

**Hockey Regina Inc
Board of Directors Meeting
Minutes
Monday May 14, 2012**

Attendance:

Geoff Thachuk	Lester Boey	Kevin Saworski
Sandra Beingessner	Kelly Lovering	Larry Wees
Neil Hruska	Rick Hagglund	Joanne Merk
Ken MacDougald	Stephen Eger	Glenn Grad
Brent Parker	Blair Watson (Staff)	Leo MacDonald (Staff)

Regrets:

1. Call to order

Geoff called the meeting to order at 7:00PM.

2. Approval of previous minutes

*MOTION: To approve the previous minutes. Moved Sandra, Seconded Joanne
CARRIED*

3. Business arising out of Minutes

Committee updates:

Associate review committee – Neil has not met yet but his committee members will include Darcy Bohach, Garry Pearce, Pat Belitski, Jason Ottenbreit, Tim Ludwar

Player recruitment/retention – Have not met yet. Larry reported that Bob Brennan is working with SHA on a Female hockey event in October.

4. Board Terms of reference

- Geoff went over the Board of Terms of Reference
- Each Board member signed a copy

5. SBA AHL + SSMHL updates

- SBA AHL:
 - Application from Lumsden was not accepted
 - Notre Dame games will count in standings
 - Regina teams will make one road trip to the North
 - The league is in favour of HRI reducing the number of teams
 - Scheduling meeting Sept 8 in Craik

- SSMHL
 - Midget will be same as this past year
 - 15 teams, 3 pools, 36 game schedule
 - Scheduling meeting Sept 9 in Regina

6. SHA AGM

- Geoff went over our Motions on the HRI motions
- SBAAHL is in favor of Motion
- SHA sent letter to Geoff indicating their non-support of the Motion (Appendix A)
- Geoff has written a response to the SHA on their concerns (Appendix B)

7. SFMAAAHL

- ND is entering a JR female team into a new league
- They will still have a Midget AAA team
- Concern from the league is in the affiliation with the midget AAA team

8. HRI Policy review

- Blair went over the HRI policies
- The Board to review and look over the policies to make any changes for the next meeting

9. Evaluation procedure review (Appendix C)

- Geoff went over the evaluation procedure
- Discussion on having coaches evaluate the coaches kid
- Discussion on just having the independent evaluators numbers, player names on sheet
- The number of skates will be same as last year
- More discussion on the procedure next meeting

10. Team Selection procedure review (Appendix D)

- Geoff went over the team selection procedure
- Discussion on how many players are on the table to be selected. Draft in flights or all in?
- More discussion next meeting

11. Tournament naming

- The Board previously recommended naming tournament after Fred McBeth, Jim Odling, George Watson
- Discussion on naming our Tier 1 tournaments (A1, P1, M1)
- What about sponsorships in place? Ex. Regina Pats for P1
- Discussion to be continued next meeting.

12. Coaching interview timeline

- June 25-27 for the Coach interviews
- Board to source out individuals to help out with the interview process

13. Other business

- None

14. Next Meeting

Monday June 4
7:00PM @ HRI

A

April 16, 2012

Memorandum

To: Geoff Tkachuk, President

Hockey Regina Inc.

From: Al Hubbs, President

Saskatchewan Hockey Association

Re: Notices of Motion

On behalf of the SHA Board of Directors I am writing to you in regards to the following Notices of Motion that HRI submitted that they intend to present at the SHA Annual General Meeting in June;

"Geographic Sub-divisions 2 and 3 must divide via a zone concept or city wide draft into:

: A minimum of three (3) teams in Bantam Tier 1

Geographic Sub-divisions 2 and 3 must divide via a zone concept or city wide draft into:

: A minimum of six (6) teams in Pee Wee Tier 1"

The SHA Board of Directors reviewed the HRI Proposals and has taken the following stance:

- They are not in support of these proposed changes for the 2012/13 playing season due to the fact that this year's SHA AGM is not a Regulation change year even though there is an opportunity within the SHA Bylaws to change Regulations at the AGM.
- The wording within the proposed Regulations would see changes to both Regina and Saskatoon even though the rationale used displays distinct registration differences between the two

Associations so why would changes to the minimum number of teams apply to both Associations.

- There was a drop in Bantam registration within HRI of 96 in the past year and 116 from the 2006 registration totals. Has HRI surveyed the players who chose not to re-register in the game to determine why they have chosen not to continue playing hockey? This not only affected Bantam hockey in HRI this season but will also affect Midget Hockey for the next three years.
- What are the pre-registration totals for the 2012/13 season since HRI asks the members in the current year to pre-register by the end of March?
- What is Hockey Regina doing from a League Structure/Programming perspective to address the reduction in Bantam/Midget registrations over the past number of years?
 - o HRI versus SMHA Comparison

	HRI	SMHA
▪ 2011/12	619	1028
▪ 2010/11	707	1040
▪ 2009/10	732	1060
▪ 2008/09	739	1060
▪ 2007/08	831	1071
▪ 2006/07	863	1062
▪ 2005/06	825	1084
▪ 2004/05	942	1165

- What is the stance of the Saskatchewan Bantam AA Hockey League regarding your proposal to reduce the number of Bantam teams in Regina by 1? Do they support you?

The SHA Board of Directors are not opposed to HRI presenting the notices of motion during a Regulation Change year in 2013, however, as stated earlier, they are not in favor of supporting them this year. SHA Bylaw 2.08.04 reads "The Notice of Motion regarding amendments to the Regulations may be waived by a three-quarter vote in the affirmative of the delegates at the Annual General Meeting present and voting; provided that no such amendment to the regulation will be entertained if it is not introduced during the first plenary session"

If you would like to schedule a meeting to discuss this topic and those addressed within this memo, please feel free to contact me.

B

To: Al Hubbs
President SHA

From: Geoff Thachuk
President Hockey Regina

RE: Notice of Motion – SHA Regulation 8.03.02

Saskatoon included in Motion

When HRI applied to reduce the number of Midget Tier 1 teams two year ago, we were advised to combine Regina and Saskatoon even though the Motion was directed towards only Regina doing so. Based on the advice we received then, we followed the same process this year with our Motion pertaining to Pee Wee and Bantam.

The current SHA Regulation allows Saskatoon to go to four (4) Bantam teams and three (3) Midget teams but they choose to have more teams than they are required, six (6) and five (5) respectively.

We have been in contact with Saskatoon Minor Hockey with respect to our Motion and they have no intention of reducing the number of their Tier 1 Pee Wee and Bantam teams. We note that Saskatoon's Bantam teams will not be joining the Sask Bantam AA league and will play within their own league and be ineligible for Provincials, so our application to reduce our Bantam team numbers is irrelevant as it relates to them.

If the Board so wishes we are prepared to make an amendment to have the reduction in teams to just include Regina and not Saskatoon. Saskatoon has no issues with this being done.

Saskatchewan Bantam AA League

At the Sask Bantam AA League Annual General Meeting on May 5, we advised the members of Regina's intention to reduce the number of teams to three (3) and that we were doing so based solely on our registration numbers. The League has approved our reducing the number of teams and they passed a Motion indicating their support. This has been communicated to you directly by the League President.

In discussion with the teams in the league, most had at a minimum of 45 to 50 players trying out for their teams. Regina had a total of 120 players trying out for our four (4) teams which equated to 30 players per team. This is well below what the majority of the teams had. In fact Prairie Storm had over 85 players trying out for their one team.

Declining Registration

There has been much discussion surrounding the declining number of registrations in the Regina Bantam and Midget divisions. Speculation abounds that recently there are more players quitting hockey at the

Bantam/Midget levels in Regina than previously. In actual fact the % of players that are leaving the game has remained relatively consistent over the last 10 years.

The attrition rates for each age group:

	Atom		Pee Wee		Bantam		Midget		
	9	10	11	12	13	14	15	16	17
10 Year average	0%	1%	-6%	-6%	-9%	-9%	-17%	-24%	-17%
5 Year average	1%	-1%	-7%	-5%	-8%	-8%	-17%	-29%	-15%

It should be noted that for first year bantams (13 year olds), the 5 year average drop-out rate from 2002/03 to 2006/07 was 11% versus the 5 year rate of 2007/08 to 2011/12 of 8%; a reduction of 3%. As can be seen, Regina's drop-out rate in Bantam aged kids has actually decreased over the last few years.

The major reason for the declining participation numbers in Bantam and Midget can be attributed to having fewer players in Novice to begin with. With fewer players starting to play there will be fewer players playing when they get to the higher age groups.

For example, the 2004/05 Novice age group had 450 players. This same group of players was in Bantam in 2010/11 and there were 380 kids still playing. The 2005/06 Novice age group had 375 players. When they got to Bantam in 2011/12 there were 290 kids playing. On the surface it looks like we had 90 kids stop playing in 2011/12 but in reality there were 75 fewer kids to start with.

Shown below are the 7+8 year old registration numbers over the last 14 seasons with the corresponding registration numbers when that group gets to Bantam.

7+8 Year olds		Bantam (13+14)	
Year	Registration #	Year	Registration #
1998/99	510	2004/05	440
1999/00	475	2005/06	405
2000/01	485	2006/07	390
2001/02	485	2007/08	440
(*)2002/03	410	2008/09	335
2003/04	445	2009/10	375
2004/05	450	2010/11	380
2005/06	375	2011/12	290
2006/07	370	(Project) 2012/13	300
2007/08	385	(Project) 2013/14	300
2008/09	420	(Project) 2014/15	345
2009/10	420	(Project) 2015/16	340
2010/11	380	(Project) 2016/17	320
2011/12	435	(Project) 2017/18	350
(Project) 2012/13	470	(Project) 2018/19	380
(Project) 2013/14	490	(Project) 2019/20	400
(Project) 2014/15	515	(Project) 2020/21	415

(*) age change year

As can be seen, the lower the Novice numbers, the lower the Bantam numbers. In the near future, we are projecting our Novice registrations to increase by 17% to 515 players over the next three years. This increase will translate into over 400 players playing Bantam, however this will not be seen for another 7-8 years. At that point in time, we can increase the number of our teams in much the same as Saskatoon has in recent years as the SHA number merely reflects the minimum number of teams our associations must ice. We would, however, have to apply to the League to enter another team (or more if the ratio set out earlier is met).

