

Hockey Regina Inc.
Board of Directors Meeting

Meeting Minutes

Tuesday, March 18th @ 7 PM

In-Person Attendance: Michele Ellingsen-Ailsby (Chair), Byron Alexander, Kenric Exner, Becky Palandri, Krista Strueby, Leanne Sumners, Garnett Volk, Amanda Hungle (Executive Director), Kellin Enslev (Staff), Jenna Merk (Staff)

Virtual: Teresa Drew, Nathan Gettle, Colin Olfert, Trevor Schneider

Absent: N/A

Call to Order:

- Michele called the meeting to order at 7:01 PM

Minutes

- Motion to Approve the March 4th minutes
- Moved by Byron, Seconded by Teresa. Carried.
Those absent have abstained.

Executive Director Report

Operations Update

- Playoffs & Year End review
- Development contracts overview; U13/U15 Goalie development and U9, U11 goalie development
- Coach development seminars
 - No cost to membership, 2 seminars via Zoom, partner with Competitive Will Performance. February 11 and 25. Topics on Coaching and leading today's athletes and emotional intelligence in coaching. Discussion of inclusion of support model to Coaches moving forward.
- Advisement of work on Coach Expectations, development, support & mentorship recommendation and mental health support recommendation
- Budget timing review, base budget in development.
- Coaching evaluation survey

- o AAA survey closed, main survey closed March 17
 - o Data expected March 24th and Coach PDF's after that
- Coach Certification Fines
 - o Lowest amount in past 6 years, increased communication, basis for increased support into future years.
- Coach Selection Process update
 - o Global referencing process, application review process and evaluation, season review and disciplinary review, past and current player and parent survey reviews, interview process and teams overview. Byron to support Co-ed AA; Kenric to support Female AA.
 - o Timeline overview
- Membership inquiry overview
- Volunteer appreciation review
- Division Director year end communication suggestion
- Financial system reporting updates completed
- Office network conversation to SharePoint completed

Tournament model revisit

- **Items for discussion from March 4th meeting:**
 - o Clarification of where **affordability credits can be utilized** - \$60,000 of opportunity
 - All avenues of affordability credit can be utilized for HRI fees or Team Fees
 - Bingo, future timekeeper, future tournament volunteer, other future volunteer
- **Amount of future proposed rebate dollars**
 - o 90% Fee rebate + 50/50 fundraising opportunity
- **Current state teams with HRI tournaments vs not**
 - o Co-ed & Female: U7, U9
 - o Co-ed: U11C, U13B, U13C, U15B, U16AA, U18B

Motion to approve Operational Model of adjusting the Tournament Management system to a Hockey Regina operational process with Membership Rebate opportunities, as opposed to Team Refund by volunteerism model.

Moved by Kenric. Seconded by Byron. Carried by an 8-3 vote.

Opposed: Leanne, Krista, Becky

2025-2026 Season Division Tiering Recommendations

- **Recommendation:**
 - Increase tiering in Co-ed U15, Female & Co-ed U11 and Female & Co-ed U9
 - Net new tiers includes: U15C, U11D, U9D
- **Objectives:**
 - Grow the game
 - Increase access points to hockey
 - Provide more affordable programming options
 - Provide less commitment programming options
 - Improve competition in all tiers by creating more like for like skill buckets
 - Increase opportunity for development
 - Improve coachability
- Board in support of tiering recommendation. Office to move forward with planning and budget in updated division and tiering model.

Change Initiatives Portfolio Updates

TeamLinkt transition: website and registration being built out. Next steps full staff demos and test plan build out.

Female Growth & Development Committee: Coach engagement complete, player engagement complete, member engagement part of coach evaluation survey, jurisdictional review in progress.

Evaluations & Team Formation Committee: RFP release March 17, vendor Q&A sessions schedule for March 20 and 24, closes April 4.

Bylaw & Policy (Governance) Committee: Codes of conduct with Technical Director for development. Regulations TOC review in progress. Complaints process deferred to off season and summer.

Full Change Initiatives Portfolio and operational work overview, note of deferred items due to capacity.

Michele adjourned the meeting at 8:59 PM