



2019/20 Annual Report

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Executive Member Reports

President

The past year has been one of significant change for the CPGHA. (You can read all the details elsewhere in this report.) We all—executive members, coaches, managers, players, and parents—worked hard to overcome the difficulties that inevitably come with change. These experiences and lessons learned leave us well positioned for next season, especially with even more change being unexpectedly thrust upon us.

Our association is lucky to have a large volunteer base willing to give a lot of time. Our executive grew this year and the breadth of knowledge and experience in a variety of roles was a huge advantage when making decisions in our meetings. Outside of those meetings, each member was empowered to take control of their roles as they saw fit, which lead to more motivated and productive work. I believe our association has reached a size where this distributed authority and more balanced workload is critical to the executive's success.

It has been a pleasure to lead this organization for two years, and I am particularly proud of the difficult work our team did this season. I am confident the CPGHA is prepared for great success in the years to come.

Sincerely,

Ryan Carroll

Vice President

As our 20th season of hockey in Carleton Place comes to an end, I am able to reflect on the completion of my first term as Vice President. It was a year that saw the introduction of new programs and initiatives to our association, some were changes that came from Hockey Canada and some were opportunities for growth at the association level. Although these changes weren't without their challenges, we persevered and became a more unified and stronger association for it.

We started in the offseason creating and defining our presence on social media. You can now find and follow us on Facebook, Instagram, and Twitter, in addition to our website. This is where you will find the most up to date information and news on what is happening in and around the CPGHA. We encouraged you to share all your team events, photos, and stories. Our CPGHA website is still home to your team accounts and much more in-depth information on the association.

Our presence was also found on the golf course this year as we celebrated 20 years of Cyclones Hockey. This was the first of what we hope to be many successful golf tournaments in support of the CPGHA.

With the introduction of half-ice hockey at the novice level, the CPGHA, in conjunction with the CPMHA, purchased removable rink boards to accommodate the new Hockey Canada initiative. We were also able to purchase jerseys for FUNdamentals, training aids for player development and goalie sessions for our association goalies and those who are aspiring to be.

We hosted our annual 'Just Try It' event in August, where once again Steve Scott volunteered to manage the on-ice activities. The event was well attended and as always, a lot of fun. We also held an

equipment exchange during the Just Try it event and again during conditioning ice times. This was well received by the families who participated and those who donated.

Our elected executive was passionate about creating and maintaining an organization that reflects the spirit of our membership. One that has the interest of the girls at its core and believes in bettering our association together. This is reflected in our commitment to improving the overall player development and hockey experience. With 16 teams this season, from FUNdamentals to Senior women, players and teams benefited from the skill development strategy that was implemented. Dwight McNutt managed the player side, and Bill Bowker held a coaching seminar early in the new year. Goalie sessions for all teams were run by Matt Dopud. We will build on this in the coming seasons with the intention of continuing to offer both player, goalie, and coaching development opportunities. We are hopeful to secure an outside organization to oversee all aspects of development.

Our 20th season brought some firsts, like our High-Performance program. The program was developed in partnership with Jason Clarke of the Carleton Place Canadians and will continue into the 20/21 season. Being the first year of the program, we were not surprised to experience some growing pains. Without support from families and the CPC, and the dedication of players and coaches, we would not be able to say this season was a success. As the saying goes, not all wins are on the ice. There were a lot of takeaways from our inaugural year and we are confident that the changes we have in place for next season will allow the program to grow and be more successful. Some of these changes are happening now. We have had the great fortune of having both Bill Bowker and Farren Hart provide insight into the future of the High-Performance program as well as being a large part of our coach selection panel for the upcoming season. Our executive work follows us to into the off-season where we will continue to build and plan for our season ahead.

I am excited about the future and looking forward to another great season of Cyclones Hockey!

Renée Colley

Registrar

Last season saw continued growth for our association, with approximately 250 registered players and 16 teams. Christine Larush was elected to this position at the last AGM and fulfilled the duties commendably through the busiest time of the year before stepping down before Christmas. After seeking interest from association members, the executive appointed Brandy Mallinson as Registrar. The intent was to allow her to get started in the role from the beginning of that position's annual cycle of duties before seeking election at the next AGM.