Attrition rate vs Saskatoon

Non-Contact division

- HRI does recognize that players start to drop out of hockey when they get to Pee Wee. The major reason for this is due to the introduction of contact at the Pee Wee age. The Board feels that there should be a demand for a non-contact division starting in Pee Wee and going right through Midget and at registration time, HRI does offer a non-contact option for players. Unfortunately there is next to zero players that sign up for this option.
- Saskatoon has a very good non-contact division that had in 2011/12 3 Pee Wee teams (45 players), 5 Bantam teams (75 players) and 7 Midget teams (105 players). If Regina had more players requesting non-contact, then we would create a division to accommodate them and our attrition rate would likely be very similar to Saskatoon.

It should be noted that players in Regina have a Non-contact option in Midget as the High Schools offer hockey at the school level and body contact is prohibited. Saskatoon does not have High School hockey. This past season there were 12 high school hockey teams in Regina. Unless they play at a AA Tier 1 level, players can play on a HRI team and a high school team but there are a number of players that just play high school hockey. A conservative estimate would be 45 players in total that only play high school hockey.

Travel for practices

- In the past most of Regina teams have had to travel outside of Regina to attend practices as our ice was limited. It was not unheard of for teams to travel 30-45 miles for a practice at least once a week. This amount of financial and time commitment turned people away from registering to play.

2012/13 and beyond

New Co-operators centre (six rinks)

- With the building of the new Co-operators Centre, HRI is able to offer more practices to its teams thus eliminating the travel for practices. We anticipate this will result in an increase in registrations at the younger age groups which will translate into more kids at the older age divisions.

Non-Contact hockey

- The Board feels that there should be a demand for non-contact hockey in Pee Wee and up. We will be putting a concerted effort into establishing this area of hockey.

In summary, we are working and will keep working to increase the number of players that start playing hockey and will do everything we can to keep them playing.

We would definitely entertain sitting down with the SHA to discuss increasing our numbers. Any help the SHA can offer will be much appreciated.

I can be reached at 530-6273.

Yours truly

Geoff Thachuk
Hockey Regina President

DRAFT

Evaluations/Team selection Questions that need to answered.

- Evaluations: Coaches kids, include only independents numbers?
- Team selection:
 - Atom (1+2) & PW (1+2) all on the table or in flights?
 - Number of guaranteed spots? – Atom (top 44 = 11/team) , PW (top 60 = 12/team), Bantam/Midget (top 22 = 7/team)

Evaluation procedure - summary

Scoring system

- ❖ Use a 1-6 scoring system for all divisions

Evaluators

- ❖ Independent evaluators and coaches for all divisions except for Novice, A3 + Female club teams.
- ❖ Had an independent co-ordinator for Novice and Atom 3.
- ❖ Have independents run the on-ice skill for Novice and all of Atom

NOVICE

- All players registered get one skill session, and 2 scrimmages.
- After the last scrimmage the teams are formed for all levels of Novice

ATOM (Assumes 2 zones)

❖ Tier 1+2

- All players registered for A1+2 get one skill session and one scrimmages
- After second scrimmage, go down to apprx. the top 78 skaters and 12 goalies (plus injured, etc). The top 78 skaters get two more scrimmages at Tier 1. The scores from the first two scrimmages carry forward. ie All players will be evaluated on 4 scrimmages.
- After the two A1 scrimmages the teams are picked
- The A2 players get two more scrimmages. This includes the players not making the initial top 78, plus the players that did not make A1. The scores from the first two A1+2 skates carry forward. ie All players will be evaluated on 4 skates.

❖ Tier 3

- All players get one skill session, and 1 scrimmage.
- This includes players not selected to A2.

PEE WEE

❖ Tier 1+2

- All players registered for P1+2 get two scrimmages
- After second scrimmage, go down to apprx. the top 140 skaters and 20 goalies (plus injured, etc). The top 140 skaters get two more scrimmages at Tier 1. The scores from the first two scrimmages carry forward. ie All players will be evaluated on 4 scrimmages.
- After the two P1 scrimmages the teams are picked
- The P2 players get two more scrimmages. This includes the players not making the initial top 70 plus the players that did not make P1. The scores from the first two P1+2 scrimmages carry forward. ie All players will be evaluated on 4 scrimmages.

❖ **Tier 3**

- All players get two scrimmages. This includes the players not selected for P2
- Scores from P1+2 do not carry forward

BANTAM

❖ **Tier 1**

- All players get 3 scrimmages
- After the third scrimmage the coaches pick 18 skaters each which is three extra.
- The teams have 3 practices and 2 Ex games at which time they finalize the rosters

❖ **Tier 2**

- All players get 3 scrimmages
- Scores do not carry forward from B1

❖ **Tier 3**

- All players get 2 scrimmages
- Scores do not carry forward from B2

MIDGET

❖ **Tier 1**

- All players get 4 scrimmages
- After the fourth scrimmage the coaches pick 22 skaters each which is five extra.
- The teams have 3 practices and 2 Ex games at which time they finalize the rosters

❖ **Tier 2/M15**

- All players get 3 scrimmages
- Scores do not carry forward from M1

❖ **Tier 3**

- All players get 2 scrimmages
- Scores do not carry forward from M2

FEMALE

❖ **Bantam/Midget AA**

- All players get 3 sessions: 3 scrimmages

❖ **Club teams**

- Novice – 1 skill, 1 scrimmage
- Atom/PW/Bantam – 1 skill, 2 scrimmages
- Midget – 2 scrimmages

Team Selection procedure - summary

NOVICE

- Director forms teams based on the evaluation numbers
- The # of teams at each level per zone is based on the following grid:

#Teams/zone	Oiler	Senator	Canuck
3	1	1	1
4	1	2	1
5	2	2	1
6	2	2	2
7	2	3	2
8	3	3	2
9	3	3	3
10	3	4	3
11	3	5	3
12	4	5	3

ATOM

❖ Tier 1 (assume 2 zones, 4 teams per zone)

- Players are ranked from 1- 68 (appx) (4 teams x 17 skaters).
 - Players are grouped in flights of 12 (4 teams x 3 skaters).
 - Injured/missing players are placed in the last flight.
 - Coaches take players from the current flight only.
 - Once there are 4 players left, then the next flight is opened up
 - The top 44 players must be selected (4 teams x 11 skaters). This assumes picking 14 skaters.
 - The top 4 goalies in each zone must be selected.
 - Coaches son/daughter is selected in the round where they are ranked.
- ❖ **Question:** same drafting or make changes to the flights? Rank players in flights of 4. Put 2 flights up to start, the next flight gets added when 4 players are left

ATOM (continued)

❖ Tier 2 (assume 2 zones, 5 teams per zone)

- Players are ranked from 1-90 (apprx) (5 teams x 18 players).
- Players are grouped in flights of 15 (5 teams x 3 players).
- Injured/missing players are placed in the last flight.
- Coaches take players from the current flight only.
- Once there are 5 players left, then the next flight is opened up
- The top 55 players (5 teams x 11 players) and the top 5 goalies in each zone must be selected. This assumes picking 14 skaters.
- Coaches son/daughter is selected in the round where they are ranked.3
- **Question:** same drafting or make changes to the flights? Rank players in flights of 5. Put 2 flights up to start, the next flight gets added when 5 players are left.

❖ Tier 3

- Previous year the director formed the teams
- Players are grouped in flights of "X" (X = # of teams).
- Injured/missing players are placed in the last flight.
- Coaches take players from the current flight only
- Once all players from the flight are taken, the next flight is opened up.

PEE WEE

❖ Tier 1+2 (Number of Tier 1+2 teams TBD)

- Players are ranked from 1- 90 (apprx) (5 teams x 18 skaters)
- Players are grouped in flights of 46 (5 teams x 9 skaters + 1)
- Injured/missing players are placed in the last flight
- Coaches take players from the current flight only
- Once there are 5 skaters left, then the next flight is opened up.
- The top 60 skaters (5 teams x 12 skaters) and top 3 goalies in each zone must be selected. This assumes picking 15 skaters
- Coaches son/daughter is selected in the round where they are ranked.
- **Question:** For P1, do we wish to continue drafting in flights or open it up to anyone in the top 90? Or have same as Atom proposed above?

❖ Tier 3

- Players are grouped in flights of "X" (X = # of teams).
- Injured/missing players are placed in the last flight.
- Coaches take players from the current flight only
- Once all players from the flight are taken, the next flight is opened up.
- **Question:** Use same drafting procedure as Atom?

BANTAM

❖ Tier 1

- Players are ranked from 1- 60 (apprx) (3 teams x 20 skaters)
- Injured/missing players are eligible to be taken
- Coaches take players from anywhere
- The top 24 skaters (3 teams x 8 skaters) and the top 3 goalies must be selected. This assumes picking 15 skaters.
- Each coach will take 3 extra skaters (mandatory), and 1 extra goalie (optional). They will practice 4 times and play 2 Ex games. Then they will get down to their final roster of 15 skaters + 2 goalies. Note the top 23 skaters and 2 goalies must remain in B1
- Coaches son/daughter is selected in the round where they are ranked.

