

**Hockey Regina Inc**  
**Board of Directors Meeting**  
**Minutes**  
**Tuesday January 5, 2016**

**Attendance:**

Larry Wees (Chair)	Trevor Mitchell	Michael Ah-Fat
Mark Burton	Tom Millette	Brad Hunt
Christie Bjolverud	Ian Jones	Randy Steeves
Andrea Hoffman	Courtney Birnie	Rick Hagglund
Stephen Egar (Past President)		
Blair Watson (Staff)		

**Regrets:**

**1. Call to order**

Larry called the meeting to order at 7:01PM.

**2. Bantam AA proposal (Appendix A)**

- Proposal has been in the works since November
- Larry had a discussion with SHA
  - SHA handbook says teams to be formed by draft or zones, however SHA would not say HRI could not do this
- Larry talked to the Bantam AA President (Larry Kienas)
  - Currently it is not in the SBAAHL Bylaws, but it probably will be discussed at their AGM
- Discussion on merits of a Major1, Minor and Major2
  - In comparing the Regina teams with the rest of the league, all teams top 4 scorers account for 50-65% of a teams scoring
  - Only apprx 10-15 spots open for 2<sup>nd</sup> year Bantam A players
  - Unsure if equal ice time would be solved
  - The minor team might not be competitive, might cause players to drop
  - Put Major1 team in another division; same as ND Bantam AAA
  - Regina might not big enough to do age splits like Winnipeg does
  - Need to educate our coaches wrt ice time
  - The size difference in the 1<sup>st</sup> year player is huge. They might not be competitive at all
- We need something/program for the higher end player
  - When/what it looks like
  - Does HRI mandate support this?

- *MOTION: To approve the formation of a Major1 team, a Major2 team and a Minor team. Moved Rick, Seconded Andrea. DEFEATED. Tom and Michael abstained*

### **3. Old Business (Appendix B)**

#### **a. Midget 15 AA team**

- Is there enough 15 year olds playing Midget AA? History says that between 15-20 15 year olds played AA
- *MOTION: To form a 15 year old Midget AA team, subject to a review at the evaluations. Moved Tom, Seconded Rick. CARRIED*

#### **b. Eligibility for Midget AAA**

- *MOTION: To only allow players from Regina that played in HRI the previous year to be able to try out for the Pat Canadians. Moved Randy, Seconded Trevor DEFEATED*

#### **c. Number of imports on Midget AAA teams**

- *MOTION: To increase the amount of Regina residents on the Pat Canadians to a minimum of 15. Moved Tom, Seconded Andrea. CARRIED*
- Need to have a discussion with the Rebels prior to making a decision on the number of imports

#### **d. Bantam AA Protected players**

- *MOTION: To allow a coach the option to protect players that played on the team the previous season. These players would be their first picks. Moved Rick, Seconded Randy CARRIED. Tom abstained*

### **4. Midget 15 league (Appendix C)**

- *MOTION: To not have a Midget 15-Tier 2 division. Moved Rick, Seconded Tom. CARRIED*

### **5. Midget B Non-contact**

- Defer to another meeting

### **6. Next Meeting**

Feb 2

7:00PM @ HRI



A

**Board of Directors**  
**AGENDA ITEM**

**MEETING:** January 5, 2016

**AGENDA ITEM:** BANTAM AA TEAM COMPOSITION PILOT

**SPONSOR:** Bantam AA and Pee wee AA Parents

---

**RECOMMENDATION:**

That the Board of Directors approve a two year pilot project, commencing in the 2016/17 season, restructuring the composition of the three Bantam AA teams according to the following categories of skill and age:

- A. Bantam AA Major1 – comprised of the top 17 second year players
  - B. Bantam AA Minor – comprised of the top 17 first year players
  - C. Bantam Major2 – comprised of the remaining Bantam AA caliber first and second year players
- 

**BACKGROUND:**

Regina's Bantam AA program has some very positive features including excellent facilities and scheduling, good coaching, a competitive league in the SBA AHL and the hosting of a world class bantam AA tournament however, there are serious shortcomings in the program that need addressing, namely:

