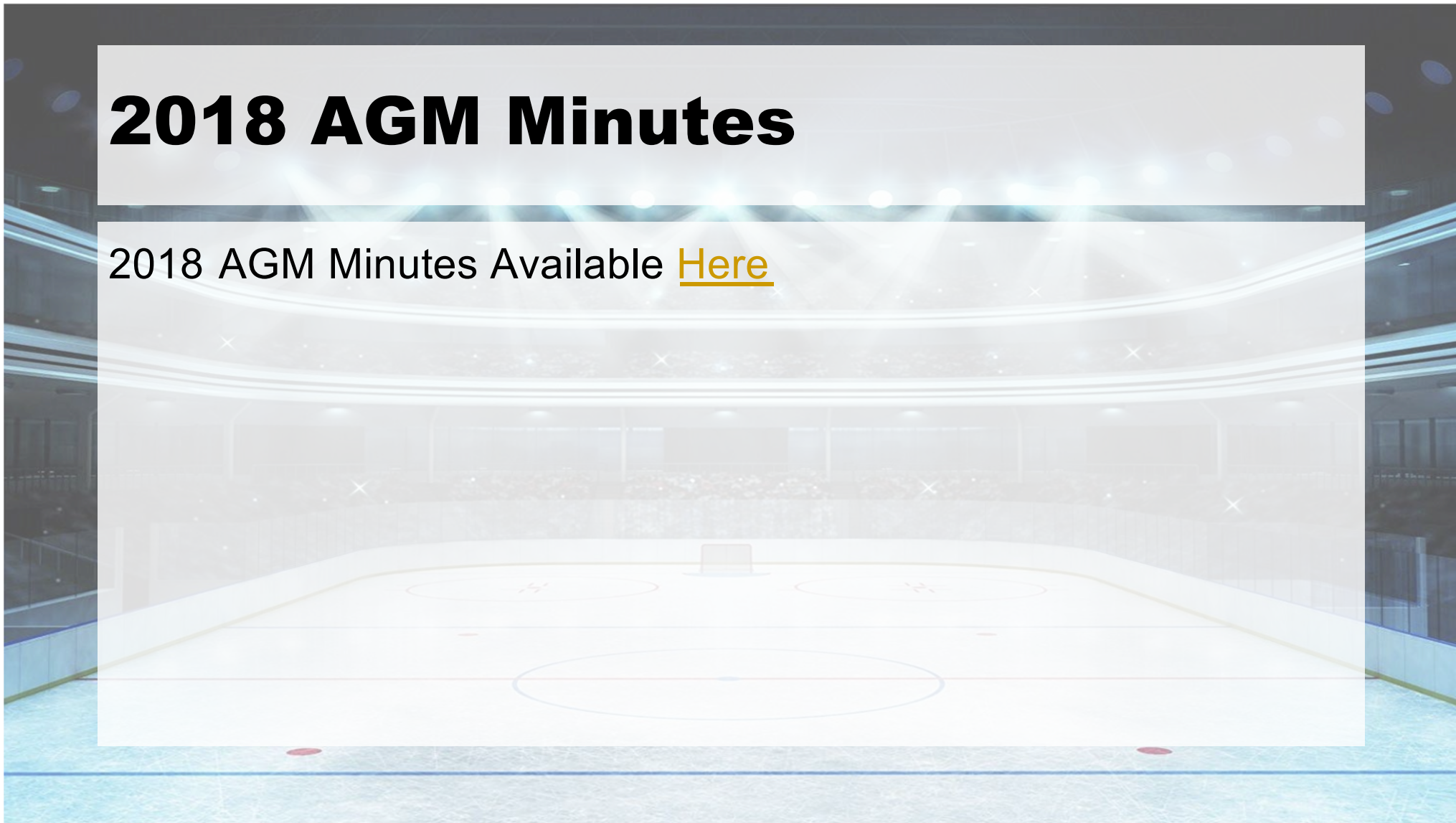
Motion to adopt paper secret ballot (when more than one person nominated for the same position):