BANTAM

❖ Tier 2

- Players are ranked from 1- 140 (apprx) (7 teams x 20 skaters).
- Injured/missing players are eligible to be taken
- Coaches can take players from anywhere
- The top 56 skaters (7 teams x 8 skaters) and the top 6 goalies must be selected. This assumes picking 15 skaters.
- Coaches son/daughter is selected in the round where they are ranked

❖ Tier 3

- This year, players are grouped in flights of "X" (X = # of teams).
- Injured/missing players are placed in the last flight.
- Coaches take players from the current flight only
- Once all players from the flight are taken, the next flight is opened up.
- Coaches son/daughter is selected in the round where they are ranked
- **Question:** Use same drafting procedure as Atom?

MIDGET

❖ Tier 1

- Players are ranked from 1- 81 (apprx) (3 teams x 27 skaters)
- Injured/missing players are eligible to be taken
- Coaches take players from anywhere
- The top 24 skaters (3 teams x 8 skaters) and top 2 goalies must be selected. This assumes picking 17 skaters.
- Each coach will take 5 extra skaters (mandatory), and 1 extra goalie (optional). They will practice 4 times and play 2 Ex games. Then they will get down to their final roster of 17 skaters + 2 goalies. Note the top 24 skaters and 2 goalies must remain in M1
- Coaches son/daughter is selected in the round where they are ranked.

MIDGET (continued)

❖ Tier 2/M15

- Players are ranked from 1- N.
- All players, including injured/missing players, are eligible to be taken
- For M2, the top 16 skaters (2 teams x 8 skaters) and the top goalie must be selected.
- For M15, the top 56 skaters (7 teams x 8 skaters) and the top 7 goalies must be selected.
- Coaches son/daughter is selected in the round where they are ranked

❖ Tier 3

- Last year coaches could take players from anywhere.
- ***Proposed:*** This year, players are grouped in flights of "X" (X = # of teams).
- Injured/missing players are placed in the last flight.
- Coaches take players from the current flight only
- Once all players from the flight are taken, the next flight is opened up.
- Coaches son/daughter is selected in the round where they are ranked

FEMALE

❖ AA/A

- Players are ranked from 1- 25 (apprx)
- Injured/missing players are eligible to be taken
- The top 10 skaters and top goalie will be on the team.
- The coach will be eligible to select 5 more skaters from the top 25 and 1 goalie from the top 4.

❖ Club

- Players are ranked from 1- N
- Players are grouped in flights of "X" ("X" teams x 3 skaters).
- Injured/missing players are placed in the last flight.
- Coaches take players from the current flight only.
- Once there are "X" players left, then the next flight is opened up
- Coaches son/daughter is selected in the round where they are ranked.



Terms of Reference

Purpose and Objective

The purpose of this document is to establish and document required guidelines for members of the Hockey Regina Incorporated (HRI) Board of Directors. These guidelines are proposed to promote a organizational structure that will assist in a sound decision making process for members of the Board.

The guidelines will provide a process for identifying, minimizing and resolving any real or perceived conflict(s) by a Board member. Also, the guidelines ensure that Board members maintain their integrity and independence while effectively fulfilling their responsibilities as a member of the HRI Board.

These established guidelines have been proposed to ensure that existing as well as new Board members have a full understanding of the Board's values and to assist a Board member in using sound judgment in determining the appropriate action and behavior that should be taken.

Duties as a Board Member

These duties apply to all HRI Board members in their capacity as organizers, facilitators and administrators of programs offered through the organization.

Principles and Standards

Due Diligence

Requires all members of the Board to exercise honesty and in good faith, and act in the best interest of the HRI membership. Members of the Board must consider and understand the effect of their individual actions may have on the integrity and credibility of Board and organization as a whole.

Due to the nature of a Board member's responsibilities, the Board may restrict the activities/duties of the Board member to ensure a real or perceived conflict does not exist.

A Board member's primary duty is to all members of HRI. Board member's must not have a primary duty to a specific group, association and/or organization.

Personal Gains

Board members must not use information obtained as a result of Board business or use their position on the Board to take personal advantage of or a perceived advantage in any business opportunities they become aware of in the process of conducting duties as a Board member.

Confidentiality

Board members must keep all information relating to specific issues confidential at all times. Any information received by a Board member containing specifics on individual members and or Board discussions must remain in confidence.

Confidential information may only be disclosed if it generally available by the membership, required by law or for the purpose which the information has been obtained. Current and former Board members must not use confidential information or opportunities arising from conducting Board duties for personal gain or for the benefit of others.

Media Relations

Public announcements and/or comments are the responsibility of the President position unless otherwise approved by the Board.

All Board members must refrain from correspondence with media regarding the activities of the Board and administration of HRI, unless authorized by the Board to do so. Furthermore, Board members must not make public comments that may cause dissention or adverse affect on the operation of the Board and HRI.

Decision Making

In exercising the powers of a Board member, it is the duty of all members of the Board to exercise the care, skill and diligence that required to exercise a sound decision process for the HRI membership.

In fulfilling this duty, Board members are responsible to ensure they obtain the necessary information and have a clear understanding of the topic to make timely and effective decisions. All Board decisions must be made in compliance with the policies and standards established through due diligence.

Preferred Treatment

All Board members must not use their position/power for benefit or perceived benefit of other individuals or organizations.

Gifts and/or Benefits

A Board member should not accept any gift and/or benefit which may be perceived as payment for services provided through their position with HRI.

A Board member may accept gifts and or benefits which is a:

- normal exchange between friends
- normal exchange of hospitality between persons doing business together
- token exchanged as part of protocol

Other Positions

A Board member can not be a head coach or manager of a HRI team.

Previous Service

A Board member who discontinues service as a Board member must refrain from taking improper advantage of their previous association with the HRI Board. Former Board members must continue to observe the duty of confidentiality unless they have received written authorization from the HRI Board.

Conflict of Interest Procedures

The conflict of interest procedures apply to the HRI Board of Directors with respect to their responsibilities as administrators of the organization. Members of the Board must not knowingly engage their interests, actual or perceived, monetary or otherwise either indirectly or indirectly, in conflict with their responsibilities and duties as a member of the Board.

In a case where a member has entered into a conflict of interest situation the following actions may be taken to diffuse the conflict:

Disclosure

Board members are to disclose in writing to the HRI Board the nature and details of any actual or perceived conflict of interest, which would have a direct impact on their ability to make unbiased decisions affecting specific issues or the organization as a whole.

The President, in consultation with the Board (excluding a member who is in conflict of interest) will determine the appropriate action to be taken. In a case where the President is the member in conflict of interest, the 1st Vice President, in consultation with the Board will determine the appropriate action to be taken.

Abstaining from Voting

Where a Board member has disclosed a conflict of interest to the Board, the member may continue in the discussion session, decision and vote by obtaining prior approval from the Board.

Other Activities

A Board member participating in other activities, directly or indirectly, which may conflict with the duties and responsibilities as a member of the Board, must make disclosure to the Board.

The Board will make recommendation to the member who is in conflict of interest, to comply with one of the following:

- Discontinue the activity
- Appropriate action to diffuse the situation
- Consent from the Board

Breach

In the event a Board member is in breach of the Principles and Standards or the Conflict of Interest Procedures, or a member has failed to remedy a conflict real or perceived, the consequences will reflect the nature and seriousness of the breach.

When dealing with a breach the Board may consider but are not limited to these consequences:

- The Board member may be offered the opportunity to resign from the Board
- The Board may recommend terminating the member from the Board
- The Board member may be required to make full restitution
- The Board may recommend a third party investigation be performed to determine the seriousness of the breach and to determine the consequences
- If the Board member is in breach of the law, the Board will report the member's actions to law enforcement authorities

Board Members Agreement

I _____ have read and understand the Terms of Reference for members of the Hockey Regina Incorporated Board of Directors. As a member of the Board I agree with the Terms of Reference and agree to conduct myself in accordance with these terms.

Signature

Date

Amendment to Regulation 8.03.02(a)(i)(ii) – Number of AA teams (Pee Wee)

Submitted by: Hockey Regina Inc (HRI)

Current wording

Geographic Sub-divisions 2 and 3 must divide via a zone concept or city wide draft into;
: A minimum of six (6) teams in Pee Wee Tier 1
: ...
: ...

Proposed wording

Geographic Sub-divisions 2 and 3 must divide via a zone concept or city wide draft into;
: **A minimum of five (5) teams in Pee Wee Tier 1**
: ...
: ...

Rationale

Regina has had six Tier 1 teams in Pee Wee for a number of years. In 2004/05, there was 470 Pee Wee aged players in Regina, of which 21% were playing Tier 1. Since that time the number of Pee Wee aged players has dropped by 24% down to 356 of which 29% are required to play at the Tier 1 level. Looking at the numbers of players coming into the division in the next few years, this situation is not expected to improve significantly.

In looking at the 2011/12 Pee Wee registration numbers (see below) in the larger centres in Saskatchewan (Regina, Saskatoon, Prince Albert and Moose Jaw) it can be seen that there is a disproportionate number of players at the Pee Wee Tier 1 level in Regina.

PEE WEE				
	<u>Regina</u>	<u>Saskatoon</u>	<u>Prince Albert</u>	<u>Moose Jaw</u>
Total Players playing (*)	356	514	140	107
Total # of Teams	22	33	10	7
# of Tier 1 teams	6	6	1	1
% of players playing Tier 1	29%	20%	12%	16%

(*) 2011/12 Numbers obtained from SHA

Based on the 2011/12 registration numbers, the proportionate number of Pee Wee Tier 1 teams in Regina should be five (5). This will bring the % of players in Pee Wee Tier 1 to 24%, which brings Regina closer to Saskatoon, Prince Albert and Moose Jaw.

