

**Chilliwack Minor Hockey Association**

**Board Meeting Minutes**

**April 15th, 2019**

**6:30pm**

**-Twin Rinks-**

**1. Attendance**

* **Interim Presiding Officer & 2nd Vice President:** Andrea Laycock
* **Secretary:** Sarah Stevens
* **Sponsorship Director:** Charmaine Surman
* **Public Relations Director & Tournament Coordinator:** Jennifer Kemp
* **Ice Coordinator:** Craig Lehr
* **RIC:** Doug Kemp
* **Hockey 1/2 (Initiation Minor/Major) Director:** Chantelle Bisschop
* **Hockey 3/4 (Novice Minor and Major) Director:**  Michael Jordan
* **Atom Director:**  Kevin Naswell
* **Pewee Director:** Ross Holding
* **Bantam Director:** Wiley Borg
* **Midget & Juvenile Director:** Cindy Rhodes
* **Director of Coach & Player Development & Coach Coordinator:** Mike Kind
* **Registrar & Office Administrator:** Brittany Rhodes

**Guests:**

* **Past President:** Jeremy Mann
* **Website:** Bryce Walker
* **Equipment Managers**: Jason Denham and Kim Mills
* **Divisional Coordinators:**  N/A

**Absent with regrets:**

* **1st Vice President:** vacant
* **Director at Large**: vacant
* **Treasurer:** Krista Christiuk
* **Female Director:** Kathaleen Thomson
* **Co-RIC:** Connor McKracken
* **Coach and Player Development:** Scott Lindhout

**2. Call to Order @ 6:29pm**

Confidentiality Agreements

* Sarah is requesting that the following members in attendance sign agreements – everyone else in attendance has agreements on file
  + Doug Kemp
  + Charmaine Surman
  + Equipment Managers – Jason Denhem and Kim Mills
  + Some people said why when they already have but until Brittany and Sarah can find the physical copy as some people signed before her time on the board she needs an updated copy to make sure everyone is in compliance.

**3. Approvals**

Motion to accept the board minutes from March 4th and 26th, 2019 ………

* Cindy not in favor of March 4th minutes as coach discussion was removed
  + End discussion was not included, and names redacted (which need to be for membership)
  + Mark noted confidently in the room (which was broken) and discussion to be off the record which is not allowed.
  + Sarah will send an updated copy including coach discussion to Andrea to review
  + Once approved by Andrea, Sarah will then resend out to the board to be approved at the May 13th Board meeting

Motion to accept the board minutes from March 26th, 2019 by Wiley, seconded by Cindy. All in favor, motion carried.

**4. Membership Visit**

* Parent X in attendance to voice concerns regarding bullying and harassment from players in other associations and how CMHA dealt with it

**5. Treasurer’s Report: Krista**

* Report and financials attached
* Krista – lost a family member our deepest sympathies to Krista and her family
  + She will be back after the weekend

Motion by Chantelle to accept up to a $100 budget for flowers being sent to Krista, seconded by Mike Jordan. All in favor, motion carried

Board questions:

* Registration fees
  + Doug – why are Juvenile kids still on list?
  + Kim - Why did they get to play after December 2?
  + Cindy – asked Krista to add division
  + Andrea – lessons learned and we need to set a date that kids don’t touch the ice until paid up
  + Brittany – payment plans end in September
    - Kids not allowed to register
  + Board doesn’t want right off money owing as per Kristas request
    - Put back as operating money
  + Charmaine – play a factor with team fees? No
  + Kim – if I’m the manager and I want 200$ team fees from each player
    - what can she do as manger if parent doesn’t pay?
    - Coach and Manager dictate that layer cant participate in team functions that are paid for with team fees so player wouldn’t be allowed to participate in tournaments

Motion by Cindy that all the players listed as receivable as of April 3rd, 2019 are not allowed to register until fees are paid up, seconded Wiley. All in favor, motion carried.

Motion to accept the financials by Mike Kind, seconded by Cindy. All in favor, motion carried

**6. Interim President/2nd Vice-President: Andrea**

* Scholarship – Goal is to promote more next year
* What duties go towards overall score?
  + Score keeping, helping other teams, volunteer at hockey day in Chilliwack etc…

Motion by Wiley to accept the scholarship recommendations that Andrea sent out prior to meeting with update of typo (report attached), seconded by Cindy. All in favor, motion carried