1. The three blended teams approach lends itself to violations of HRI's equitable ice policy. It is evident that the Regina draft produces teams that are "marginally competitive" in the league. Most coaches respond by concentrating ice-time on the top 5 to 7 players on their respective teams - all at the expense of the development of many players who deserve more than what they receive from the program. *We need to keep these underserved players registered and playing throughout their midget years but we lose these players, often due to their bantam experience!*
2. Development of the highly skilled players is impaired as they often do not practice or play with equally skilled players

**Examples:**

- i) The top defensemen are rarely paired with equally skilled defenseman which limits the caliber and complexity of the defensive systems used in practice or in game settings, and;
- ii) Forward lines are blended to spread the skill deficit across the team, challenging the team's breakout or offensive zone systems.





3. Further to point 2 above, HRI has no response to the risk of losing highly skilled players to Notre Dame or other AAA programs - a phenomenon that Regina is uniquely vulnerable to due to its proximity to Wilcox. (see attached story of Dec. 16)
4. Lesser skilled players' development in game settings is impaired because they do not see sufficient ice and are rarely used on the PP or PK. This impacts their confidence and subsequently their development at the Bantam level.
5. The blended Regina teams, historically in the mid to lower half of the standings, are essentially providing a service to other SBAHL by serving up competition for other communities' development. These communities typically have two key advantages: a) greater numbers of players trying out for their one team, and b) chemistry in terms of the same players playing together each year.
6. It is clearly the case that our Bantam families with players in the AA calibre range believe that the Bantam AA program is due for improvements. Can we not do more for these families that have shown their commitment in terms of time, volunteerism, and expense in additional skills development to further their children's progress in the sport?

### **PILOT PROJECT PROPOSAL**

This proposal is about addressing Regina's unique needs and circumstances. It is not so much about competitiveness, but rather, player development. If the practice to double or triple the ice time of top players to compete is not addressed then the development goals of the organization as a whole remain unattainable.

Consider the following:

#### **Current Situation with 3 Blended Teams (45 skaters not including goalies):**

- ☒ No. of players seeing most ice/PP/PK = 15 (1<sup>st</sup> line and top 2 D on each team)
- ☒ No. of players getting balanced ice: = 15 (2<sup>nd</sup> line and D3/4 on each team)
- ☒ No. of players getting insufficient ice to develop = 15 (3<sup>rd</sup> line & D5/6 per team)

### **VERSUS**

#### **Pilot Project Team Composition:**

- ☒ Number of players getting most ice and situations = 10 (estimate)
- ☒ Number of players getting balanced ice: 35 (an improvement for 20 players!)

**Rationale:** in the new format all teams will rely on a deeper bench as their rosters will reflect more balance in skills so there will be more managed use of top end players and less mistreatment of the lesser skilled players. The new structure results in only 10 or so of the top players getting top situational ice which is a reality of the sport that cannot be denied; however, ice time is more manageable with a balanced bench and being more proactive and effective at coach monitoring and mentorship.



### **ADDITIONAL COMMENTS**

#### **Rationale for Major1 Team**

- ✓ Players of equivalent calibre practice and play together
- ✓ It provides Regina a response to the risk of losing players to Notre Dame/other academies (potentially a loss of four players any given year)
- ✓ More competitive teams than what HRI has entered in the Bantam AA league for many, many years
- ✓ This team may enter AAA tournaments in Medicine Hat, Calgary or elsewhere and have a good chance of being competitive. This option improves the HRI Bantam program immensely as our teams don't dare go to these tournaments now (or they go naively – e.g. 2011 Silver Foxes in Medicine Hat)
- ✓ A potential roster for this team in 2016/17 year foretells a team that will not dominate or run roughshod over the league or the other Regina teams. It will undoubtedly be the best Regina team but by no means the best Saskatchewan team - that standing would have to be earned by defeating the likes of Sask Valley, Humboldt, Yorkton and NE WolfPack who will be the dominant teams again next year (not to mention the Saskatoon teams).
- ✓ This team will better showcase HRI's draftable calibre players!

#### **Rationale for Major2 Team**

Historically many of these players have not received their due share of ice time to develop and the problem persists...year after year.