HRI wishes to emphasize that this request is not based on the ability of the Regina teams to compete at the AA level, although this is a factor, but rather it is based on having an equal playing field for our Pee Wee teams.

Amendment to Regulation 8.03.02(a)(i)(ii) – Number of AA teams (Bantam)

Submitted by: Hockey Regina Inc (HRI)

Current wording

Geographic Sub-divisions 2 and 3 must divide via a zone concept or city wide draft into;

: ...

: A minimum of four (4) teams in Bantam Tier 1

: ...

Proposed wording

Geographic Sub-divisions 2 and 3 must divide via a zone concept or city wide draft into;

:

: **A minimum of three (3) teams in Bantam Tier 1**

:

Rationale

In 2006/07, Regina went to four Tier 1 teams in Bantam. At that time there were 388 Bantam aged players in Regina, of which 18% were playing Tier 1. Since that time the number of Bantam aged players has dropped by 26% down to 289 of which 24% are required to play at the Tier 1 level. Looking at the numbers of players coming into the division in the next few years, this situation is not expected to improve.

In looking at the 2011/12 Bantam registration numbers (see below) in the larger centres in Saskatchewan (Regina, Saskatoon, Prince Albert and Moose Jaw) it can be seen that there is a disproportionate number of players at the Bantam Tier 1 level in Regina.

BANTAM				
	<u>Regina</u>	<u>Saskatoon</u>	<u>Prince Albert</u>	<u>Moose Jaw</u>
Total Players playing (*)	289	508	104	101
Total # of Teams	17	31	7	6
# of Tier 1 teams	4	6	1	1
% of players playing Tier 1	24%	20%	16%	17%

(*) 2011/12 Numbers obtained from SHA

Based on the 2011/12 registration numbers, the proportionate number of Bantam Tier 1 teams in Regina should be three (3). This will bring the % of players in Bantam Tier 1 to 18%, which brings Regina in line with Saskatoon, Prince Albert and Moose Jaw.

HRI wishes to emphasize that this request is not based on the ability of the Regina teams to compete at the AA level, although this is a factor, but rather it is based on having an equal playing field for our Bantam teams.

April 16, 2012

Memorandum

To: Geoff Tkachuk, President

Hockey Regina Inc.

From: Al Hubbs, President

Saskatchewan Hockey Association

Re: Notices of Motion

On behalf of the SHA Board of Directors I am writing to you in regards to the following Notices of Motion that HRI submitted that they intend to present at the SHA Annual General Meeting in June;

"Geographic Sub-divisions 2 and 3 must divide via a zone concept or city wide draft into:

: A minimum of three (3) teams in Bantam Tier 1

Geographic Sub-divisions 2 and 3 must divide via a zone concept or city wide draft into:

: A minimum of six (6) teams in Pee Wee Tier 1"

The SHA Board of Directors reviewed the HRI Proposals and has taken the following stance:

- They are not in support of these proposed changes for the 2012/13 playing season due to the fact that this year's SHA AGM is not a Regulation change year even though there is an opportunity within the SHA Bylaws to change Regulations at the AGM.
- The wording within the proposed Regulations would see changes to both Regina and Saskatoon even though the rationale used displays distinct registration differences between the two

Associations so why would changes to the minimum number of teams apply to both Associations.

- There was a drop in Bantam registration within HRI of 96 in the past year and 116 from the 2006 registration totals. Has HRI surveyed the players who chose not to re-register in the game to determine why they have chosen not to continue playing hockey? This not only affected Bantam hockey in HRI this season but will also affect Midget Hockey for the next three years.
- What are the pre-registration totals for the 2012/13 season since HRI asks the members in the current year to pre-register by the end of March?
- What is Hockey Regina doing from a League Structure/Programming perspective to address the reduction in Bantam/Midget registrations over the past number of years?
 - o HRI versus SMHA Comparison

	HRI	SMHA
▪ 2011/12	619	1028
▪ 2010/11	707	1040
▪ 2009/10	732	1060
▪ 2008/09	739	1060
▪ 2007/08	831	1071
▪ 2006/07	863	1062
▪ 2005/06	825	1084
▪ 2004/05	942	1165

- What is the stance of the Saskatchewan Bantam AA Hockey League regarding your proposal to reduce the number of Bantam teams in Regina by 1? Do they support you?

The SHA Board of Directors are not opposed to HRI presenting the notices of motion during a Regulation Change year in 2013, however, as stated earlier, they are not in favor of supporting them this year. SHA Bylaw 2.08.04 reads "The Notice of Motion regarding amendments to the Regulations may be waived by a three-quarter vote in the affirmative of the delegates at the Annual General Meeting present and voting; provided that no such amendment to the regulation will be entertained if it is not introduced during the first plenary session"

If you would like to schedule a meeting to discuss this topic and those addressed within this memo, please feel free to contact me.

To: Al Hubbs
President SHA

From: Geoff Thachuk
President Hockey Regina

RE: Notice of Motion – SHA Regulation 8.03.02

Saskatoon included in Motion

When HRI applied to reduce the number of Midget Tier 1 teams two year ago, we were advised to combine Regina and Saskatoon even though the Motion was directed towards only Regina doing so. Based on the advice we received then, we followed the same process this year with our Motion pertaining to Pee Wee and Bantam.

The current SHA Regulation allows Saskatoon to go to four (4) Bantam teams and three (3) Midget teams but they choose to have more teams than they are required, six (6) and five (5) respectively.

We have been in contact with Saskatoon Minor Hockey with respect to our Motion and they have no intention of reducing the number of their Tier 1 Pee Wee and Bantam teams. We note that Saskatoon's Bantam teams will not be joining the Sask Bantam AA league and will play within their own league and be ineligible for Provincials, so our application to reduce our Bantam team numbers is irrelevant as it relates to them.

If the Board so wishes we are prepared to make an amendment to have the reduction in teams to just include Regina and not Saskatoon. Saskatoon has no issues with this being done.

Saskatchewan Bantam AA League

At the Sask Bantam AA League Annual General Meeting on May 5, we advised the members of Regina's intention to reduce the number of teams to three (3) and that we were doing so based solely on our registration numbers. The League has approved our reducing the number of teams and they passed a Motion indicating their support. This has been communicated to you directly by the League President.

In discussion with the teams in the league, most had at a minimum of 45 to 50 players trying out for their teams. Regina had a total of 120 players trying out for our four (4) teams which equated to 30 players per team. This is well below what the majority of the teams had. In fact Prairie Storm had over 85 players trying out for their one team.

Declining Registration

There has been much discussion surrounding the declining number of registrations in the Regina Bantam and Midget divisions. Speculation abounds that recently there are more players quitting hockey at the

Bantam/Midget levels in Regina than previously. In actual fact the % of players that are leaving the game has remained relatively consistent over the last 10 years.

The attrition rates for each age group:

	Atom		Pee Wee		Bantam		Midget		
	9	10	11	12	13	14	15	16	17
10 Year average	0%	1%	-6%	-6%	-9%	-9%	-17%	-24%	-17%
5 Year average	1%	-1%	-7%	-5%	-8%	-8%	-17%	-29%	-15%

It should be noted that for first year bantams (13 year olds), the 5 year average drop-out rate from 2002/03 to 2006/07 was 11% versus the 5 year rate of 2007/08 to 2011/12 of 8%; a reduction of 3%. As can be seen, Regina's drop-out rate in Bantam aged kids has actually decreased over the last few years.

The major reason for the declining participation numbers in Bantam and Midget can be attributed to having fewer players in Novice to begin with. With fewer players starting to play there will be fewer players playing when they get to the higher age groups.

For example, the 2004/05 Novice age group had 450 players. This same group of players was in Bantam in 2010/11 and there were 380 kids still playing. The 2005/06 Novice age group had 375 players. When they got to Bantam in 2011/12 there were 290 kids playing. On the surface it looks like we had 90 kids stop playing in 2011/12 but in reality there were 75 fewer kids to start with.

Shown below are the 7+8 year old registration numbers over the last 14 seasons with the corresponding registration numbers when that group gets to Bantam.

7+8 Year olds		Bantam (13+14)	
Year	Registration #	Year	Registration #
1998/99	510	2004/05	440
1999/00	475	2005/06	405
2000/01	485	2006/07	390
2001/02	485	2007/08	440
(*)2002/03	410	2008/09	335
2003/04	445	2009/10	375
2004/05	450	2010/11	380
2005/06	375	2011/12	290
2006/07	370	(Project) 2012/13	300
2007/08	385	(Project) 2013/14	300
2008/09	420	(Project) 2014/15	345
2009/10	420	(Project) 2015/16	340
2010/11	380	(Project) 2016/17	320
2011/12	435	(Project) 2017/18	350
(Project) 2012/13	470	(Project) 2018/19	380
(Project) 2013/14	490	(Project) 2019/20	400
(Project) 2014/15	515	(Project) 2020/21	415

(*) age change year

As can be seen, the lower the Novice numbers, the lower the Bantam numbers. In the near future, we are projecting our Novice registrations to increase by 17% to 515 players over the next three years. This increase will translate into over 400 players playing Bantam, however this will not be seen for another 7-8 years. At that point in time, we can increase the number of our teams in much the same as Saskatoon has in recent years as the SHA number merely reflects the minimum number of teams our associations must ice. We would, however, have to apply to the League to enter another team (or more if the ratio set out earlier is met).