Motion to Destroy Secret Ballots

Motion to Adjourn

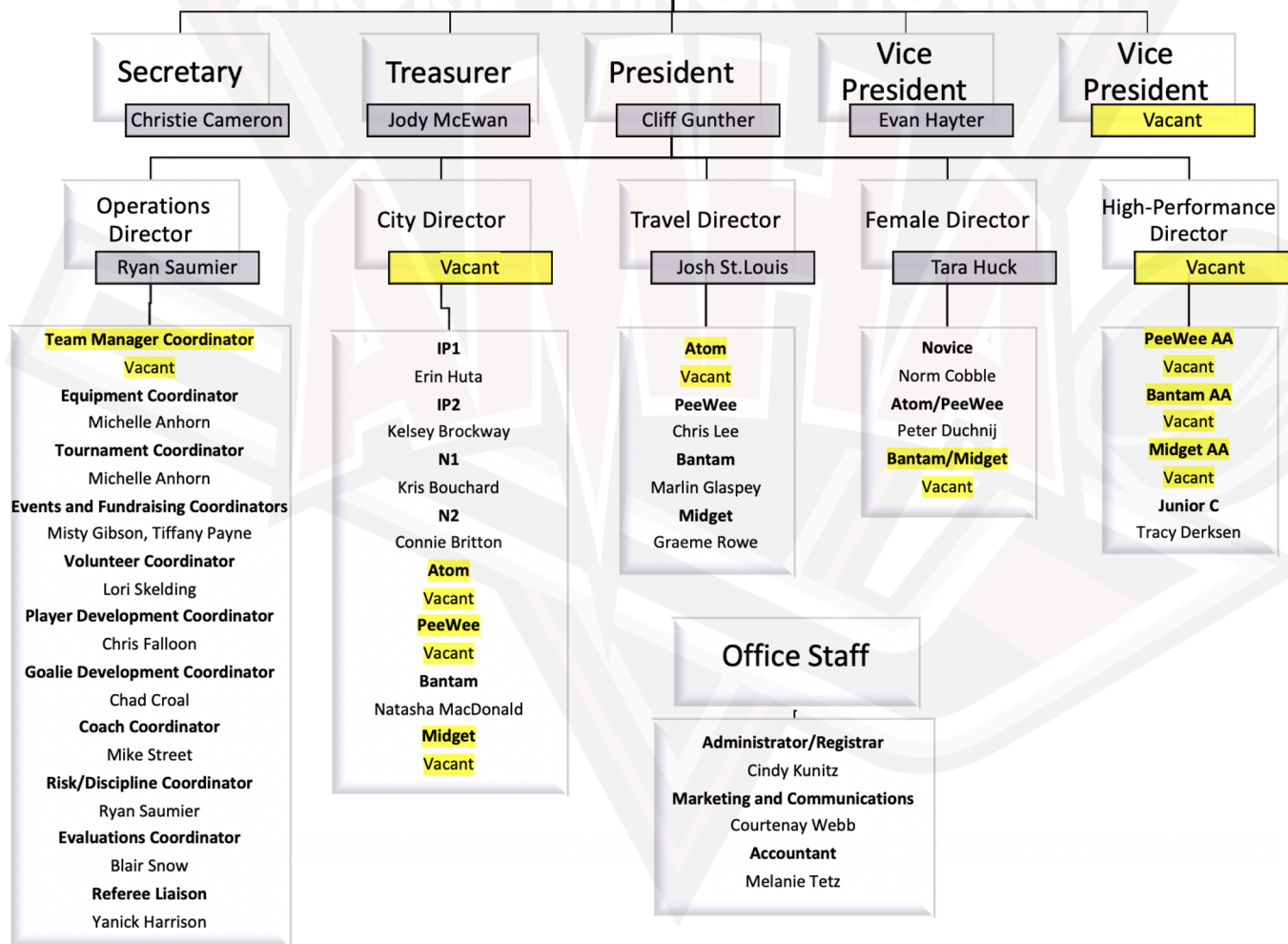
# 2018 AGM Minutes

2018 AGM Minutes Available [Here](#)





# AMHA Organizational Chart



# Financial Review

Completed by:

Blakely Chartered Accountant - Clay Blakely CPA, CA

Available [Here](#)



# Bylaws

## Summary of Changes

### *General Changes:*

- Bylaw numbers and referenced numbers were corrected throughout the document.
- Reference to Director Hockey Operations was changed to Administrative Staff throughout the document.