- ✓ These players need the right atmosphere to develop both physically and psychologically.
- ✓ This team provides all players the opportunity to be leaders, PP and PK special team contributors, and most importantly, all players will see more ice at full strength. The playing time will improve their development for Midget.
- ✓ *We need to keep these players registered and playing throughout their midget years but we lose many due to their bantam experience.*
- ✓ Some may suggest that this team will not be competitive however the team will be equivalent in calibre to the existing blended teams with much more upside potential due to the more balanced approach to bench management while meeting HRI's development goals. This team's roster is arguably a true Bantam AA roster!

#### **Rationale for the Bantam AA Minor team**

- ✓ Equivalent in calibre to a current blended teams
- ✓ Gives them two years to play together and develop skills and chemistry
- ✓ No guarantee they are Major1 next year. They have to earn the spot as there may be players from Major2 that can move to Major1 in the subsequent year.





## Coach and Team Selection

An important advantage to the pilot project is the simplification of the draft process and all the ensuing "politics" and gamesmanship. The HRI Coaching Selection Committee will continue to select the coaches with the additional consideration of the new structure and the optimal coach for each of teams.

*It will be important to emphasize to all families of players trying out for Bantam AA that they have an equal opportunity to make the teams that they are age eligible for. The independent evaluations will be retained however the coaches will select their respective teams on the condition that HRI retains final authorization to approve the rosters to ensure that the team composition process has checks and balances. The exact mechanics for the draft have yet to be finalized but initial thoughts are that the Major1 and Minor teams draft first followed by the Major2 team.*

## Response to the League (if required)

- It is important to note that the Major2 team and the Minor team will be equivalent in calibre to the existing three blended teams so there is a negligible impact on the league from that perspective.
- A probably roster for 2016/17 Major1 team foretells a team that only matches the depth of the top non-Regina teams that typically dominate this league.
- The other teams are better served having the opportunity to play our Major1 calibre team as well as the blended calibre teams (Major2 and Minor) equivalent in competition to what they receive from Regina today. Arguably this change improves the league and is a win-win for Regina and the SBAHL.

## ALTERNATIVES:

1. Keep the Status Quo:

**NOT RECOMMENDED:** Keeping the status quo does not address the problems inherent in the HRI Bantam AA program. We have an obligation to improve the program for all members including those who need sufficient ice time to develop as they are on the high performance track and those who are arguably already high performance players. The HRI Bantam program can be improved significantly by simply changing how the teams are packaged.

2. Create One Major1 team and Two Blended teams:

**NOT RECOMMENDED:** This alternative defeats the strategy to develop chemistry by having the top 1<sup>st</sup> year athletes playing potentially two years together. Further, it will result in two blended teams that will be prone to the same development flaws existing today i.e. most of the ice going to the top 15 players.



MEETING: January 5, 2016  
SUBJECT: Bantam AA Team Composition Pilot

Page 5 of 5

**KEY ISSUES FOR BOARD CONSIDERATION:**

- ❖ Is the Board prepared to accept the status quo? Is it better to have the majority of the Bantam AA families dissatisfied with the current program versus risking having only a minority of families dissatisfied and unsupportive of the pilot project?
- ❖ Arguably, the majority of the HRI Bantam AA families will commend the pilot project. A full two thirds of the families comprised of the Major1 and Minor teams will be supportive and arguably 2/3's of the families on the Major2 team will understand the merits of the program. It is expected that only a small minority of the Major2 team families will be dissatisfied.
- ❖ A point of contention may be the Major2's games versus the Major1 team. It should be noted that the Major1 team only plays its Regina counterparts three times each during a 30 regular league game schedule.
- ❖ Is it more important to appease the opponent minority rather than program to the overwhelming majority that is expected to support the pilot?
- ❖ Do the advantages outweigh the proposal's shortcomings?
- ❖ Are we introducing a weeding out process too soon?
- ❖ There may an argument that development of "Major2" calibre players is better suited playing and practicing with "Major1" players.
- ❖ Opposition from the SBAAHL
- ❖ The pilot project will require a rewrite to the HRI Bantam AA Evaluation and Team Formation Process however the Bylaws and Regulations are not impacted therefore there is no need to table this at the AGM.

**COMMUNICATIONS PLAN:**

As soon as practical, the HRI Executive Director will contact all families whose players are trying out for Bantam AA informing them of the decision. Correspondence with the league is yet to be determined.