FUNdamentals & House Director

This position was vacant for the entire year. After being elected at the last AGM, Dave Landrigan was unexpectedly unable to step into the role. The executive decided the position's responsibilities could be fulfilled internally, with Dwight McNutt handling the position. Later in the season, Ryan Carroll took over the role.

This season we had two house teams at Novice and one each at Atom, Pee wee, and Bantam. The Pee wee team had the most success on the ice, playing at or near the top of their league all season, and

qualifying for Championship Day. All teams showed great enthusiasm for the game and steadily improved throughout the season.

Our FUNdamentals program was very successful once again. We had 24 players, many of whom are graduating to Novice very well prepared thanks to a dedicated, veteran coaching staff.

With the change at Novice to a half-ice program, ODWHA decided not to host a Novice House league this year. To fill this void and maintain regularly scheduled (albeit modified) gameplay, Renée and Dwight worked with the other small associations west of Ottawa to settle on a format. Like with most new things, there were challenges, but the associations and coaches continued to work together through the season, and the many lessons learned will make next year run more smoothly.

At tryouts, we realized we wouldn't have enough players for three Pee wee teams, but still had too many for two teams. Thankfully, a few players agreed to make the early jump to Bantam house. Their coaches and older teammates were great and made this difficult transition a success.

Competitive Director

The season started in the spring with organizing the coach interviews, and panel to run them. We had many applications at each level this year except midget, which was great to see all the interest in our association. This season we hosted 6 competitive teams outside of the HP program:

- Midget C
- Bantam C
- Pee wee BB
- Atom B and C
- Novice C

In August, we ran the tryouts for all teams. This was successful for the most part, we had five evaluators per age group this year. There were no major complaints from these tryouts that we could control. We didn't get the numbers at pee wee to run both a BB and C team which meant larger teams in that age group.

During the regular season, it is my job to relay information to the head coaches and managers and deal with any team requests. I checked in with most coaches on a regular basis either with quick chats at the arena or emails if needed. I watched the games and practices of every team this season. Anyone who needed it was put in touch with the coach mentor for help, guidance, or suggestions. Follow up with coaches was done afterward.

Renee and I put together and sent out mid-season surveys to parents. We received a lot of helpful feedback. I had meetings with all the competitive coaches to review the feedback. Most coaches took this feedback and made constructive changes when needed based on the comments.

All teams were in the bottom half of their divisions but became quite competitive during playoffs and playdowns. The exception to this is Pee wee BB who was scheduled to play in championship day and provincials.

Novice had a different season this year as it was the first year with their new structure of half-ice. The season had some hiccups due to miscommunication within the league. We had a small team of 12. The

larger associations went with 18 players. So, they had to split into two games, we didn't have the numbers so ended up having to play 3-on-3, which was hard on the girls. The season was more successful once they hit full ice in January. All issues of the first year of the program, which I'm sure will work out over time. For this reason, we decided not to carry a competitive program at novice for next season.

For the most part, this year ran smoothly and was used as a growing year for many. We are excited to be able to offer multiple competitive levels at each age group. We hope that our girls continue to grow, make friends, love the game, and have FUN!

Jen Wright

High-Performance Director

In its inaugural year we saw three teams under the High-Performance banner. Bantam A, Bantam AA, and Midget A. There were many ups and downs throughout the season. The association regularly discussed the issues that the program and each team faced. Overall, taking the positives and the negatives into consideration it was a reasonable start to a new program.

Bantam A struggled the most, as it was clear that the team was in a division that was too strong for them. The team was missing a few key components to help make it competitive among the other teams. The team was competitive from the start for the majority of the games, but a short bench and the missing components would soon show through and the team would find themselves chasing the game.

I had the privilege of watching every playdown game. I was genuinely pleased to see the increased play of the majority of the players compared to the beginning of the season. I noticed a large jump in individual skill, work ethic on the ice, and overall decision-making. As noted above, the team lacked necessary components, which put them at a severe disadvantage. I commend the players and coaching staff for competing each night, despite knowing the likely outcome.

Moving to the future, I firmly believe that the players have narrowed the curve compared to other teams and with a few added pieces the team would be able to compete at the A level. The association recognizes the need for exhibition games versus a few teams, in order to see the true nature of where the team would fit with selected talent. Two exhibition games this past season versus an A team and a BB team was not enough to show how the team would fair out. Moving forward, if it is possible to arrange, the exhibition games should be a minimum of 4 games versus a top team in the A division from the season before.