**7. Registrar – Brittany**

* Online registration recommendations (costs page attached)
  + Ramp – is same as TeamSnap and cheaper
  + Cindy:
    - How does scheduling work?
    - Once accepted Brittany and Craig will work it out
  + Bryce:
    - App?
    - Same as TeamSnap just as good or better as per Craig
  + Ramps numbers are set
    - TeamSnap is a range
  + Help lines
    - Direct to support
    - Emailing 2-3 days
    - Calling right then and there
  + Wiley – was impressed
  + Brittany called 37 organizations for info
    - Over 600 new businesses
    - Couldn’t handle the volume their first year
    - Hired more staff and works great now
  + Hockey Canada – integration?
    - Registration is half
    - Either way same amount of time
  + Bryce:
    - Just registered with Ramp
    - Do I have to do anything else?
      * Brittany
        + No once info imputed the first time its stored for suture registrations
        + No Hockey Canada registration.
        + Ramp is hub that holds info
        + Doesn’t affect rostering

Managers have access to do rosters

* + Brittany:
    - Cost savings is huge
  + Andrea:
    - Only thing she asks the rest of the board is that we don’t flip back and forth
    - 3-year commitment – Andrea suggestion to lock in for 3 years (1st year to work through problems, 2nd year works better and 3rd year determine if its right or not should be perfect by that year to determine)
    - Own tournament website

Wiley motions that we move our website to Ramp, seconded by Charmaine. All in favor, motion carried

* Andrea:
  + Don’t post policies etc.… on new website yet
  + Post current fees though

**8. Tournaments – Jen**

* Report Attached
* Any questions for Jen?
* Andrea – Asks Jen and Doug to leave room while we discuss
* $3,000.00 honorarium request
  + We decided not to pay out this season and look at for next year after we reviewed financials
* Wiley:
  + Cell phone charges are huge
  + Crazy amount of money for 5 tournaments
* Any difference between the tournament coordinator and the ice and equipment coordinators? – Andrea no difference
  + Jeremy:
    - Jen was appointed to the position with approval from board
* As a board we set a standard already paying ice coordinator and equipment managers
* Andrea will discuss with Jenn after the meeting as it was decided in January to not pay this year

**9. Divisional Reports:**

* Hockey ½ - Update attached
  + Hockey 2 - 2 underage’s (hockey 1) moved up to make room for more hockey 1 players
  + Do the under agers do hockey 2 twice or move up again?
  + Watch in September
  + For now, the players need to register in birth year division and can be moved up after

process to have their child evaluated

* + February 1st apply by to have their kids looked at for being bumped in next season – Bryce suggests that policy is available on website
* Hockey ¾ - No Update
* Atom – No Update
* Atom Female – No Update
* Peewee – No Update
* Bantam – No Update
* Midget – Update attached
* Juvenile – Update attached
  + Juveniles would like to be forgiven for the third-year white jerseys only. Last year’s team got hoodies, this year’s team in the provincials would just like to keep their retiring whites

**10. RIC – Doug**

* Update Attached
* Connor – selected to ref junior B provincials – excellent efforts and was chosen to ref final game
* Spring hockey – verbal abuse in spring hockey – 2 refs on fence
* Mike Kind comments:
  + Doug do your refs send you a behavior report on coaches that are coaching during spring hockey
  + Would be helpful if they did as it gives us extra info on coaches that coach in our association
* unsanctioned hockey – surprised BC hockey hasn’t made it sanctioned to make money
* Team insurance doesn’t cover refs
* Andrea – should we as an association be protecting ourselves and the association that if refs get injured that the refs should be asking the reams if they are covered by insurance with spring hockey – if Connor is putting people out there, he’s responsible -gently suggest/remind them to ask if they are covered by insurance
* Were the card fee incentives this year successful?
  + better for parents not as good of an incentive for kids if you don’t parent right lol