Attrition rate vs Saskatoon

Non-Contact division

- HRI does recognize that players start to drop out of hockey when they get to Pee Wee. The major reason for this is due to the introduction of contact at the Pee Wee age. The Board feels that there should be a demand for a non-contact division starting in Pee Wee and going right through Midget and at registration time, HRI does offer a non-contact option for players. Unfortunately there is next to zero players that sign up for this option.
- Saskatoon has a very good non-contact division that had in 2011/12 3 Pee Wee teams (45 players), 5 Bantam teams (75 players) and 7 Midget teams (105 players). If Regina had more players requesting non-contact, then we would create a division to accommodate them and our attrition rate would likely be very similar to Saskatoon.

It should be noted that players in Regina have a Non-contact option in Midget as the High Schools offer hockey at the school level and body contact is prohibited. Saskatoon does not have High School hockey. This past season there were 12 high school hockey teams in Regina. Unless they play at a AA Tier 1 level, players can play on a HRI team and a high school team but there are a number of players that just play high school hockey. A conservative estimate would be 45 players in total that only play high school hockey.

Travel for practices

- In the past most of Regina teams have had to travel outside of Regina to attend practices as our ice was limited. It was not unheard of for teams to travel 30-45 miles for a practice at least once a week. This amount of financial and time commitment turned people away from registering to play.

2012/13 and beyond

New Co-operators centre (six rinks)

- With the building of the new Co-operators Centre, HRI is able to offer more practices to its teams thus eliminating the travel for practices. We anticipate this will result in an increase in registrations at the younger age groups which will translate into more kids at the older age divisions.

Non-Contact hockey

- The Board feels that there should be a demand for non-contact hockey in Pee Wee and up. We will be putting a concerted effort into establishing this area of hockey.

In summary, we are working and will keep working to increase the number of players that start playing hockey and will do everything we can to keep them playing.

We would definitely entertain sitting down with the SHA to discuss increasing our numbers. Any help the SHA can offer will be much appreciated.

I can be reached at 530-6273.

Yours truly

Geoff Thachuk
Hockey Regina President

DRAFT

Dear Kelly:

The SFMAAAHL held our year end meeting on May 5, 2012. A motion was passed asking the executive to forward a letter to the SHA seeking clarity and expressing concerns regarding Notre Dame's decision to operate teams in the Junior Women's Hockey League and in the SFMAAAHL beginning next season.

Mr. Eric Lockwood and Mr. Rob Palmarin from Notre Dame attended the meeting to provide background and answer questions. Following the discussion, a number of questions remain. The level of concern among our teams is high largely due to the many unknowns presented by this new scenario.

The SFMAAAHL requires absolute clarity on the following issues prior to our annual general meeting on June 9, 2012:

1. Player Affiliation

- a. What provisions will Notre Dame be required to follow in relation to player affiliation?
- b. Will the restrictions on the use of 14-17 year old players outlined in Hockey Canada's Canadian Development Model apply to Notre Dame's JWHL team?
- c. Which of the following affiliation options will be available for Notre Dame's JWHL team: Team-to-Team, Specially Affiliated Players, Club System?

The issues surrounding affiliation are of concern as league members worry there will be an overlapping of rosters between Notre Dame's JWHL and SFMAAAHL teams.

2. Player Recruitment

- a. What guidelines must Notre Dame's female hockey program follow when recruiting players from SFMAAAHL teams?

3. Notre Dame's SFMAAAHL Membership

- a. Does the movement of Notre Dame's top female team to the JWHL impact their status and membership in the SFMAAAHL?
- b. Does the SHA view Notre Dame's 2012-2013 entry in the SFMAAAHL as a "new team" requiring both SHA and league approval to enter?

4. Saskatchewan's Ability to Support Nine Elite Level female Midget Teams?

- a. Are there enough elite players to fill nine primarily midget aged rosters?
- b. Is there another option available to Notre Dame other than entry in to both the SFMAAAHL and JWHL?

The league executive and membership require your assistance to help us determine the best option for the development of our league. We are very concerned that Notre Dame's decision to run JWHL and SFMAAAHL teams will negatively impact our league. Thank you in advance for your assistance.



1. DEFINITIONS OF ABUSE

Child abuse is any form of physical, emotional and/or sexual mistreatment or lack of care which causes physical injury or emotional damage to a child. A common characteristic of all forms of abuse against children and youth is an abuse of power or authority and/or breach of trust. Across Canada a person is considered a child up to the age of 16 to 19 years depending on provincial legislation.

2. EMOTIONAL ABUSE

Emotional abuse is a chronic attack on a child's self-esteem; it is psychologically destructive behavior by a person in a position of power, authority or trust. It can take the form of name-calling, threatening, ridiculing, berating, intimidating, isolating, hazing or ignoring the child's needs.

3. PHYSICAL ABUSE

Physical abuse is when a person in a position of power or trust purposefully injures or threatens to injure a child or youth. This may take the form of slapping, hitting, shaking, kicking, pulling hair or ears, throwing, and shoving, and grabbing, hazing or excessive exercise as a form of punishment.

4. NEGLECT

Neglect is chronic inattention to the basic necessities of life such as clothing, shelter, nutritious diets, education, good hygiene, supervision, medical and dental care, adequate rest, safe environment, moral guidance and discipline, exercise and fresh air. This may occur in hockey when injuries are not adequately treated or players are made to play with injuries, equipment is inadequate or unsafe, no-one intervenes when team members are persistently harassing another player, or road trips are not properly supervised.

5. SEXUAL ABUSE

Sexual abuse is when a young person is used by an older child, adolescent or adult for his or her own sexual stimulation or gratification. There are two categories:

Contact

- touched or fondled in sexual areas
- forced to touch another person's sexual areas
- kissed or held in a sexual manner
- forced to perform oral sex
- vaginal or anal intercourse
- vaginal or anal penetration with an object or finger
- sexually oriented hazing

Non-Contact

- obscene remarks on phone/computer or in notes
- voyeurism
- shown pornography
- forced to watch sexual acts
- sexually intrusive questions and comments
- forced to pose for sexual photographs or videos
- forced to self-masturbate or forced to watch others masturbate

6. DEFINITION OF HARASSMENT

Harassment is defined as conduct, gestures or comments which are insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to an individual or group of individuals, and which create a hostile or intimidating environment for work or sports activities, or which negatively affect performance or work conditions. Any of the different forms of harassment must be based on the grounds prohibited in human rights legislation, such as race, ethnicity, color, religion, age, sex, marital status, family status, disability, pardoned conviction and sexual orientation. Harassment may occur among anyone over the age of 12, between peers (e.g.: player to player of the same age group, parent to official, coach to coach) or between someone in a position of power or authority and an adult in a subordinate position (e.g.: coach to player, sports administrator to employee).

The following is a non-exhaustive list of examples of harassment:

1. Unwelcome jokes, innuendo or teasing about a person's body, looks, race, sexual orientation etc.
2. condescending, patronizing, threatening or punishing actions which undermine self-esteem
3. practical jokes which cause awkwardness or embarrassment, or may endanger a person's safety
4. degrading or inappropriate hazing rituals
5. unwanted or unnecessary physical contact including touching, patting, pinching
6. unwanted conduct, comments, gestures or invitations of a sexual nature which are likely to cause offence or humiliation, or which might on reasonable grounds be perceived as placing a condition of a sexual nature on employment or on any opportunity for training or advancement
7. sexual assault or physical assault

It is important to note that the behaviors described in items 5 to 7, when directed towards a child or youth, constitute abuse under child protection legislation. This may also be true of other behaviors, for example, certain hazing practices. In such cases, the duty to report provisions of the Recognition and Prevention of Abuse Policy are applicable.

7. DEFINITION OF BULLYING

Bullying involves a person expressing their power through the humiliation of another person. Bullying describes behaviors that are similar to harassment, but occur between children under the age of twelve, or behaviors between youth or between adults that are not addressed under human rights laws. Bullies are typically cruel, demeaning and hostile towards the targets of their bullying. The issue of bullying is not addressed by the law; however, bullying behavior is similar to harassment in that it is defined as hurtful interpersonal mistreatment of a person. Bullying can be broken down into four types; physical (hit or kick victims; take/damage personal property), verbal (name calling; insults; constant teasing), relational (try to cut off victims from social connection by convincing peers to exclude or reject a certain person), and reactive (engage in bullying as well as provoke bullies to attack by taunting them). The following is a non exhaustive list of tactics used by bullies to control their targets:

1. unwarranted yelling and screaming directed at the target
2. continually criticizing the target's abilities
3. blaming the target of the bullying for mistakes
4. making unreasonable demands related to performance
5. repeated insults or put downs of the target
6. repeated threats to remove or restrict opportunities or privileges
7. denying or discounting the targets accomplishments
8. Threats of and actual physical violence

8. DUTY TO REPORT ABUSE, HARASSMENT, OR BULLYING

Any member having first hand knowledge of an incident of abuse, harassment, or bullying shall immediately report the suspected abuse, harassment, or bullying to a member of the Board of Directors who will bring it forth to the entire Board of Directors to make a situation based assessment. As required, any allegation made verbally or by email by a member of HRI of abuse, harassment, or bullying by another member of HRI and/or independent team official will be required to be followed up in writing to the President of HRI.

In situations where there is a written complaint made to a Division Director or the Office of Hockey Regina regarding hockey operations, a response will be provided from a representative of HRI. In situations where the complaint involves parent/guardian/coach conduct, the Division Director/Director of Suspension &

Officials/Director of Coaching Development may individually or collectively review and/or investigate and provide a response, which may include recommendations for further action, disciplinary or otherwise. Those situations wherein the complaint is related to governance of HRI, including Board of Director conduct, an individual/committee as appointed/established by the Board of Director's will conduct a review and may make recommendations for further investigation. Special situations of an immediate nature involving verbal complaints, which clearly demonstrate that the well being of a player or member is at risk, may be investigated and acted upon provided they are followed up in writing. A hearing may be held at the discretion of the Division Director where the parties are to be given an opportunity to be heard either orally or in writing. Following the hearing/investigation, a decision relating to any suspensions or other disciplinary actions will be made and communicated, in writing, to the parties.