The coach selected for the Bantam A/BB team this coming season has experience working with Bantam AA to Midget AA with an added interest in individual player development.

Bantam AA did well this season, finishing in the middle of the pack while establishing themselves as a hardworking team. Each game I watched was fast and exciting. The commitment level needed for AA was there and we are excited to see these girls move on to the most important part of their minor hockey careers. We are hopeful that most, if not all girls will make the jump to Midget AA over the next three years.

There were some disagreements with the program plan between the coach and the association. Despite this, the girls still received plenty of ice and opportunity. Moving forward, the association will be ensuring that the girls will indeed receive what the program is offering for this level of play. Coaches and managers will not have to stress over scheduling these activities, as this will be done at the program level. The coaches will be able to spend more time focusing on their players and their team goals without that planning portion as a distraction.

Midget A finished in the bottom of their division but were much more competitive than their record showed. The games were fast and aggressive and many of the girls demonstrated that they could easily play A level hockey.

The struggles that they faced were mainly related to their commitment level. This was not surprising considering the age group of the players. While game attendance was not an issue, practices were poorly attended. The coaches struggled with being able to provide consistency due to the lack of commitment. It was recommended to the association that the Midget A/BB team this coming season see consistent practice days and times. This would help the players with conflicting responsibilities, such as work schedules.

Moving Forward

As mentioned previously, the association discussed on a regular basis the issues that the program and each team faced. In January, a small committee was established to help plan and organize for next season. Our first task was to arrange coach selections. This was a very successful process. We have chosen a mix of excellent non-parent and parent coaches to continue the growth of hockey with our girls.

Changes

A noticeable change is that there will only be one team under High Performance this season and that will be the Midget AA team. The Carleton Place Canadians have agreed to partner again this year and we have already held discussions about what to do differently.

1. Partnered again with CPC who are planning to host coach clinics each month.
2. Committee established to help plan program consisting of various range of experience in different aspects such as coaching, player development, etc.
3. Player development by CPC as well as outside services such as Endeavour/Next Gen.
4. Commitment by team for off-ice training provided directly by CPC.
5. Remove association as middleman regarding equipment purchase. To be handled by CPC. Team(s) will be required to go directly to CPC to purchase equipment such as helmet, gloves, etc.
6. Parents of players should be seeing increase in team registration cost as we remove the responsibility of the team managers to collect high team fees to pay for program services.
7. Contracts with outside services will be handled by association.
8. Player development and off-ice training and various clinics should be pre-planned for the entire season.
9. Remove coach responsibility to organize and schedule player development.
10. Provide more coach assistance by way of regular coach clinics through association as well as what will be provided by CPC.

11. Slight increase in ice allocation from association to be more in line with the amount of ice purchased by team managers in the past.

I would like to take this opportunity to thank the CPGHA association and families. I will not be returning to the board this coming season. I wish everyone the best of luck and despite the battles that came with this position, I leave it knowing that creating the High Performance program was a step in the right direction for our association and I will continue to support the program from a distance.

Best of luck,

Hamish Fraser

Director of Discipline and Risk Management

The season proceeded differently than was expected.

The beginning of the year consisted of collecting vulnerable sector checks. This was highlighted by the change in requirements for the Volunteer letter by the OPP. Once the changes were approved by the OPP these checks proceeded seamlessly.

OWHA then decided that all volunteers were required to make declarations each and every year. The declarations were to cover whether the volunteer had incurred a criminal charge or not in the previous year.

There was a spike in the number of player suspensions during this season. These were mostly at the Bantam and Midget age groups with one suspension in Atom. To go along with this there was one coach suspension for an illegal call-up. Another coach was relieved of his duties and banned from the association for a period of five years. This was due to disregard for CPGHA policies, and inappropriate and harassing comments made to players.

Dave Mitchell

Special Events & Communications Coordinator

My first year on the executive was a great one, full of fun memories and lessons learned which I hope to take with me into next season. My mandate as the Special Events and Communication Coordinator was simple - celebrate the Cyclones 20th season, develop a stronger presence on social media and improve communication between the association and its members.

We started the season off with a successful golf tournament, which we hope to turn into an annual event. We had great support from community business leaders, as well as our association members. The rain couldn't dampen the spirits of the golfers, and it was a great day on the course, topped off with a BBQ dinner and silent auction.

