

Hockey Regina Inc
Board of Directors Meeting
Minutes
Tuesday May 14, 2013

Attendance:

Joanne Merk	Teresa Jordan	
Lester Boey	Rick Hagglund	Stephen Egar (Chair)
Courtney Birnie	Mandi Wilkinson	
Michael Ah-Fat	Blair Watson (Staff)	

Regrets:

Larry Wees	Neil Hruska
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1. Call to order

Stephen called the meeting to order at 7:05PM.

2. Approval of previous minutes

MOTION: To approve the previous minutes. Moved Teresa, Seconded Mandi
CARRIED

3. Business arising out of Minutes

- Strategic Planning
 - Coaching Mentor - 4 people have applied for the position. Blair with SHA involvement, will be interviewing the candidates May 29+30. Person should be in place by June 1

4. Evaluation procedure (Appendix A)

- Blair went over the summary of the evaluation procedure
- No major changes from previous years
- For A1 and P1, after the initial cut down, the scores from the initial skates will not carry forward

5. Team selection procedure (Appendix B)

- Minor tweak in Novice grid. Now the same as Saskatoon
- No protecting of assistant coaches by head coaches
- General discussion on rules/procedures pertaining to the drafts
- Teresa to work on document for next meeting

6. Female discussion (Appendix C)

- Mike Merk, Rodney Hammett, Ward McDougal made a presentation pertaining to Female hockey
- Want to form a PW AA team at the start of the season
- Currently outside Regina players are not eligible to tryout for any AA team until have played 3 years on a HRI team.
- They wish to allow Associate players to tryout right away
- Lester indicated that it would be very likely that the South Sask Female league would not allow the PW AA team to play in the Bantam division.
- Concern regarding the competitiveness of the other PW teams
- General discussion regarding allowing Associate girls to tryout. Feeling was that the 3 year rule should be reduced to 1 year.
- Lester to follow-up on the South Sask option

7. Rebels Coaching

- Kim Perepulak was the only person to apply to coach the Rebels

MOTION: To reappoint Kim Perepeluk as the Rebels head coach. Moved Rick, Seconded Lester CARRIED

8. Coach interviews

- Discussion on who to interview the coaches
- Consensus was to recruit individuals to interview the coaches for all divisions along with the respective division director

9. South Sask/Bantam AA league updates

- Blair attended the league meetings the previous weekend
 - SBAAHL:
 - Application from Saskatoon to bring 4 teams to the league was not accepted. The league wants Saskatoon to bring 5 teams to the league
 - Scheduling meeting Sept 7 in Craik
 - SSMHL
 - Pipestone will rejoin the league for the upcoming season
 - 15 teams, 3 pools, 36 game schedule
 - Scheduling meeting Sept 8 in Regina

10. Non-contact division

- Blair indicated that there is a good possibility that contact will be eliminated from PW at the National level
- Revisit next meeting

11. Directors reports

None

Adjourned at 10:00pm

Next Meeting

May 14, 2013

7:00PM @ HRI

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 + Female club teams.
- ❖ Only independents evaluated the coaches kids.
- ❖ Had an independent co-ordinator for Novice.
- ❖ Have independents run the on-ice skill for Novice and all of Atom

NOVICE

- All players registered get two skill sessions, and 1 scrimmage.
- 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 **will not** carry forward. (NEW)
- 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 **will not** forward. ie All players will be evaluated on 4 skates. (NEW)

❖ Tier 3

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

PEE WEE

❖ Tier 1

- All players get two scrimmages
- After second scrimmage, go down to apprx. the top 110 skaters and 16 goalies (plus injured, etc). The top 110 skaters get two more scrimmages at Tier 1. The scores from the first two scrimmages **WILL NOT** forward. (NEW)
- After the two P1 scrimmages the teams are picked

Question: Need to figure out 2A + 2B + 3 with respect to evaluations. Last year no separate evaluations for 2B; if we wish to continue 2A+2B+3, there will have to make cuts from 2B to 3 due to numbers. (Currently only 36 skaters registered for T3)

❖ Tier 2 (???)