**11. New Business:**

* Player development ¾
  + 10-15 kids each session
  + Natalie and Dennis
* Coach selection committee – expression of interest sent out – left open until end of April
  + C division and rep going
  + Brittany – How do parents volunteer – want to go on a committee
  + Board chooses the committee
  + Website – call out – help us help you
  + Craig – can extend if needed
* Wiley – evaluation committee suggestion (C and Rep)
  + Parents become a part of process
  + More volunteers – shorter lived committees
* Mike Jordan
  + Issues from March 14th meeting
  + Investigation into Coach X allegations
  + March 4th allegations and meeting March 5th with Jeremy and Mark
  + We had people on the board that reached out and informed Coach X of investigation prior to meeting
    - Breached confidentiality agreement
      * compromises investigations and gives him time to clear evidence such as pictures
  + Mike asks the board that you identify yourselves
* Coach X said he reached out to board members and won’t name names
  + Spoke to multiple people
  + Biggest issue seemed to always be the female dressing room
  + Knows for a fact multiple went and talked about him in the office
* Mike
  + Where’s the accountability since we had this meeting?
  + The only change is Andrea is acting president
  + Since mark and Jeremy tendered resignation – what’s been done?
  + Mike finds it concerning that Coach X doesn’t feel the breach of confidentiality is a concern.
  + People need to understand the depth of that confidentiality
  + Whoever reached out to Coach X compromised the investigation by breeching confidentiality and had 2 people resigned over much less.
* Andrea:
  + Mike what do you want from this?
  + I want an investigation held
  + Grounds for removal with a breach of confidentiality
    - Our agreement was purchased through an attorney so its legit and was signed by Coach X
* Disciplinary committee
  + was made up of mark and others – but who? – Bryce – more transparency reporting back to the board.
* Andrea wasn’t at March 4th meeting but heard things
  + won’t name names and will deal with them directly
  + Not a good outcome either way for this executive
  + Things maybe could have gone differently prior to meeting and informing board – learn from it
  + Mike - yes things were done in error and negligence – but acting in good faith
* Bryce
  + Satisfactory to put through a motion to put together a committee to investigate?
  + Recommendation to move forward or discipline?
* What should be done is……
  + if you breached your gone
  + formal investigation
* Vote to dissolve board?
  + not in the best interest with either break of confidentiality or dissolving membership would be to right the ship
  + wake the membership up
* 14 people in a room who could have told Coach X
  + 2 gone already and some people not here
  + Coach X could resolve too by telling us
  + If people don’t come forward, then we all are responsible
* Doug issue resolved but wasn’t explained to the board
  + we should know how it was resolved
  + is board and family and membership satisfied? Board to inquire

Brittany requests to address the Board as she is our employee and needs a private moment

* Andrea asks all non-voting board members/positions to leave
* Only Andrea, Sarah, Chantelle, Mike Jordan, Ross, Wiley and Cindy remain
* Discusses issues she is facing and has faced with some individuals
* Andrea: Asks Coach X to return to meeting
  + Requests the resignation of Coach X (holds other positions)
  + Coach X refuses to give letter of resignation
* Mike explained refusal from Coach X on who has breached confidentiality
* 48 hours requested by Coach X for email shut down
* Coach X said good luck on stuff and he will help if needed and good luck to Minor Hockey
* Coach X informed he spoke to 5 members and will not disclose who leaked confidentiality
* Coach X refuses to sign and said “I don’t need CMHA”
* Cindy states you want to help CMHA but he refuses to come forward
* Chantelle, Cindy and Mike re inform him of confidentiality agreement and how the board has decided on his removal
* Mike offers him to say the names or he is removed
* Coach X refuses
  + Resignation/removal issued by Board – appointed position no motion is needed

Rest of group is asked to return to the meeting

* Andrea informs them of Coach X removal, and he has no access
* Andrea has asked for those who have broken confidentiality to step forward
  + Wiley 24hr grace period to come forward
* March 5th – Mike Kind received a call at 4:30pm before Coach X’s meeting with Jeremy and Mark and Coach X told him about everything including investigations.
  + Mike was asked if he would attend to be a witness.
  + Mike got a call at 6:15pm to attend 6:30pm meeting about the allegations, he expressed that any coaching issues were resolved and looked into at that time
  + Mike stated concern to Jeremy and Mark that it was leaked out to Coach X and they would look into it
  + Board informed others brought in about the request of Coach X information on who broke confidentiality
* Equipment Managers
  + Are aged outs keeping jerseys this season?
    - White jerseys only
    - Coaches can do a ceremony at last game if they would like

Motion by Wiley that going forward every season that aged out players can keep their white jerseys, seconded by Chantelle. All in favor, motion carried.

* Anyone who has signed out stuff and not returned will be billed
* Jersey fee added to registration each year?
  + Table for new executive to discuss 2019/2020 season implementation
* Kim and Jason discuss damage and the memberships disregard to equipment returns
  + On a good note, the puck returns were better this year
* Inform membership that Atom jerseys need to be hung to dry not put in dryer as its damaging them
* First aid kits to be restoked
* Andrea requests the constitution to be adjusted.
  + She and Cindy have made the changes and they propose the registered society’s file be updated
  + They recommend the amendment of the new constitution, mainly making the president’s decision the board’s decision

Motion to recommend/propose the amendment of the new constitution in 48 hours by vote after the Townhall meeting. 8 votes to pass it or email vote

**11. Next meeting scheduled for:**

* Board Meeting: May 13th, 2019, 6:30pm, Vedder Room
* Townhall: Wednesday, April 17th, 2019, 6-8pm, Fraser Room
* AGM: May 22th, 2019, 6:30pm, Fraser Room

Motion to adjourn by Wiley, seconded by Mike. All in favor, motion carried.