In late August we hosted the annual 'Just Try It!' event, which was very successful with several new players joining the association. We coordinated an equipment exchange to occur at the same time with the hopes of being able to outfit some skaters who had come to see what being a Cyclone was all about. I must say we were overwhelmed with the quantity of equipment that was donated and, as a result we were able to provide many of the skaters with some - if not all - pieces of equipment! I saw firsthand

how much the parents of these girls appreciated this, as we all know how expensive getting started in hockey can be. Just another example of how generous our hockey community is.

Later in the season was our annual Peewee House 'Support the Troops' tournament. This one-day tournament allowed us to recognize the men and women who have served and continue to serve our country, and most importantly, we were able to make a sizable donation to the Canadian Poppy Fund. Adding to the success of the day, our Cyclones won the tournament too!

Throughout the season I was very active on social media, which was a great way to keep our association updated with all things Cyclones! I'm proud to say we have a solid group of followers on Facebook, Instagram, and Twitter. I was able to highlight any player or team successes and I know the younger players especially, were thrilled with their 15 minutes of 'fame'. In addition to our social media posts, I was also responsible for sending information to members via email. We felt there was a need to have clear lines of communication so that members weren't getting bombarded with emails, and that they would all come from one centralized account. To do this, I have created the cpcyclones.info@gmail.com account, which will be the outgoing account for info@cpgha.ca. Hopefully, this simplifies our communications going forward.

The highlight of my season was by far, Cyclones Day. It takes a lot of planning and organization to pull off an event with so many moving parts. I knew we would need to depend on our teams to ensure success, and they really stepped up to the challenge - overall, we had almost 70 volunteers throughout the day! Either by helping in the kitchen, supervising one of several activity stations, selling 50/50 tickets, making chili, cakes, or baked items, or providing prizes for our raffle table, each team was represented in some way. We switched things up this year and introduced a few new activities - hello, video dance party! - which I'm sure will be part of future Cyclones Days to come. Thanks to our sponsors, we were able to provide a pancake breakfast, as well as a chili and grilled cheese lunch, all free of charge! Donations were accepted on behalf of Lanark County Interval House and The Lanark County Food Bank - The Hunger Stop. The community has supported us so well over the past two decades, we felt it was a good opportunity to give back. We also debuted our 20th Anniversary logo and each player was provided with a commemorative patch which they proudly wore on their jerseys for the remainder of the season. In addition to the patches, we had 20th Anniversary t-shirts made, which have been quite popular with players - past and present. This year's Cyclones Day was one for the books!

I am planning on standing for re-election for the 2020-2021 season and look forward to working on some exciting new events. There has been interest in having an end of season banquet which we had thought of starting next year; however, with Covid-19 putting an abrupt end to this season we think having an event in the Fall will be a great way to kick-off the season. You'll have to stay tuned for more details, but we are thinking along the lines of a Cyclones Pep Rally! In addition to that, we are also in discussions to have the Cyclones logo at centre ice of rink #2. Next season is going to be one of the best yet!

Sara Simpson

Player & Goalie Development Coordinator

This is the first year for CPGHA to have the position of Player Development. In the first year I have put an emphasis on skating and puck skills. We held development sessions with all levels from Fundies to

Midget House this year. A special thanks to Matt McNutt who volunteered his time to teach power skating skills to all levels and Matt Dopud who we hired to run several goaltender sessions this past season. We purchased rebound boards this year to help both our goalies and shooters with one timers and quick shots on rebounds.

Going forward I have three goals for the 2020-21 season:

1. dry-land and off-ice training for our players to improve strength, agility, and speed
2. more sessions for both goaltenders and all players next year
3. sessions where we teach individualized defensive and offensive skills for higher level players

Looking forward to hockey again,

Dwight McNutt

Ice Scheduler

Ice times were approved for the 2019/20 hockey season by Beckwith, Mississippi Mills, and Carleton Place.

Each team is allocated ice for practices, regular season, playoff and playdown home games. Each team is assigned ice listed below for the season.

- High Performance Teams - 90 hours
- Competitive Teams - 60 hours
- House Teams - 60 hours

The month of September is probably the most challenging month for ice and scheduling. The Almonte and Pakenham arenas open late in September, which is a huge impact on CPGHA teams. Most teams end up with very limited or shared ice. In general, we need more ice in September.