- All players registered for P2 get three scrimmages (??).
- Scores from P1 will not carry forward.

❖ Tier 3

- All players get two scrimmages. This includes the players not selected for P2
- Scores from P2 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 – 1 skill, 2 scrimmages
- Bantam/Midget – 2 scrimmages

Team Selection procedure - summary

NOVICE

- Director forms teams based on the evaluation numbers
- Last year the Oiler division picked their own teams (**Continue??**)
- 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	1	2	2
6	2	2	2
7	2	3	2
8	2	4	2
9	3	3	3
10	3	4	3
11	3	5	3
12	3	6	3

ATOM

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

- Players are ranked from 1- 68 (appx) (4 teams x 17 skaters).
- Injured/missing players are eligible to be taken.
- Coaches take players from anywhere.
- 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.
- Head coach was allowed to name an Assistant coach (**Continue??**)
- Coaches son/daughter is selected in the round where they are ranked.

ATOM (continued)

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

- Players are ranked from 1-68 (apprx) (4 teams x 17 players).
- Injured/missing players are eligible to be taken.
- Players are grouped in flights of 4
- Put 2 flights up to start, the next flight gets added when 4 players are left.
- Injured/missing players are placed in the last flight.
- Coaches take players from the current flight only.
- The top 44 players (4 teams x 11 players) and the top 5 goalies in each zone must be selected. This assumes picking 14 skaters.
- Head coach was allowed to name an Assistant coach (**Continue??**)
- Coaches son/daughter is selected in the round where they are ranked.

❖ 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

- Players are ranked from 1- 90 (apprx) (5 teams x 18 skaters).
- Injured/missing players are eligible to be taken.
- Coaches take players from anywhere.
- The top 60 players must be selected (5 teams x 12 skaters). This assumes picking 14 skaters.
- The top 5 goalies in must be selected.
- Head coach was allowed to name an Assistant coach (**Continue??**)
- Coaches son/daughter is selected in the round where they are ranked.

❖ Tier 2 (# of teams TBD)

- Players are ranked from 1- 90 (apprx) (5 teams x 18 skaters)
- Injured/missing players are eligible to be taken.
- Players are grouped in flights of 5.
- Put 2 flights up to start, the next flight gets added when 5 players are left.
- 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
- Head coach was allowed to name an Assistant coach (**Continue??**)
- Coaches son/daughter is selected in the round where they are ranked.

❖ **Tier 3**

- Players are grouped in flights of “X” (X = # of teams).
- Players are grouped in flights of X.
- Put 2 flights up to start, the next flight gets added when X players are left.
- Injured/missing players are placed in the last flight
- Coaches take players from the current flight only

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
- Head coach was allowed to name an Assistant coach (**Continue??**)
- Coaches son/daughter is selected in the round where they are ranked.

BANTAM

❖ **Tier 2**

- Players are ranked from 1- 120 (apprx) (6 teams x 20 skaters).
- Injured/missing players are eligible to be taken
- Coaches can take players from anywhere
- The top 48 skaters (6 teams x 8 skaters) and the top 6 goalies must be selected. This assumes picking 15 skaters.
- Head coach was allowed to name an Assistant coach (**Continue??**)
- 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).
- Players are grouped in flights of X.
- Put 2 flights up to start, the next flight gets added when X players are left.
- 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.
- Head coach was allowed to name an Assistant coach (**Continue??**)
- Coaches son/daughter is selected in the round where they are ranked

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 are eligible to protect up to six skaters from the previous year's team.
- Protected players are selected in the round where they are ranked.

❖ Tier 2/M15

- Players are ranked from 1- N.
- Injured/missing players are eligible to be taken.
- All players, including injured/missing players, are eligible to be taken
- For M2, the top 24 skaters (3 teams x 8 skaters) and the top 3 goalies 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.
- 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.

Tiered Female Division

Date: May 14, 2013

Prepared by: Mike Merk, Rodney Hammett and Ward MacDougall

This proposal is asking that HRI look allowing female players from the surrounding areas in Regina to come and tryout for our Tiered programs and to establish a tiered structure in the female program for the 2013-2014 season.