# Registration Numbers

	Bantam AA 1st year			Midget AA 1st year	
	Skaters	Goalies		Skaters	Goalies
15/16	20	2		13	3
14/15	18	1		14	3
13/14	14	2		23	1
12/13	10	3		15	3
11/12 (*)	22	2		22	4
10/11 (*)	14	3		10	0

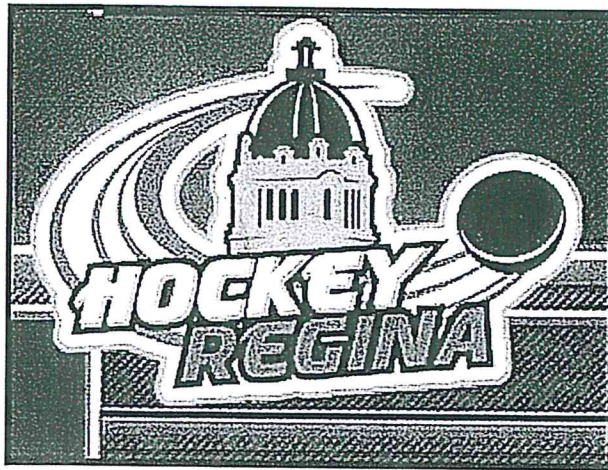
45

\* Tys

For Bantam there were 4 AA teams in 11/12, 10/11

Humboldt GF 149 6190  
 No Logan Baraga 91 pts.





Operating as a minor hockey association within the governance of Hockey Canada whose mission is to "Lead, Develop, and Promote Positive Hockey Experiences", the Purpose of Hockey Regina is:

- To promote, govern and enhance minor hockey in the City of Regina for the good of all players.
- To foster community spirit and sportsmanship amongst all players, coaches, parents, officials and sponsors and increase the interest of the game of hockey in the City of Regina.
- To lead in the development of players, coaches and officials by providing programs that enable them to reach their desired potential in an environment of excellence for both competitive and recreational hockey play.

### **DEVELOPING PLAYERS AND PROTECTING THE BRAND**

It is my belief that Hockey Regina Inc. has started to turn the corner in the development aspect of their program. I am offering some ideas to further enhance the membership goals and objectives. The reason behind the proposal is to develop everyone in the AA program in both bantam and midget along with the AAA Pat Canadians and AAA Rebels. There are several different ways to help with development of the players and the teams in hockey, some of the concepts that HRI is losing on is no fault of their own.

The school of Notre Dame and other hockey academies are raiding the Bantam program of their elite players which hurts the individual teams and players. Every player needs to be pushed by their coach and teammates to get better every day at practice and games. If the skill level and competition at practice is down the players are not being pushed enough to achieve their goal of maximum skill and team development. Developing players is a long process and cannot be achieved in one single season. The coaches need veterans to help with the expectations, communication and the understanding of the league and the requirements it takes to be better both as a player and team.

Each proposal is offered separately, but do have the same theme as player development and branding of Hockey Regina Inc. which will improve image and talent of the organization.



Operating as a minor hockey association within the governance of Hockey Canada whose mission is to "Lead, Develop, and Promote Positive Hockey Experiences", the Purpose of Hockey Regina is:

- To promote, govern and enhance minor hockey in the City of Regina for the good of all players.
- To foster community spirit and sportsmanship amongst all players, coaches, parents, officials and sponsors and increase the interest of the game of hockey in the City of Regina.
- To lead in the development of players, coaches and officials by providing programs that enable them to reach their desired potential in an environment of excellence for both competitive and recreational hockey play.

### **Bantam Proposal**

There is more to development than just skill and hockey knowledge at this level; we need to instill leadership skills, team first approach and help with accountability of there actions.

- Coaches are allowed to protect players from the previous season. (No different than in Midget). This will help with the coaches rating players to gain an advantage during the draft process. The player's lack of effort does not affect their rankings also with this protecting of players.
- The coach with a first year player is not part of the protected players list. He is rated by the evaluators and slotted in the round no differently than how it works presently.
- Both sides (coach/parent) need to agree to the player being protected, but it doesn't mean that the coach cannot draft the player if they chose to do so.
- The protected players are the coach's first picks in the draft until the protected list is exhausted.
- The coach can protect however many he wants or as few as he wants. The only difference is that a returning player whose father coaches must be protected and is therefore his first pick.
- The goalies are included in the protection of players; this is different than in Midget.
- The protected list is submitted to the director after the evaluations have been completed.
- Once ALL the lists have been collected, the coaches draw numbers for the draft positions.