This year we introduced the new Novice program to the association. Novice players were introduced to the game of hockey using half ice for practices and games. At mid-season the players moved to full ice. The only issue to my knowledge is the lack of changeroom space on Rink 1 for the Novice group. Something to look at for next season!

Suggestions moving forward:

- Requesting extra ice for the upcoming season, please have only one person/team contact the ice-scheduler. Teams with more than one Manager, please consider this when requesting ice.
- Team Managers to be trained on Goalline before season gets into full swing (entering games, events, tournaments).

Equipment Manager

- The season distribution was somewhat smooth. Sets were returned and went out in the same set. Some teams struggled with sizing or numbers but it all worked out.
- There is a need for much better first aid kits to be created for the new season distribution.
- CPC jerseys were sold and one set will remain as the club will skate only one team next season

- Goalie gear- discusses selling the larger sets of pads as the players seem to have their own. There is a need for smaller gear and some gear was borrowed from the kings to accommodate our smaller goalies
- Lots of large tryout jerseys remain but an order for 60 reversible atom and peewee jerseys will be placed for 2020 tryouts.
- New Jersey's purchased for Fundies (\$1337) as well as socks. Jerseys will be returned.
- In an effort to use what we already have we renumbered 4 sets of jerseys to accommodate the senior team this year costing \$40 dollars a jersey.
- Many of the jerseys that did not get distributed are of the same size or number. This year we will order New Jerseys for the younger teams with a focus on the smaller sizes and larger numbers so as to pair with sets already out
- A couple of large single number jerseys were purchased by exiting players or donated for use in a fundraiser. Avery Scott made an amazing quilt that was raffled off during the season.
- Some jersey bags needed repair as the zippers were broken. This was done at Rose's. We do not have enough jersey bags for all the sets but teams managed to keep them in good condition.
- Jerseys are still out with teams and a plan for return will be made once our Cyclones Equipment room is made available. Please make sure to wash the jersey and remove any name or sponsor bars.

Financial Report

	ACTUAL May 1, 2019 to April 30, 2020	PROPOSED BUDGET May 1, 2019 to April 30, 2020	ACTUAL May 1, 2018 to April 30, 2019	ACTUAL May 1, 2017 to April 30, 2018
Revenue				
Net Registration Fees	\$ 215,053.35	\$ 230,025.00	\$ 161,843.07	\$ 138,000.00
Jersey Fee	\$ 2,350.00	\$ 2,320.00	\$ 1,990.00	\$ 1,990.00
Fundraising Revenues (Cyclones Day, Golf Tournament)	\$ 13,273.44	\$ 13,500.00	\$ 6,378.30	\$ 4,000.00
Other Revenue/ Income	\$ 3,088.45	\$ 450.00	\$ 488.51	\$ 3,000.00
Total Revenue	\$ 233,765.24	\$ 246,295.00	\$ 170,699.88	\$ 147,980.00
Expenses				
Ice rental	\$ 135,732.87	\$ 160,211.41	\$ 124,085.71	\$ 108,000.00
OWHA insurance/ fees	\$ 18,808.00	\$ 32,349.00	\$ 16,999.50	\$ 14,000.00
ODWHA/ NCWHL fees	\$ 12,930.00	-	\$ 11,980.00	\$ 2,000.00
Tryout costs	\$ 4,337.01	\$ 4,260.25	-	-
Non-parent travel expenses	\$ 9,372.39	\$ 11,000.00	\$ 1,983.64	-
Equipment costs	\$ 20,416.36	\$ 22,425.00	\$ 2,464.28	\$ 6,000.00
Fundraising Expenses	\$ 3,443.52	\$ 2,500.00	\$ 2,204.14	\$ 1,000.00
Donations (Support the Troops proceedings)	\$ 2,586.00	\$ 2,000.00	\$ 2,255.72	\$ 1,000.00
Training	\$ 2,439.39	\$ 5,490.00	\$ 1,331.31	-
Other	\$ 5,453.85	\$ 2,675.00	\$ 5,619.26	\$ 1,000.00
Total expenses	\$ 215,519.39	\$ 242,910.66	\$ 168,923.56	\$ 155,000.00
Earnings (loss) for the period	\$ 18,245.85	\$ 3,384.34	\$ 1,776.32	\$ (8,020.00)
Jersey provision to be recorded on the balance sheet	\$ (2,350.00)	\$ (2,320.00)	\$ (1,990.00)	\$ (1,990.00)
Adjusted Earnings (loss) for the period	\$ 15,895.85	\$ 1,064.34	\$ (213.68)	\$ (9,010.00)

Notes

2019/2020 improvement compared to budget mostly due to ice rental credit for COVID 19 shut down of arenas March 15 - \$10,000. Other areas of expense improvement include hourly ice cost was conservative in the budget as well as underrunning training, equipment, and non-parent travel expenses compared to budget amounts.