*SPECIAL RESOLUTION ANNUAL GENERAL MEETING: April 30th, 2019*

# Bylaw Changes

**Clause 7 Position Descriptions were updated:**

## 2019 UPDATED

*Bylaw 7(c) 2019: (c) The ADMINISTRATIVE STAFF positions will be decided by the executive, based on the needs of the association, but may include, but are not limited to:*

- (i) Accountant/Bookkeeper*
- (ii) Program Administrator(s)*
- (iii) Hockey Operations Specialist(s)*
- (iv) Seasonal Support Services*

## 2018 ORIGINAL

*Bylaw 7(c) 2018: (c) The ADMINISTRATIVE STAFF consists of the following positions:*

- (i) Director of Hockey Operations*
- (ii) Administrator/Registrar*
- (iii) Marketing and Communications Manager*
- (iv) Accountant*

## **Reason for the Change:**

The update to this by-law will allow the AMHA Executive more flexibility to fill staffing roles based on the needs of the association, and size of the organization as we continue to grow and develop.



# Bylaw Changes

## **Bylaw 7(d) 2019:**

### **2019 UPDATED**

*(d) The OPERATIONS COMMITTEE consists of the following positions, but is not limited to;*  
*(i) Division Coordinators;*  
*(ii) Coach Coordinator(s);*  
*(iii) Player Development Coordinator;*  
*(iv) Team Manager Coordinator;*  
*(v) Evaluation Coordinator;*  
*(vi) Tournament Coordinator;*  
*(vii) Fundraising Coordinator;*  
*(viii) Volunteer Coordinator;*  
*(ix) Equipment Coordinator;*  
*(x) Risk Management and Discipline Coordinator;*  
*(xi) Goalie Development Coordinator;*  
*(xii) Referee Liaison;*  
*(xii) Recreation Coordinator;*  
*(xiv) Floorball Coordinator;*  
*(xv) Others as needed;*

### **2018 ORIGINAL**

*(d) The OPERATIONS COMMITTEE consists of the following positions, but is not limited to;*  
*(i) Division Coordinators;*  
*(ii) Coach Coordinator(s);*  
*(iii) Player Development Coordinator;*  
*(iv) Team Manager Coordinator;*  
*(v) Evaluation Coordinator;*  
*(vi) Tournament Coordinator;*  
*(vii) Fundraising Coordinator;*  
*(viii) Volunteer Coordinator;*  
*(ix) Equipment Coordinator;*  
*(x) Risk Management and Discipline Coordinator;*  
*(xi) Goalie Development Coordinator;*  
*(xii) Referee Liaison;*

## **Reason for the Change:**

Three additional coordinators were added, Recreation and Floorball streams were added. The "Others As Required" allows the Executive to add other Coordinators as the association grows and develops without requiring a bylaw change.

# Bylaw Changes

***Annual General Meeting Date was revised: Bylaw 7(f), Bylaw 12.1(a), Bylaw 15(a)***

## 2019 UPDATED

*Bylaw 7(f) 2019:*

*(f) The Executive Committee, Board of Directors and/or Operations Committee shall be elected (excluding the Administrative Staff positions) at the election meeting of the Members, between January 31 and May 31 inclusive, each year, by a majority vote of the eligible Members present. This "Executive Elect" will not assume powers of office until conclusion of the AGM that year. Incumbent members of the Executive Committee, Board of Directors and/or Operations Committee are eligible for re-election.*

*12.1 General (a) The Annual General Meeting ("AGM") of the Members shall be held at the City of Airdrie, in the Province of Alberta, during the period January 31 and May 31 inclusive, each year.*