HRI follows the Hockey Canada protocol for harassment/abuse situations. Upon receipt, written or verbal, of a harassment/abuse allegation, an individual/committee as designated by the President will review the situation and make recommendations for follow-up. The individual/committee reserves the right to forward allegations to the appropriate Police Service or Child Protection Agency. All allegations regarding discrimination and racism must be reported to the appropriate Division Director. Complaints involving discrimination or racism will be coordinated with Sask Sport and will follow their protocol for investigation and discipline. Repeat offenses are subject to indefinite suspension until reviewed.

The Division Directors are responsible for administering the Rules and Regulations of Hockey Regina in their respective Divisions. This includes specific and discretionary suspension in coordination with the Director of Officials/Suspensions.



Alcohol and Drug Policy

The intent of the alcohol and drug policy is to provide a safe and professional environment for children involved in the sport of hockey in Regina. Hockey Regina Incorporated strictly prohibits the use of beverage alcohol and illicit drugs by players and team officials during any regular season, playoff, tournament, and provincial qualifying games. Hockey Regina Incorporated encourages all parents, guardians, and spectators to adhere to the use of sound practical judgment in relation to the subject matter of alcohol and illicit drugs when attending to any regular season, playoff, tournament, and provincial qualifying game. Hockey Regina Incorporated recognizes that it does not have any sanction in regard to the use of beverage alcohol or illicit drugs outside of the afore mentioned situations (i.e.: transportation, residency, and lodging); it strongly discourages its use. However, any situation that brings or causes disrepute to the reputation of Hockey Regina Incorporated or jeopardizes the safety of a player will be reviewed by the Board of Directors or a committee appointed by the Board of Directors and will be subject to discipline as decided by the Board of Directors or appointed committee.



HOCKEY CANADA CO-ED DRESSING ROOM POLICY

The following is the policy of Hockey Canada with respect to co-ed dressing:

Hockey Canada firmly believes in accommodating both genders in our great game. We further believe in balancing this goal with the safety, privacy, modesty and wishes of ALL our members without compromising the aspects of camaraderie, social integration and bonding inherent in a team sport. This policy attempts to meet all these goals while providing a safe and respectful environment for our participants.

1. **Hockey Canada stresses the importance of coaches in ensuring both male and female players have equal access to pre and post team sessions and to all team related activities.**
2. Hockey Canada recognizes the physical limitations of some facilities and encourages our members to work with local facility management to ensure that appropriate changing facilities are available to both genders.
3. Hockey Canada allows co-ed dressing room situations to exist at the Initiation Program, Novice and Atom levels, 5-10 years of age provided participants in a co-ed situation either arrive in full equipment or wear at a minimum gym shorts or long underwear as well as a full t-shirt (no tank tops) all of which must be in good condition and without holes/tears.
4. At the Pee-Wee (11 years old) level and above the following conditions will apply in all co-ed team environments:
 - Females and males will change in separate rooms
 - Both genders shall congregate in one dressing room fully prepared to participate in the game/practice not more than 15 minutes prior to the scheduled ice time unless otherwise indicated (to be there earlier) by the coaching staff.
 - The lesser represented gender shall depart the dressing room not more than 15 minutes after the game/practice unless otherwise indicated (to stay longer) by the coaching staff.
 - The gender in the majority shall not begin changing, helmets, gloves and skates excepted, prior to the departure of the lesser represented gender.

- When necessary, due to facility limitations, dressing and showering shall be done in shifts with the gender in the majority dressing and showering first. Once the room with shower facilities has been fully vacated the lesser represented gender may use the shower facilities.

It is the belief of Hockey Canada that these provisions adequately address issues of team unity/camaraderie and provide for the modesty/privacy of all participants.

Note: Hockey Canada Branches that have mediated Human Rights settlements within their Province/Territory with respect to specific co-ed dressing room parameters are exempted from this policy within their jurisdictions and may continue to adhere to previously mediated settlements.

PLAYER ICE TIME EQUALITY GUIDELINES

a) HRI. specifies that the coaches are to rotate players so all receive equitable ice time. Persistent long shifting of one player or line will not be tolerated. Violations of equitable ice time are subject to suspension of the coach(es).

b) In the Novice division, all five players must change on every line change where there are 10 skaters dressed for any given game (exhibition and tournament games included). In the Atom division, coaches are required to play 9 forwards on teams with 13 or more skaters. No double shifting of any player is allowed in the atom and below age division (tiered house). Double shifting is described as being the act of leaving a player on the ice for two consecutive shifts; the exception to this rule would be the replacement of a defenseman during a penalty kill.

c) Coaches in the Atom and Novice Division are encouraged to meet before each game for the purpose of matching lines to ensure players of near equal ability are competing against one another.

d) The Hockey Regina Board of Directors recognizes that this regulation can be difficult to interpret and therefore provides the following guidelines:

- i. Every player (skater) should have a reasonable expectation of playing every 3rd shift of every game for teams with 3 forward lines and 3 sets of defensemen.
- ii. Every goalie should have a reasonable expectation to play ½ of all games (whether that is ½ of each game or rotating games is decision of the coach). The goaltending rotation should be communicated to the player and parents.
- iii. If a player is absent for any reason from a game, then it would not be reasonable to expect to make up the shifts lost. For example, if a goalie misses a game that they were expected to play in, it is not reasonable to expect that the rotation would change to accommodate (although it is expected that coaches will work around planned absences where possible in making the goalie assignments).
- iv. Team rules agreed up by players and coaches at the beginning of the year can include the disciplinary action of sitting out a predetermined amount of time. This guideline is not intended to negate the coaches' ability to discipline players.
- v. A coach must have the discretion to bench a player for disciplinary reasons, but should be communicating this to the player and parents.
- vi. Injuries: If a player is injured during a game and sits out a few shifts, they should not expect to make up the missed shifts.
- vii. Specialty Teams: Hockey Regina believes that all players should be taught how to play in power play, penalty killing and end-of game situations and be given the opportunity to gain experience in these specialty team situations.
- viii. During penalty killing situations, it is not reasonable to expect the same player to sit out while short handed.

- ix. One player or one line should not be consistently shifted longer than the other players or lines. This will happen from time to time, but it is not reasonable to expect that it would happen consistently through several games.
- x. If a team is missing a player or players, other players may get more ice time to make up for missing players. It is the coaches' discretion to which players get the additional ice time. Each player should still reasonably expect to play every 3rd shift.

PROTOCOL FOR EQUITABLE ICE POLICY

- a) Hockey Regina's Equitable Ice Policy applies to all teams playing in Hockey Regina.
- b) Steps
 - i. Parents who feel their coach has not followed the Equitable Ice Policy should speak directly with their coach along with the team parent rep (liaison, manager, third party), after observing the 24-hour policy. The meeting discussions should be documented.
 - ii. If no resolution is reached, the parent should contact the Division Director and provide documentation of initial coach's meeting.
 - iii. The Division Director will investigate and contact the coach with his/her findings. If the director has determined that the coach has not been following the Equitable Ice Policy, the coach will be warned to immediately make sure he or she follows the policy. The first offence for continuation failing to follow the policy is a one game suspension.
 - iv. The Division Director, on their own accord will continue to monitor the teams use of equitable ice.
 - v. Should the coach continue failing to follow HRI's Equitable Ice Policy, more substantial suspensions will follow as per the Code of Discipline Minimum Suspensions Chart.



Hockey Regina Inc Privacy Code

Introduction

Hockey Regina Inc. (HRI) is a non-profit organization which administers and delivers minor hockey programs for children and young adults from the age of 5 to 20.

In order to maintain and enhance the programs delivered, HRI must collect and use personal information. HRI may occasionally make use of third-party marketing companies who would have access to personal information. These companies are bound by confidentiality requirements and they are required to use the information only for those purposes specified by HRI.

By developing and adopting this privacy code, HRI is demonstrating its' commitment to protect the personal information of both members and employees. The code consists of ten interrelated principles to which HRI privacy practices must adhere.

This code outlines the guidelines by which HRI operates to protect the privacy of members' and employees' personal information.

This Code conforms to the requirements set out under Part 1 of the *Personal Information Protection and Electronic Documents Act*, which came into force on January 1, 2001.

Principle 1: HRI accountability

HRI is responsible for all personal information under its control, including personal information disclosed to third parties for processing. HRI shall designate an individual who is accountable for the organizations' compliance with this Code.

One individual within the organization is responsible for HRI compliance with this Code even though other individuals within the organization may be responsible for the day-to-day collection and processing of personal information. Other individuals within the organization may be delegated to act on behalf of the designated individual.

The identity of the individual designated by HRI to oversee the association's compliance with this Code shall be made known internally and shall be made available to members upon request.

HRI shall use contractual or other means to protect personal information that has been disclosed to third parties for processing, for example, for registration, parent evaluations, player evaluations and interviewing purposes.

HRI shall implement policies and practices to give effect to this Code, including:

- Implementing procedures to protect personal information
- Establishing procedures to receive and respond to complaints and inquiries
- Training staff to understand and adhere to HRI policies and procedures
- Informing staff and members of the association's policy and procedures

Principle 2: Identifying the purposes for personal information collection

HRI shall identify the purposes for which personal information is collected at or before the time the information is collected.

2.1 HRI collects personal information for the purpose of membership, registration, coach selection, team selection, the marketing and delivery of new programs and related services, insurance and purposes required by the SHA and Hockey Canada. HRI does not rent, sell or trade mailing lists for any reason.