Policy Changes

Over the course of the season the executive reviews and updates the current policies to reflect any situational changes or issues that arise.

This season the following updates were made to the policy. You can always find the most up to date copy of the policy on our website.

Non-parent Coach Reimbursement

New Policy

PURPOSE

In recent years there has been an increase in the association's selection and encouragement of non-parent volunteers coaching several of the CPGHA teams. This has created a need to incorporate a policy which details how these individuals would be compensated for volunteering their time.

This policy will set out the basic reimbursement of certain expenses incurred by these individuals. It is not to be considered an exhaustive list of expenses and the executive reserve the ability to examine each situation on a case by case basis.

GENERAL

The eligible amount for reimbursement will be reviewed and set by the executive on an annual basis. The executive also retains the authority to authorize additional eligible expenses on a case-by-case basis at their discretion. Ideally the amount will be determined before the coach selections are made and this amount will be communicated to the non-parent coach and team management when offering the position.

MANAGEMENT

It will be the responsibility of the non-parent coach and the team manager to actively monitor the use of the reimbursement funds. At the request of the CPGHA Treasurer, all reimbursement activities are to be provided for review and reconciliation with association documents.

When qualifying funds are expended, the non-parent coach is to provide a detailed receipt to the team manager. This receipt must clearly identify what the expenditure was for and the specific amount. The team manager will then provide the receipt to the CPGHA treasurer for processing and reimbursement should it qualify.

There is no requirement to submit receipts immediately after the incurred expense. Receipts for the entire season shall be submitted no later than 1 week after the conclusion of the team's season.

REIMBURSABLE EXPENSES

The following items are reimbursable:

- Tournament hotels;
- Away Tournament travel expense (mileage to and from); and
- Away tournament meals (daily amount set by executive).

Should there be any additional expenses the non-parent coach wishes to request, they can submit to the executive receipts and justification for consideration.

CONCLUSION

Should the parents of the team with a non-parent coach wish to further reimburse the coach this policy does not prohibit the action. Only in exceptional circumstances will the executive consider exceeding the limit established at the beginning of the year.

Team Staff

Purpose

- to ensure team authority is spread amongst families
- to ensure team staff are fully available to their team
- to foster more female coaches

Change

10.4 Other Team Staff

1. *{no change}*
2. **No team can have two parents/guardians of the same player on the team staff, and no individual can serve on the team staff of more than one team.**
3. **Teams are encouraged to have female, non-parent coaches on their bench staff. Each team must have at least one parent/guardian of a player on the team staff.**
4. *{no change}*

Team Selection

Purpose

- to reduce the coach's discretion for selecting players
- to remove a clause deemed unnecessarily punitive to players
- to better align the policy with what has been a long-standing practice

Change

12. COMPETITIVE TRYOUTS

12.1 *{no change}*

12.2 Try-outs

1. *{no change}*
2. *{no change}*
3. *{no change}*
4. *{no change}*
5. *{no change}*

6. {no change}
7. {no change}
8. Once the Head Coach is selected, he/she ~~is responsible~~ **will be consulted** for the actual tryouts, namely, drills used on the ice for tryouts, on-ice staff (no familial relation with players trying out), controlled scrimmages, ~~and the selection of the other evaluators to help in the selection of the team.~~

12.3 {no change}

12.4 Selection process

1. {no change}
2. ~~A player who tries out for a competitive team, is offered a position on the team and turns down that offer, may not tryout for a lower level competitive team or play on a House League team~~
3. {no change}
4. {no change}
5. {no change}
6. After the third tryout, the Competitive **Convener or High Performance Director**, an appointed executive member, and the Head Coach, will review the ~~teams'~~ ranking of participants. The Head Coach may choose to ice his/her team as is; OR; have the option of amending the bottom ~~1/3 of the team~~ **three players**. If he/she decides to amend the team, the substituted players must be selected from within the next three highest ranked players. (For example, on a team of 12 players, the coach may select his/her amended players from players ranked 13th, 14th, or 15th only). Coaches must provide a valid reason as to why they are not taking the roster as-is, based on player evaluation. **Aside from positional requirements at the high-performance level, only the most extenuating circumstances will be considered.** CPGHA executive participants will make the final decision on whether or not reasoning is valid.