## 2018 ORIGINAL

*Bylaw 7(f) 2018: (f)*

*The Executive Committee, Board of Directors and/or Operations Committee shall be elected (excluding the Director of Hockey Operations) at the election meeting of the Members, between January 31 and April 30 inclusive, each year, by a majority vote of the eligible Members present. This "Executive Elect" will not assume powers of office until conclusion of the AGM that year. Incumbent members of the Executive Committee, Board of Directors and/or Operations Committee are eligible for re-election.*

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# Bylaw Changes

***Annual General Meeting Date was revised: Bylaw 7(f), Bylaw 12.1(a),***

## 2019 UPDATED

*15. AUDITING (a) The books, accounts and records of the Secretary and Treasurer shall be audited at least once a year by a duly qualified accountant or by two members of the society elected for that purpose at the Annual Meeting. A complete and proper statement of the standings of the books for the previous year shall be submitted by such auditor(s) at the Annual Meeting of the society. The fiscal year end of the society in each year shall be May 31st .*

## 2018 ORIGINAL

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### ***Reason for the Change:***

Moving the AGM date to May 31st, vs the previous April 30th deadline allows for more time for the Executive, Board Members and Administrative Staff to prepare and complete necessary documents for the AMHA Annual General Meeting

# Member Questions - Evaluations

*1. Last year's evaluation process (in my opinion and quite a few other parents) fell well short of being successful. Are there any improvements in the works, and if so, what are they? I believe that "outside evaluators" will allow more objectivity and transparency, and as well put to rest the notion (not necessarily mine) that the process has in the past been subjective with the scales tipped in favor of certain players. As we are paying for the evaluation one way or another, we as parents should be entitled to receive the our own children's evaluation results so we can help them to develop in the areas identified as a "weakness" for lack of a better word. I also hope that having city registered players being part of travel evaluations will be abolished...that in my opinion was a huge mistake.*

**AMHA has seen both volunteer evaluators and paid evaluators over the years and although the perception to the public should be that there is no bias with paid evaluators, there still was and we also had the same amount of unhappy people after evaluations. It would be amazing if AMHA could provide an evaluation for every player, but unfortunately it is an unrealistic expectation of parents. Our evaluators/volunteers only have time in the hour that they see the players each day to rate the players, that is a tough enough job. They don't have time to write comments on each of the players on the ice. An Evaluations Committee has been created and the team has been working on improvements for the 2019/20 season. They have already decided they will go back to the evaluation process whereby AA , Travel and City evaluations will be separate. The time trials have been planned to be operated by an outside provider that has good experience with the NEW timing equipment which should get our season off to a better start than last year. They are also currently reviewing the idea of a hybrid evaluation model for lack of a better term/name this would include 2/3 paid evaluators along with our AMHA member volunteers. This would be met with an increased cost of \$100 per evaluator, per session.**



# Member Questions - Evaluations

*2. Will there be any changes to the evaluation program for team selections? Last year there was almost zero movement of players to determine proper placement. As well I was an evaluator and saw kids evaluated top 3 not move. This is something I feel needs to change.*

*3. Evaluations should be outsourced instead of done by volunteers . I am sure parents and family's would pay the extra few dollars to have this done ?*

**\*Answered in previous question\***

**An Evaluations Committee has been created and the team has been working on improvements for the 2019/20 season. They have already decided they will go back to the evaluation process whereby AA , Travel and City evaluations will be separate. The time trials have been planned to be operated by an outside provider that has good experience with the NEW timing equipment which should get our season off to a better start than last year. They are also currently reviewing the idea of a hybrid evaluation model for lack of a better term/name this would include 2/3 paid evaluators along with our AMHA member volunteers. This would be met with an increased cost of \$100 per evaluator, per session.**

# Member Questions - Goalie Specific

*1. What training for Goalies are you implementing during the season.*

*2. How are changing the goalie evaluations (last year was a disaster).*

*3. How was the goalie committee picked and what changes are they implementing or what is their purpose.*