As the female program sits today, the Regina teams are very competitive and in most divisions we tend to be in the finals or are champions in our playoff finals. Although the success of winning is a positive thing for the players, we feel that there are gaps in ability to grow the program to attract the female players from Ringette and as well from entering the male divisions where parents feel that their daughters will get a higher level of development. We also feel that there is an appearance that the program is designed to benefit the middle to bottom skilled players and does not offer an option for those more competitive players similar to the boys program.

As a result, parents have to spend more money on power skating, hockey schools and even Spring AAA Hockey to get their child more opportunity to develop. Although these are choices, they are also short in time and do not always provide the most cost effective and full benefit to the players wishing to get more out of their season. A typical season runs from October to April which is 7 months of the year and most of the other options above go from 1 week to 2 to 3 months. Although these programs do offer some benefit, they do not offer the full benefit that a 7 month program should provide.

On the boys side, there are options for players to tryout or choose the level they want to try to play in during a season. If a player chooses to play at a level other than tier 1 because they are not as committed or financially it is less to play in a lower division they have that option.

The boys divisions also split the players by skill level to ensure that players are developing at the appropriate level. Although there are still gaps between top and bottom players at a Tier 1 or 2 level, the gap is closed in a tiered system allowing players the opportunity to develop at an appropriate level. Practices are run at a tempo that is benefiting both the top and bottom players.

On the female side, these players just end up quitting. There are many players in smaller communities who do not have female programs to go to and are sometimes stuck playing with the local boys teams in order to play hockey. They get to the Pee Wee or Bantam ages where they are unable to compete either physically, don't want to play with the boys or due to the level of play increasing beyond their skill level and end up quitting. Yet on the female side they may be a top end player who could have potential to get more out of the sport.

This proposal is asking that HRI please look at options on how we can be creative to provide different Tier levels in the female program. This will allow for those families that want high commitment, higher level of development and more competitive environments to work towards making these teams. It would also allow for players who want less commitment and are in it more for the social aspect to meet their needs.

It has been mentioned that we can't do this on the girls side due to the number of players registered at each level. Although the numbers are lower, we do believe that there are options that could provide a solution or option for families.

As an example, the past season we lowered the Bantam AA division from 4 teams to 3 teams to be more competitive in the league. This also increased the competitiveness and level of development of the kids by eliminating 17 kids from the AA division making it a much more skilled and faster for practices and games.

In the Bantam AA tryouts, we had a total of 119 kids tryout which if divided by the 3 teams is approximately 40 kids trying out for each team. In the Pee Wee Female division last year, there were 46 players evaluated for 3 teams. If we were to use the same ratio as the boy's side, this should allow us to have one Tier 1 team and 2 Tier 2 teams.

Argument can be that if we take the stronger players out of the mix of players that the teams in the Tier 2 division would not compete. This we would have to agree at the start, but with good coaching and more puck time for these girls, they would get stronger. The teams as they stand today have 1 to 5 players that have the puck 80% of the time they are on the ice while the other girls watch them rush the puck. This is no different on the boys side in the younger age groups, but you find that as the boys move up divisions, there is less time and space and they have to develop more team skills to succeed because there is tiered structure in the system placing like players with like players.

The last argument against doing this is that there is no league to play in. This is where we feel we have to get creative. Here are some points that could help support Tiering the female division:

- The female divisions from Novice right through to Midget all travel so there is not a restriction that would limit us from pursuing a South Sask league at a younger age for elite teams. We travel 2 hours to Estevan to play so why would it matter if we were two hours to Swift Current, Saskatoon, Yorkton, etc...
- Saskatoon has tiered their girls program in the past and are looking to go back to a tiered structure. Two years ago they tiered Novice and Atom teams who went and played in the Atom II boys divisions and as well have tiered the Pee Wee division who went and played in the Bantam A female division.
- To increase numbers, Saskatoon has opened up the borders and let communities outside their city into the female program. In Pee Wee they have traditionally used a 80 km radius, bantam 120 km and midget 160 km based upon SHA rules for provincials. Players must get their release from their local team in order to play in Saskatoon. For Regina, this would mean allowing the

players from Milestone, Lumsden, Fort Quappelle, Balgonie, Pilot Butte, White City, etc... to come and play in the system to try out for the more competitive teams.