NO PHONE CALLS. It is the CPGHA policy NOT to communicate the rankings of players. The final decision about the status of any released players will not be changed. Asking for player rankings is of no true benefit to the player. However, discussing with your new team coach ways of improvement should prove more beneficial.

Use of Affiliate Players

Purpose

- to prioritize using CPGHA players as affiliates over players from other associations
- to emphasize that players should be called up at every opportunity to maximize development opportunities
- to make minor, administrative updates to keep in line with ODWHA policy

Change

20. USE OF AFFILIATE PLAYERS

20.1 General

1. {no change}

2. Non-CPGHA players can only be used as affiliates for a game if CPGHA players are unable or unwilling to play, and when approved by the receiving team's Director.
3. Coaches are encouraged to request and allow affiliate players at every opportunity, unless it would mean a player missing one of her own team's games.

20.2 Conditions for Use of Affiliate Players/Pickup Players in League Games: (ODWHA)

1. Player movement from one level to a higher level is allowed under the following conditions:
 - a. *{no change}*
 - b. No individual player is allowed to play at a higher level more than ~~five (5)~~ ten (10) ODWHA league games during the regular and playoff season. Any player who plays more than ~~five (5)~~ ten (10) games at a higher level shall become ineligible for further play with her original team. The player's future status will be determined by the ODWHA Board of Directors.
2. *{no change}*
3. In recognition of the shortage of goalies, teams needing to bring up affiliated goalies for more than ~~five~~ ten regular ODWHA league games, may request an exemption from the ODWHA Board of Directors. Such exemptions to the five game movement limits, will only be granted in cases of injury, illness, or other extenuating circumstances.
4. *{no change}*

20.3 Procedure for Use of Affiliate Players/Pickup Players

1. *{no change}*
2. The receiving coach (coach intending to use affiliate player) will first approach his/her affiliated CPGHA team coach for permission to approach a selected affiliate player, and also inform their director.
3. *{no change}*
4. *{no change}*
5. If unsuccessful, the receiving coach must provide evidence to their team's Director that multiple CPGHA players are unable or unwilling to play and obtain permission before contacting a non-CPGHA team coach to seek affiliate players.
6. All affiliated players must be identified on the game sheet (in which the affiliate player plays), and must have the initials "AP PU" (~~affiliated~~ pickup player) placed beside the affiliate's name as a record for the league statistician and any subsequent protests or inquiries by the ODWHA or the OWHA. The properly signed and completed Pick-up Consent form must be given to the home team to be attached to the white copy of the game sheet sent to the statistician. Keep a copy of the fully approved form.

Other Business

Recognition

While our season was cut short, all but one of our teams were able to complete their playoff and playdown schedules. The exception was our Senior team, who were still eligible to qualify for their league championship game.

Both of our Pee wee teams had noteworthy post-season success. Pee wee House continued their winning ways exhibited all year to earn first place in the West division playoffs and qualify for the ODWHA championship game. Pee wee BB built momentum late in their season, greatly improving on their fifth place in the regular season, to finish second in the playoffs, which qualified them for the ODWHA championship game as well. Pee wee BB also had a strong performance in playdowns to qualify for the OWHA provincials. The ODWHA has decided to award a Co-Champion banner to all teams that were to compete in their league's championship game, and the OWHA will be sending 2019/20 Provincials hats to all players whose teams earned a spot in that tournament.

We also want to thank all the coaches, managers, and other team staff who gave so much of their time so our daughters could have the wonderful experience of playing hockey.