2.2 HRI collects this information when a person applies for membership. Employee information is collected upon hiring. At the time that the information is collected the member or employee may expect an explanation of how their personal information is being used.

2.3 If HRI proposes to use personal information for a purpose not previously identified the new purpose shall be identified and documented prior to the new use, as in 2.1. Unless the new purpose is required or permitted by law, the consent of the member is required before the information can be used for that purpose. (See Principle 3 below—Consent)

Principle 3: Obtaining consent

HRI shall obtain consent from their members and employees before or when they collect, use, or disclose personal information, except where inappropriate. HRI shall make reasonable efforts when obtaining consents to ensure that members and employees understand how personal information will be used and disclosed by the association.

3.1 Consent is required for the collection of personal information and the subsequent use or disclosure of this information. In most cases, HRI will seek consent for the use or disclosure of the information at the time of collection. When HRI wants to use information for a purpose not previously identified, consent with respect to use or disclosure may be sought after the information has been collected, but before it is used.

3.2 HRI may collect, use, or disclose personal information without a member's knowledge or consent in instances where legal or security reasons, or the welfare of an individual, might make it impossible or impractical to seek consent. All of the circumstances where HRI may collect, use, or disclose personal information without a member's knowledge or consent which are specified and permitted by legislation.

3.3 HRI shall ensure that anyone applying for membership is made aware of why the association needs the personal information and how the personal information will be used. To make the consent informed and meaningful, the purposes must be stated so that a member can reasonably understand how the information will be used or disclosed.

3.4 HRI may not, as a condition of providing membership, require a member to consent to the collection, use or disclosure of personal information beyond that required to deliver programs associated with membership itself.

3.5 Consent can be either expressed or implied. The form of consent sought by HRI may vary, depending upon the circumstances and the type of information. In determining the form of consent to use, HRI shall take into account the sensitivity of the information and the reasonable expectations of the member. HRI will generally seek express consent when the information is likely to be considered sensitive. Implied consent is typically appropriate when the information is less sensitive.

3.6 Members can provide consent in many ways. For example:

- An application form must be used to seek consent, collect information and inform the member of the purposes for which the information will be used. By completing and signing the form, the member is giving express consent to the collection and use of the information for the specified purposes;
- A check-off box may be used to allow members to request that their names and addresses not be used or disclosed for secondary or non-related purposes. Members who do not check the box are assumed to have given implied consent for use of their personal information for the specified purposes;
- Express consent may be given orally when information is collected over the telephone; however a written record should be made of such consent or refusal;
- Consent may be given at the time that the member participates in a program and, in such cases, the decision of an individual to participate may constitute express or implied consent to the collection, use or disclosure of personal information for the specified purposes.

3.7 Members may withdraw consent at any time, subject to legal or contractual restrictions and reasonable notice. HRI shall inform members of the implications of withdrawing consent.

3.8 Consent to collect and maintain information about employees will normally be obtained at the time of recruitment, except in circumstances specified and permitted by legislation other information related to the employee's service with the association will be added to an employee's file with the employee's knowledge.

Principle 4: Limiting the collection of personal information

The collection of personal information by HRI shall be limited to that which is necessary for the purposes identified by the organization. Information shall be collected by fair and lawful means.

4.1 HRI shall collect only the amount and type of personal information needed for specified purposes that have been documented by the organization and identified to members and employees. HRI shall specify the type of personal information collected as part of their information management policies and practices.

4.2 HRI shall not mislead or deceive members or employees about the purposes for which personal information is being collected.

Principle 5: Limiting use, disclosure, and retention of personal information

Personal information shall not be used or disclosed by HRI for purposes other than those for which it was collected, except with the consent of the customer or an employee, or as required by law. Personal information shall be retained only as long as necessary for the fulfillment of those purposes.

5.1 HRI has a records retention policy that specifies the length of time that any record must be maintained. All personal information is accessible only by HRI personnel, or third party companies, who need access to that information for the completion of their work.

5.2 HRI destroys, erases, or makes anonymous any personal information that is no longer required to fulfill the identified purposes.

Principle 6: Keeping personal information accurate

HRI shall keep personal information as accurate, complete, and up-to-date as necessary for the purposes for which it is to be used.

6.1 Information shall be sufficiently accurate, complete, and up-to-date so as to minimize the possibility that inappropriate information may be used to make a decision about the member or employee.

6.2 HRI shall keep personal information that is used on an on-going basis, including information that is disclosed to third parties, accurate and up-to-date.

6.3 HRI shall not routinely update personal information where such information is not needed to fulfill the purposes for which it was collected.

Principle 7: Safeguarding personal information

HRI shall protect personal information with security safeguards appropriate to the sensitivity of the information.

7.1 The security safeguards shall protect personal information against loss or theft, as well as unauthorized access, disclosure, copying, use, or modification, regardless of the format in which the information is held.

7.2 Member information is kept in paper and electronic forms that are accessible only to those who require it to perform their duties. Employee information is maintained by the Executive Committee.

7.3 HRI shall make their employees aware of the importance of maintaining the confidentiality of personal information.

7.4 HRI shall dispose of personal information in a manner that prevents unauthorized parties from gaining access to the information.

Principle 8: Being open about policies and procedures

HRI shall make readily available to members and employees specific information about their policies and procedures relating to the management of personal information.

8.1 HRI shall be open about their policies and procedures with respect to the management of personal information. Member and employees shall be able to acquire information about the association's policies and procedures at minimal cost and without unreasonable effort. This information shall be made available in a form that is generally understandable.

8.2 The information made available by HRI shall include:

- the name, title and address of the individual who is accountable for a association's policies and procedures and to whom complaints or inquiries can be forwarded;

- the means of gaining access to personal information held by HRI
- a description of the type of personal information held by an association, including a general account of its use
- a copy of any documents that describe the association's privacy policies, standards, and/or codes; and
- a description of personal information made available to volunteers

Principle 9: Providing access to personal information

Upon written request, and unless prohibited by law, HRI shall inform members and employees of the existence, use, and disclosure of their personal information and provide access to that information. An individual shall be able to challenge the accuracy and completeness of the information and have it amended as appropriate.

9.1 Upon written request, HRI shall inform a member or employee whether or not the association holds personal information about them, and should indicate the source of this information. If the association possesses such information, it shall allow the member or employee access to this information. In addition, the association shall provide an account of the use that has been made or is being made of this information and an account of the third parties to which it has been disclosed.

9.2 HRI may require a customer or employee to provide sufficient information to permit the association to provide an account of the existence, use, and disclosure of personal information. The information provided shall only be used for this purpose.

9.3 In certain situations, HRI may not be able to provide access to all the personal information it holds. Exceptions to the access requirement are limited to those allowed or required under law.

9.4 In providing an account of third parties to which it has been disclosed personal information, HRI shall attempt to be as specific as possible. When it is not possible to provide a list of the actual organizations to which it has disclosed information, HRI shall provide a list of organizations to which it may have disclosed the information.

9.5 HRI shall respond to a member or employee request within a reasonable time and at a minimal or no cost. The requested information shall be provided or made available in a form that is generally understandable.

9.6 When a member or employee successfully challenges the accuracy or completeness of personal information, HRI shall correct, delete, or add information as required. Where

appropriate, the amended information shall be transmitted to third parties having access to the information in question.

9.7 When a challenge is not resolved to the satisfaction of the member or employee, HRI shall record the substance of the unresolved challenge in the personal information relating to the member or employee. Where appropriate, the existence or the unresolved challenge shall be transmitted to third parties having access to the information in question.

Principle 10: Challenging compliance

An HRI member or employee shall be able to address a challenge concerning compliance with the above principles to the designated individual accountable for HRI compliance.

10.1 Questions, concerns, or complaints about privacy at HRI should be forwarded to:

Hockey Regina Inc
Attention: Privacy Officer
1308 Winnipeg Street
Regina, SK
S4S 6G6

10.2 HRI shall investigate all complaints. If a complaint is found to be justified, the association shall take appropriate measures, including amending its policies and procedures if necessary.

10.3 HRI shall inform members who lodge complaints, or inquire about complaint procedures, that they can contact the duly elected President of HRI. In the event the President is not able to resolve the issue, the member can bring the matter to the attention of the Office of the Privacy Commissioner.

10.4 Employees also have recourse to the Office of the Privacy Commissioner if they consider HRI has not responded satisfactorily to their complaint or inquiry.



REFEREE POLICY

- Contact with referees is prohibited by any parent/guardian prior to, during, and after any league, tournament, provincial qualifying, and playoff game. Contact refers to any verbal dialogue, gesture, and/or physical touching.
- A parent/coach and or independent coach may, for the purpose of pointing out a correction to a game sheet, approach a referee post game.
- No parent/coach, independent coach, or parents shall enter into the referee room. If the referee agrees to talk with a coach, any such conversation will take place outside the referee room and only in the presence of the head coach and one assistant coach.
- The decision of a referee during a game is deemed as final. No parent/coach, independent coach, and/or parent of a player shall attempt to persuade a referee to change their decision during or post game. This is not intended to discourage in any way or by any means the required or necessary dialogue that a coach may have with a referee during game play. It is reasonable for a coach to request clarification on a referee's decision during a game.
- Threatening and/or intimidation of a referee will not be tolerated under any circumstances.
- Where a parent breaches any of the expected rules of conduct in relation to referee contact and the identity of the parent is unknown but can be conclusively determined by the Division Director which team the parent is associated with; failure of the team to provide the name of the parent responsible may result in the suspension of the head coach to be determined by the Board of Directors.
- Complaints with regard to any failure to comply with these rules will only be received from RHOA. Reported occurrences by RHOA to HRI will be investigated immediately by the Board of Directors or any committee directed by the Board of Directors. The Board of Directors reserves the right to determine any action as they deem reasonable to rectify the situation.