There are many benefits to finding an option to provide a more competitive option for the female divisions. These are some of the key benefits that we see:

- The biggest one is allowing players to develop at a level that they can feel comfortable at. Coaching a team with various skill levels tends to force coaches to run practices within practices in order to push their top players while developing their weaker players to be able to play with the more skilled players. In many cases the practice is brought down to the lower end not pushing the players at the top end. Tiered structure will allow the coaches and players to be pushed at the appropriate level because the gap from top to bottom is smaller allowing for development at both levels to happen at a pace that is appropriate.
- The development of players over the 7 months would be greater than that in the 1 week or 3 months that are provided by hockey schools or AAA hockey. As an example, our Provincial AA team last year was similar to that of a AAA program. We were able to get 6 or 7 practice and two games. There was progress with these girls, but would have been greater if we could keep that team together all year practicing for 40 to 50 ice times.
- We could see the female numbers grow. By providing various levels of competitive divisions, we could establish a non-competitive division that practices less, plays same amount of games, but pays less. At the younger ages, this might draw more female players in because they don't have the high cost in their first years or future years if hockey is not their child's first love, but they love to play. The ringette program has a lowered fee for their younger age groups allowing families to try it out. The cost of equipment can be expensive enough to try the sport and the added cost on top of the equipment makes it less attractive for families.

Below are some options that we feel would work:

1. Option 1, we would open the borders as Saskatoon allowing these players to tryout for our Tiered teams. We could establish a Tier 1 team at every level from Novice to the Bantam AA Ravens and have the Tier 1 teams play a division up. For example, the Novice Tier 1 team would play in the Atom division, Atom Tier 1 in the Pee Wee and so on. This would allow for those more skilled and competitive girls to play at a higher level and provides an option in each division for those families who wish to play in a less competitive option. The other benefit would be that we keep the females playing female hockey.
2. Option 2 would be the same as the option 1 except that if a non-contact division is formed, we could have the Tier 1 teams play in these divisions on the boy's side. This would make it competitive for the females on the Tier 1 team, but would see some concerns if the boys at the older age divisions didn't like playing the girls, you could put the female players at risk of being hit and hurt. Also many females move away from the boys or don't enter the boys divisions because they want to play with other girls.
3. Develop a traveling team at each level that would practice 1 to 2 times a week on top of the club team and would attend 2-3 tournaments. The scheduling for this could be difficult, but if the

travelling team schedule was set at the start of the season, a coach could pick their practices, games and tournaments around this. The down side would be that you may not find tournament for these teams and may increase the cost having to travel long distances.

4. Don't change, but allow players who wish to move up a division to do so. Although this meets individual needs, it would make it tough to develop rules that would determine whether or not a player can move up or not. This also opens the door that everyone will want to move up which is not the intent of this option.

Our recommendation:

We would like to recommend that we perform a trial at the Pee Wee and Bantam levels. In Bantam, allow girls who have played in the HRI system from out of town over the past 3 years to try out for the Bantam AA Ravens. Allow anyone who has not played in HRI to come in for the Bantam A program with a stipulation that after 1 year they may be allowed to tryout for tiered teams. .

In Pee Wee, we recommend that we tier the girls using the same format as above allowing those who have played in the system to tryout and the others to play in the Pee Wee A division. The AA team would play in the Bantam A division for the 2013-14 season. If we do not get players from outside the city to come, then we would see the Pee Wee division reduced by one team for the one year while we pilot this suggestion. If successful, it could be implemented down to the Novice division and all divisions would then return to the same number of teams except the Novice division would be one team less unless numbers increase by drawing the out of town players in to the system.