High-Performance Committee

In December, the executive passed the following motion to create a new sub-committee:

1. A High-Performance Committee is hereby established.
2. The High-Performance Committee shall:
 - a. Work under the authority of the Executive;
 - b. Be comprised, at a minimum, of the President (ex-officio), High Performance Director (chair), and three members at large;
 - c. Meet at least bi-monthly;
 - d. Report to the Executive, on a regular basis, all workings of the Committee, including meeting minutes, plans, results, requests, and recommendations;
 - e. Manage all aspects of the high-performance program, including team levels, tryouts, coach selection, player development, showcase tournaments, and external partnerships;
 - f. Draft a budget each season, have it approved by the Executive before committing to any expenditures, and not exceed that budget without further approval from the Executive;
 - g. Determine and assign roles to the committee members;
 - h. Work with other Executive members on matters related to their functional responsibilities;
 - i. Consult the high-performance teams' coaches and managers on their needs;
 - j. Work with other nearby associations on establishing a joint high-performance program/association;
 - k. Draft and recommend policy changes to the Executive for ratification;
 - l. Adhere to and enforce all CPGHA policies, including where there are not high-performance-specific clauses.
3. The High Performance Director shall appoint members to the committee in consultation with, and to be ratified by, the Executive.
4. The Executive may, by resolution, remove any member from the committee for any reason.

The composition of the committee currently includes Hamish Fraser (High-Performance Director), Ryan Carroll (President), Renée Colley (Vice President), Bill Bowker (advisor), Farren Hart (coaching), Sam

Morrell (player development), and Matt Dopud (goalie development). The Treasurer, Ice Scheduler, and Equipment Manager are also involved with the committee's work, as needed.

COVID-19

As everyone is aware, the hockey season ended abruptly on March 12. Thankfully, the extensive precautions taken by all of society have had the intended effect and saved so many lives. The lack of hockey and other activities is a small price to pay compared to the loss and hardships faced by many.

In addition to the on-ice impact, this cancellation has affected our association's operations in other ways:

- We did not have to pay for any of our contracted ice times that we were unable to use after March 12.
- Jerseys have not been collected; this will be done at a later date when it is safe to do so.
- The executive has continued to work remotely, including virtual meetings.
- The CPGHA and ODWHA annual general meetings and the OWHA members meeting have been postponed.

Thankfully, our collective sacrifices should eventually see us in a better time and place for the resumption of hockey. However, exactly when that will be and how it will work has yet to be determined. This will be determined by the OWHA, and they are working with Hockey Canada and the province to develop a plan. They have received a lot of questions and feedback about this, and while they do not have any answers at this time, they have made clear that hockey operations will be quite different from what we are all used to.

In the meantime:

- There are no on-ice or off-ice sanctioned activities, including try-outs, development sessions, meetings, or team events.
- No tournaments have been sanctioned for next season, so they cannot accept registrations.
- We have been advised to not accept registrations for next season until we have a clearer picture of what that season might be.
- We do not expect to be able to resume operations before September.

Annual General Meeting

As a result of the current COVID-19 restrictions, we are unable to hold our Annual General Meeting as we normally would at this time.

The OWHA has endorsed the Government of Ontario's emergency order which allowed organizations to postpone their AGM to a date up to 90 days after the end of the provincial state of emergency. This timing may not allow our executive to properly and efficiently plan for the upcoming season. Therefore we will address the practical business of the AGM as follows:

The request for nominations of the elected executive has been posted on our website (www.cpgha.ca). Forms can be found under the AGM tab and submitted to info@cpgha.ca. Nominations will be accepted until June 8th, 2020 for all positions up for re-election or currently vacant.

Should more than one person be nominated for any one position a vote will be required. Members will be notified via email with a link to a secure survey monkey survey for voting.

We invite all members to submit feedback pertaining to the information shared in this report. Feedback will be received until June 8th, 2020 and can be submitted to info@cpgha.ca.

Golf Tournament

Our inaugural golf tournament was held last August at the Canadian Golf & Country Club. Not only was it a fun day for everyone, it was a very successful fundraiser for our association. These funds were used for various players and goalie development initiatives.

While we hope this becomes an annual event, we have decided to cancel this summer's tournament. We recognize the financial difficulties many individuals and businesses are currently facing, and we don't feel it's an appropriate time to be conducting fundraising.

Registration

The OWHA is currently in the process of updating its player registration system. They are moving away from Ivnet and shifting to an alternate company. The CPGHA intends to align our registration process with that of the OWHA, and as such registration is not available at this time. We will notify members as soon as we are able to accept registration.