**The goalie committee will be revamping how evaluations are done and we will have more information on that in the time to come.**

**The Goalie Coordinator selected parents from the goalie evaluations feedback sessions. They have been meeting and have provided recommendations regarding goalie evaluations.**



# Member Questions - Team Creation/Balancing

*1. How will you make even teams in the city leagues? Too many divisions had teams both way too high or way too low.*

**We plan to have more parity skates this season for city league evaluations and bring back the draft.**

*2. Drafting city teams again. This past year was a struggle. In years past, coaches were able to draft a team from the time trial list. Teams will run a lot smoother this way.*

**We will be going back to coaches drafts and also be looking at adding in some parity skates, this will allow for more player movement before the season starts and we will look to balance things after the season starts if needed.**

*3. Please address what happened with the Pee Wee AA goalies and AP goalies as well as policy regarding players missing their own team games to play up with another team.*

**There was an effort made to try and create a stronger AA program but that did not work and in fact harmed our programming. Going forward AMHA will be filling its rosters completely 15 skaters and 2 goalies.**

# Member Questions - Team Creation/Balancing

4. *This year in Atom City we had a team of 18 kids, with the goalies being allowed to play out we ended up with a lot of games with 17 players on the bench. Will AMHA ensure the teams have equal numbers.*

Every year we do try to balance the number of players on each team in each division. There are events after team formations that happen, such as players quitting etc. that can affect the balance. I believe there is a rule that allows atom city goalies to play out if they are not the goalie during the game. HA does not recognize goalies at the atom level, so all members on Atom teams are designated as players.

5. *Will AMHA look at changing the policy for allowing goalies to play out every other game?*

AMHA does allow atom city goalies to play out if they are not the goalie during the game. HA does not recognize goalies at the atom level, so all members on Atom teams are able to play all positions

6. *Will AMHA offer a tiered blue/red Midget division in RHL (2019/2020) to keep players with comparative skills levels playing together? Bantam house was not able to be competitive with the other leagues teams in 2018/2019 until they combined teams. City league hockey should still be able to offer strong skilled teams based in the numbers of players.*

Tiering in RHL is based on the league decision and it doesn't sound like the league plans on tiering or creating 2 divisions. AMHA will have to do a better job creating more balanced teams.



# Member Questions - Team Creation/Balancing

*7. I would like the AMHA to discuss the fair play rule you have for PEE WEE AA BANTAM AA and MIDGET AA .When a team goes out and looses most of it's games because the fair play rule it is kind of sad.The families have spent thousands of dollars for the hockey year and all the kids want to be on a winning team .We are the only association who have this rule.I do agree in the lower leagues under AA as it is for the development but for AA the kids have to play to win.This is what they want also as they do not like loosing .So could you please discuss this at your AGM as many parents and players would like the ruling to change so Airdrie can have a winning AA Program.*

**We believe that the Fair Play policy is a good one - and does not tie a coaches hands for making disciplinary or strategic decisions. The policy does differentiate between Travel/City and Pee Wee/Bantam/Midget AA. The EC would be open to reviewing the policy if provided with very SPECIFIC changes to the policy.**

# Member Questions - Coaching

*1. How long do you keep coach reviews? Why can a coach with poor reviews be a head coach 2 seasons later?*

**We do have plans to create a data base for coach reviews. Often the survey results per team are only ½ or less per team, so a coach with poor reviews by only ½ the team may or may not be accurate. Improved participation in our surveys by our membership could help.**

*2. Why is there NO coaching mandates for at least one woman to be carded on every team regardless if she knows how to skate or not? This could open the minds of others to see a women on each teams bench. Also, this could stabilize any problems finding coaches, as well as equal opportunity and truly supporting women.*

**AMHA believes it is doing the best it can to create equal opportunity for all.**



# Member Questions - Coaching

*3. How will AMHA help to develop coaches and practice plans?*

**We are looking to update our Coaches Tab. There will be some good links to Hockey Canada practice planning and other websites that offer these items. We have created a Player Development Committee that will be looking at creating ways to support our coaches better. We encourage coaches to continue their training/education by having funding available courses**