Evaluation procedure - summary

Scoring system

- ❖ Use a 1-6 scoring system for all divisions

Evaluators

- ❖ Independent evaluators and coaches for all divisions except for Novice, A3 + Female club teams.
- ❖ Had an independent co-ordinator for Novice and Atom 3.
- ❖ Have independents run the on-ice skill for Novice and all of Atom

NOVICE

- All players registered get one skill session, and 2 scrimmages.
- After the last scrimmage the teams are formed for all levels of Novice

ATOM (Assumes 2 zones)

❖ Tier 1+2

- All players registered for A1+2 get one skill session and one scrimmages
- After second scrimmage, go down to apprx. the top 78 skaters and 12 goalies (plus injured, etc). The top 78 skaters get two more scrimmages at Tier 1. The scores from the first two scrimmages carry forward. ie All players will be evaluated on 4 scrimmages.
- After the two A1 scrimmages the teams are picked
- The A2 players get two more scrimmages. This includes the players not making the initial top 78, plus the players that did not make A1. The scores from the first two A1+2 skates carry forward. ie All players will be evaluated on 4 skates.

❖ Tier 3

- All players get one skill session, and 1 scrimmage.
- This includes players not selected to A2.

PEE WEE

❖ Tier 1+2

- All players registered for P1+2 get two scrimmages
- After second scrimmage, go down to apprx. the top 140 skaters and 20 goalies (plus injured, etc). The top 140 skaters get two more scrimmages at Tier 1. The scores from the first two scrimmages carry forward. ie All players will be evaluated on 4 scrimmages.
- After the two P1 scrimmages the teams are picked
- The P2 players get two more scrimmages. This includes the players not making the initial top 70 plus the players that did not make P1. The scores from the first two P1+2 scrimmages carry forward. ie All players will be evaluated on 4 scrimmages.

❖ **Tier 3**

- All players get two scrimmages. This includes the players not selected for P2
- Scores from P1+2 do not carry forward

BANTAM

❖ **Tier 1**

- All players get 3 scrimmages
- After the third scrimmage the coaches pick 18 skaters each which is three extra.
- The teams have 3 practices and 2 Ex games at which time they finalize the rosters

❖ **Tier 2**

- All players get 3 scrimmages
- Scores do not carry forward from B1

❖ **Tier 3**

- All players get 2 scrimmages
- Scores do not carry forward from B2

MIDGET

❖ **Tier 1**

- All players get 4 scrimmages
- After the fourth scrimmage the coaches pick 22 skaters each which is five extra.
- The teams have 3 practices and 2 Ex games at which time they finalize the rosters

❖ **Tier 2/M15**

- All players get 3 scrimmages
- Scores do not carry forward from M1

❖ **Tier 3**

- All players get 2 scrimmages
- Scores do not carry forward from M2

FEMALE

❖ **Bantam/Midget AA**

- All players get 3 sessions: 1 skill, 2 scrimmages
- Do we drop the skill session and go with 3 scrimmages?

❖ **Club teams**

- Novice – 1 skill, 1 scrimmage
- Atom/PW/Bantam – 1 skill, 2 scrimmages
- Midget – 2 scrimmages

Team Selection procedure - summary

NOVICE

- Director forms teams based on the evaluation numbers
- The # of teams at each level per zone is based on the following grid:

#Teams/zone	Oiler	Senator	Canuck
3	1	1	1
4	1	2	1
5	2	2	1
6	2	2	2
7	2	3	2
8	3	3	2
9	3	3	3
10	3	4	3
11	3	5	3
12	4	5	3

ATOM

❖ Tier 1 (assume 2 zones, 4 teams per zone)

- Players are ranked from 1- 68 (appx) (4 teams x 17 skaters).
 - Players are grouped in flights of 12 (4 teams x 3 skaters).
 - Injured/missing players are placed in the last flight.
 - Coaches take players from the current flight only.
 - Once there are 4 players left, then the next flight is opened up
 - The top 44 players must be selected (4 teams x 11 skaters). This assumes picking 14 skaters.
 - The top 4 goalies in each zone must be selected.
 - Coaches son/daughter is selected in the round where they are ranked.
- ❖ **Question:** same drafting or make changes to the flights? Rank players in flights of 4. Put 2 flights up to start, the next flight gets added when 4 players are left

ATOM (continued)

❖ Tier 2 (assume 2 zones, 5 teams per zone)

- Players are ranked from 1-90 (apprx) (5 teams x 18 players).
- Players are grouped in flights of 15 (5 teams x 3 players).
- Injured/missing players are placed in the last flight.
- Coaches take players from the current flight only.
- Once there are 5 players left, then the next flight is opened up
- The top 55 players (5 teams x 11 players) and the top 5 goalies in each zone must be selected. This assumes picking 14 skaters.
- Coaches son/daughter is selected in the round where they are ranked.³
- **Question:** same drafting or make changes to the flights? Rank players in flights of 5. Put 2 flights up to start, the next flight gets added when 5 players are left.

❖ Tier 3

- Previous year the director formed the teams
- Players are grouped in flights of "X" (X = # of teams).
- Injured/missing players are placed in the last flight.
- Coaches take players from the current flight only
- Once all players from the flight are taken, the next flight is opened up.

PEE WEE

❖ Tier 1+2 (Number of Tier 1+2 teams TBD)

- Players are ranked from 1- 90 (apprx) (5 teams x 18 skaters)
- Players are grouped in flights of 46 (5 teams x 9 skaters + 1)
- Injured/missing players are placed in the last flight
- Coaches take players from the current flight only
- Once there are 5 skaters left, then the next flight is opened up.
- The top 60 skaters (5 teams x 12 skaters) and top 3 goalies in each zone must be selected. This assumes picking 15 skaters
- Coaches son/daughter is selected in the round where they are ranked.
- **Question:** For P1, do we wish to continue drafting in flights or open it up to anyone in the top 90? Or have same as Atom proposed above?

❖ Tier 3

- Players are grouped in flights of "X" (X = # of teams).
- Injured/missing players are placed in the last flight.
- Coaches take players from the current flight only
- Once all players from the flight are taken, the next flight is opened up.
- **Question:** Use same drafting procedure as Atom?

BANTAM

❖ Tier 1

- Players are ranked from 1- 60 (apprx) (3 teams x 20 skaters)
- Injured/missing players are eligible to be taken
- Coaches take players from anywhere
- The top 24 skaters (3 teams x 8 skaters) and the top 3 goalies must be selected. This assumes picking 15 skaters.
- Each coach will take 3 extra skaters (mandatory), and 1 extra goalie (optional). They will practice 4 times and play 2 Ex games. Then they will get down to their final roster of 15 skaters + 2 goalies. Note the top 23 skaters and 2 goalies must remain in B1
- Coaches son/daughter is selected in the round where they are ranked.

BANTAM

❖ Tier 2

- Players are ranked from 1- 140 (apprx) (7 teams x 20 skaters).
- Injured/missing players are eligible to be taken
- Coaches can take players from anywhere
- The top 56 skaters (7 teams x 8 skaters) and the top 6 goalies must be selected. This assumes picking 15 skaters.
- Coaches son/daughter is selected in the round where they are ranked

❖ Tier 3

- This year, players are grouped in flights of "X" (X = # of teams).
- Injured/missing players are placed in the last flight.
- Coaches take players from the current flight only
- Once all players from the flight are taken, the next flight is opened up.
- Coaches son/daughter is selected in the round where they are ranked
- **Question:** Use same drafting procedure as Atom?

MIDGET

❖ Tier 1

- Players are ranked from 1- 81 (apprx) (3 teams x 27 skaters)
- Injured/missing players are eligible to be taken
- Coaches take players from anywhere
- The top 24 skaters (3 teams x 8 skaters) and top 2 goalies must be selected. This assumes picking 17 skaters.
- Each coach will take 5 extra skaters (mandatory), and 1 extra goalie (optional). They will practice 4 times and play 2 Ex games. Then they will get down to their final roster of 17 skaters + 2 goalies. Note the top 24 skaters and 2 goalies must remain in M1
- Coaches son/daughter is selected in the round where they are ranked.

MIDGET (continued)

❖ **Tier 2/M15**

- Players are ranked from 1- N.
- All players, including injured/missing players, are eligible to be taken
- For M2, the top 16 skaters (2 teams x 8 skaters) and the top goalie must be selected.
- For M15, the top 56 skaters (7 teams x 8 skaters) and the top 7 goalies must be selected.
- Coaches son/daughter is selected in the round where they are ranked

❖ **Tier 3**

- Last year coaches could take players from anywhere.
- ***Proposed:*** This year, players are grouped in flights of "X" (X = # of teams).
- Injured/missing players are placed in the last flight.
- Coaches take players from the current flight only
- Once all players from the flight are taken, the next flight is opened up.
- Coaches son/daughter is selected in the round where they are ranked

FEMALE

❖ **AA/A**

- Players are ranked from 1- 25 (apprx)
- Injured/missing players are eligible to be taken
- The top 10 skaters and top goalie will be on the team.
- The coach will be eligible to select 5 more skaters from the top 25 and 1 goalie from the top 4.

❖ **Club**

- Players are ranked from 1- N
- Players are grouped in flights of "X" ("X" teams x 3 skaters).
- Injured/missing players are placed in the last flight.
- Coaches take players from the current flight only.
- Once there are "X" players left, then the next flight is opened up
- Coaches son/daughter is selected in the round where they are ranked.