*4. What about videos ... it seems that coaches can suspend players if other players bring videos to coaches and that may lead to a game suspension but if a parent brings videos about bullying to a coach, board or about a ref decisions, a video provided is frowned upon ??*

**This issue was dealt with through the season. We are currently reviewing and looking at the implementation of contracts for parents, coaches, players and board members.**

*5. How does one learn how to judge a player on how hard he or she is playing each game? Or is this what's said so Coaches can play their favorite players all the time?*

**If there is an issue with playing time, parents should follow the correct chain of command to bring up their concern.**

# Member Questions - Scheduling, Games, Tournament

*1. Instead of taking prime ice times, (evenings) away from paid members/players/teams & trying to sell it back to us as clinics & camps, why not schedule these clinics & camps at 6:30am for those who can afford the time & money?*

**AMHA will not be offering player development options during the week for the upcoming season**

*2. City League games to increase to 1hr 15mins*

**AMHA will look at increasing the game times for City League at the Atom level, but it may not be feasible due to ice constraints.**

*3. How can you call Pee Wee a city league when they are traveling to games on a regular basis?*

**The name City league did not change when we decided to put our teams in the RHL. Information regarding how much travel would be required is and was available at the time of registration. We do have a recreation league on Fridays once per week and we are considering adding an option for Pee Wee age players.**



# Member Questions - Scheduling, Games, Tournaments

4. *In the 2017/18 season it was explained it was the Atoms (travel) turn to not have a hometown tournament. Last season 2018/19 the tournament was scheduled for Feb. 2019, rejected by CAHL, rescheduled at the end of Nov./early Dec. for Dec. 21-22, 2019, then ultimately cancelled all together. Our league fee's haven't gone down, no refunds offered or suitable dates were scheduled. Can you honestly say we the paying members/players/teams are getting fair & full value for our fee's, efforts & volunteering?*

5. *Atom City playoffs very poor communication.*

**The Atom Tournament being cancelled was a learning experience for all at AMHA and now that we are aware of CAHL's rules that change won't happen again.**

**AMHA is setting up checklists and a board member tab for the upcoming season to help ensure that communication to teams improves for all aspects of the season.**

# Member Questions - Scheduling, Games, Tournaments

7. *Are we going to be spending any more money from fees on ineffective dryland? These times are not a good substitute for on ice time.*

**We will be continuing with our plans in regards to Dryland Training. We plan on working closely with our providers to make changes to provide more effective dryland training.**

8. *The format for novice players that are on the higher end of development and how half ice helps them. Hockey Canada states full ice for second year novice mid January, why is hockey alberta not allowing such programming, and/or why is AMHA not working towards developing such a program that addresses all skill levels?*

**Hockey Canada will be changing their online information and will be the same as Hockey Alberta. Programming will be ½ ice for the entire season.**



# Member Questions - Scheduling, Games, Tournaments

9. *Game spotter form not sure what value it added at city level*

The game spotter form provided an opportunity for teams to provide feedback regarding games, including spectator behaviour and reffing. Procedure on how to compile this feedback and provide it to Airdrie Refs Association needs to be developed.

10. Last season numerous teams had 6:30am practices then 2 days later 4pm practices (shortly after school)! Does the AMHA scheduler have something against single parents, families who aren't rich or families who have employers who expect employees to stick to a set work schedule?? Wouldn't it make more sense to have consistent practice schedule? I.e) All mornings, or all after school/evenings!

The AMHA schedule is like a rubix cube, it is very complicated and difficult to fit all teams and members into. AMHA does our best to provide the best possible programming to our members. This may include morning ice or ice at 4:15 PM.

# Member Questions - Organizational Questions

*1. AMHA has continually preached transparency. However, there is very little transparency in the association. Can someone please explain how certain families are favored in their requests over other families when everyone is an equal paying member? For example: having a child moved up an age group while an equal request from another family is rejected, a certain team gets more tournaments than other teams in a controlled division, a director offers a team a discounted rate to enter a tournament while other teams pay normal rates.*

*2. The AMHA controlled bank accounts for city league is excessive*

**AMHA does endeavor to be transparent and has created a very good informative website, possibly one of the best in Canada to help to ensure that members are informed. Requests are done on a case by case basis. AMHA is working to finalize our policy and procedure manual to help to create a more consistent decision process.**

**AMHA will not be setting up bank accounts again for teams for next season. We will however still ask teams to supply budgets throughout the season.**



# Member Questions - Organizational Questions

*3. AMHA should prioritize giving local businesses preferred supplier status to local business over lower prices*

**AMHA looks at many different things when choosing suppliers for equipment, services etc. and supporting local is something we consider valuable.**

**AMHA has made considerable efforts this season to improve community relations and partnerships.**

*4. Need to add disciplinary information on team manager website. Who to contact and guide.*

**AMHA does have a chain of command in regards to any issues that arise during the season. Managers should follow this chain of command. We can look at adding this information to manager website.**

*5. Arena upkeep is lacking, all of them. From damaged boards, doors, flooring, the list goes on. It's unsafe for participants.*

**If there are concerns the need to be brought forward so we can address them properly. I personally brought a concern forward and it was addressed fairly quickly.**

# Member Questions - Organizational Questions

*6. AMHA cover the player registration fees for parents such Tournament Coordinator, TMC. These positions put an enormous amount of time in. The association should cover their player fees*

*7. What is being done to help keep our players with AMHA and not leave for HSL*

**Volunteers should be in the roles because of the intrinsic rewards they receive. AMHA is a not for profit society, fiduciary responsibility is critical.**

**Families should make choices on the program that best suits their need/wants. There were 61,397 children in Alberta Minor hockey in the 17-18 season (a 1% increase over the prior season and 3% increase over the 15-16 season). Our programs, under HA are built for the majority of our players. Tailoring programs to the 1-2% who want something different isn't fair to the other 98-99%. Our focus will be on building the best programs we can. (Ps I am glad that there is an option out there for families who want something different)**



# Member Questions - Organizational Questions

*8. What do the executive board members really do for AMHA*

*a) voting on issues*

*b) consequences for people who broke the rules*

*c) implementing changes to rules and other changes brought forward to them by concerned members*

*d) addressing the feeling by AMHA members that the executive board should be voting on all issues*

*e) possible favoritism (corruption) between board members & other coaches or families by moving players into upper divisions or placing kids ahead of players who were higher in evaluations.*

The EC/Staff have been working on developing policies and procedures that will hopefully clarify things for the board members and membership. It would be nearly impossible to have a “vote” on every issue. We are a volunteer board with careers and families in addition to our roles in AMHA. Having clear policies and procedures in place will reduce the “issues”, and provide clear direction.

It is very difficult to prove “corruption” or “favouritism”. I sincerely hope that all board members are here because they believe in our association and want to make it better for ALL our members. We are a not for profit organization that relies heavily on volunteers and members are always welcome to volunteer to help make it better.

Communication was a challenge this past season. The executive committee is striving for more effective communication as well as transparency, and is committing to bettering the association.

# Member Questions - Organizational Questions

*8. There is a serious stigma with cyber bullying, such as players delve for information online and present it to the coach to have team players suspended. This is classified as cyber bullying and whoever protects a cyber bully can be charge a criminal offense. There was a situation where this happened in Airdrie and evidence against the bully was presented to the board and criminal charges were contemplated from the parents. The parent asked board members to view the evidence and they did not want to view it and there was no suspension for the cyber bully. The victim will no longer be playing hockey as long as those board member are still members .. this player does not feel safe in their care. Question: how serious are you willing to make major changes to protect our children from historically thinking board members that don't understand cyber bullying and how serious are you willing to educate members of cyber bullying and bullying??? Please give examples of possible changes? Please answer professionally*

**AMHA has policies in place to deal with any kind of cyber bullying issues. It is suggested that all families attempt to resolve any conflicts by identifying problems and reporting via our chain of command.**



# Member Questions - ACAA Questions

1. *When was the voting process for the ACAA board members that represented 2018/2019 year? How do you get on ACAA BOARD? Is there positions assigned and if so who assigns them? Where and when is ACAA MEETINGS. ACAA board separate from Airdrie minor hockey .. If so why are they attending AMHA meetings and AGM?? How many members are IN ACAA BOARD?*

**There is NO voting process for the ACAA. The members are appointed by the AMHA Executive in accordance to the ACAA Operating Terms of Reference. The ACAA follows the bylaws and policies of the AMHA. The ACAA Terms of Reference will be able to be found on the ACAA website when it has been completed.**

2. *If ACAA ONLY have 2 board members how can a collective delve be obtain if there are only 2 members .. ACAA SHOULD have 7 members in order to make informed decisions, correct?*

**In accordance to the ACAA Terms of Reference the committee will consist of not more than 13 members and not less than 6. The committee currently has 9 members.**

# Member Questions - Suggestions

*1. What about AMHA making an online “book” outlining room etiquettes for players and including an outline of expectations of coaches such as if there is bullying in the rooms that coaches must rotate attendance in the room at levels starting in peewee? Or just having Attendance in the room regardless?*

**We are currently reviewing and looking at the implementation of contracts/agreements/code of conducts for parents, coaches, players and board members.**

*2. How about introducing an exit program for those kids and families that decide not to come back to AMHA because they quit or go else where, a release has to be signed in some cases and no release without taking the exiting program? Introduce a meeting to find out why they leave so we can figure out solutions to stop the lose of Hockey for kids in Airdrie. Why doesn't AMHA Have a private questionnaire for players ... we need to start talking to these kids ?*

**This is a good suggestion, we will look at implementing this.**



# Member Questions - Suggestions

3. *How about introducing an educational play book to elite program? example: in schools you have 10/11/12 programs, programs start with 10-1 20-1 30-1 .. each level begins slow and introduces harder equations (plays) the following year it uses that 10-1 and adds to it, making it a bit more difficult then in. 30-1 it becomes more complex.. so in peewee AA 10-1 Bantam 20-1 Midget 30-1... get high quality coaches to get together and build a 5 to 8 step play book that begins simple but by the time midget comes those same plays become more complex. Yes not every player will have learned this process but majority of the team will by next level.. because 60% of elite teams are Airdarians, this also could become a trend with other communities, some kids are told to forget all that you learned from your past Coaches and learn what I teach only concept.*

4. *Communication between coaches and parents: players most often speak openly with their parents and parents try to relay back to coaches issues their child is having ... this is frowned upon and parents are told to shut up and just let kids play. Don't you think a mentoring book includes a meeting between parents and coaches mandatory 2xs a season for all elite teams. This is so we can address issues to deflect declining amount of players through peewee bantam and midget ?*

**Thank you for the suggestions.**

# Presidents Report

Report Completed by: 2018/2019 AMHA President, Cliff  
Gunther  
Can be reviewed [here](#).



# New AMHA Jerseys



# Board Member Elections

## ***Vice President Nominees:***

Ryan Stone

## ***High Performance Director Nominees:***

Jeremy Klugerman

## ***City Director Nominees:***

Cale McEllistrum

## ***PeeWee AA Coordinator Nominees:***

Jody Kellar

## ***Atom Travel Coordinator Nominees:***

Curtis Slabosz

## ***Bantam Midget Female Coordinator Nominees:***

Kristen Harrison

Jenna Wood

## ***Atom City Coordinator Nominees:***

Mike Coward

## ***Midget City Coordinator Nominees:***

Paula Sansom

## ***Team Manager Coordinator Nominees:***

Erin Huta

Jackie Strang

Melissa Osborne

## ***PeeWee City Coordinator Nominees:***

N/A

## ***Bantam AA Coordinator Nominees:***

N/A

## ***Midget AA Coordinator Nominees:***

N/A