- The final evaluation numbers will now be handed to the coaches with the list of protected players also.
- The coaches/veterans now get to engage the players about expectations and understanding of the league within their group. The veteran players now have a stake in the team, take leadership role and can help with the message and the accountability. Every team needs the next Johnathan Toews.
- The parents/players now know who is coaching their son/daughter the upcoming season. With both the parents and players knowing who their coach is for the upcoming season, should help with their decision to stay and play in HRI.
- Every team needs their best players to be competitive in the league and to help with development of the team. The team is made up of several pieces; the players need to have pride in the uniform and their teammates.
- Hockey Regina is here to further the advancement of players to the next level, they need the elite players to help with the advancement of the Brand and players.

Season	Player	Team	Following Season
95/96 Season	Chris Kuntz	Riffle High School	Yorkton Maulers
04/05 Season	Jordan Eberle	Notre Dame AAA	Calgary Buffalos
09/10 Season	Casey Parker	Notre Dame AAA	Regina Pat Canadians
09/10 Season	Brayden Gelsinger	Notre Dame AAA	Tisdale Trojans
09/10 Season	Alex Thibadeau	Notre Dame AAA	Notre Dame AAA
14/15 Season	Carson Focht	Notre Dame AAA	Regina Pat Canadians
14/15 Season	Tyler Lees	Notre Dame AAA	Regina Pat Canadians
15/16 Season	Harrison Blaisdell	Yale Hockey Academy	TBA
15/16 Season	Matt Culling	Notre Dame AAA	TBA
15/16 Season	Jack Glenn	Notre Dame AAA	TBA





Operating as a minor hockey association within the governance of Hockey Canada whose mission is to "Lead, Develop, and Promote Positive Hockey Experiences", the Purpose of Hockey Regina is:

- To promote, govern and enhance minor hockey in the City of Regina for the good of all players.
- To foster community spirit and sportsmanship amongst all players, coaches, parents, officials and sponsors and increase the interest of the game of hockey in the City of Regina.
- To lead in the development of players, coaches and officials by providing programs that enable them to reach their desired potential in an environment of excellence for both competitive and recreational hockey play.

#### **AAA Pat Canadian Proposal**

This proposal is all about helping the players develop and provide the AAA Pat Canadians with AAA ready players the following season.

- Hockey Regina Inc. to form a 15 year old team to play and compete in the Midget South Sask League.
- HRI does not schedule practices or games for the 3 teams in the South Sask league on Monday's so they can attend a practice with the AAA coaches to help with further development of HRI midget players.
- The midget evaluations run the same way; all midget players that have the desire to play on AA midget team must attend.

- Once the evaluations are completed the designated 15 old team is formed, 2 goalies and 17 skaters.
- The remaining 2 midget AA teams draft the teams with their remaining players, protected players included.
- The following season the remaining 15 year olds who did not make the Pat Canadians or another AAA team, will be drafted to one of the other AA midget teams.
- The social norms, the goals or dreams of a 15 vs 17 year old are different at that particular time and in that situation.
- The past 2 seasons have proven that having 15 year old players on one team has helped with the development of that team and the individual players
- The Regina Capitals in the 13/14 season had 15 fifteen year olds on that team that won the Regina Midget tournament and the South Sask League; they lost to the eventual provincial champions in provincial playoffs.
- Saskatoon Minor hockey started a 15 year old team, which won the league and the province in AA Midget this past season.
- It has proven over the last 2 hockey season, having the right coach and group of kids committed to get better every day is a formula for success.



### AAA Midget Proposal

Operating as a minor hockey association within the governance of Hockey Canada whose mission is to "Lead, Develop, and Promote Positive Hockey Experiences", the Purpose of Hockey Regina is:

- To promote, govern and enhance minor hockey in the City of Regina for the good of all players.
- To foster community spirit and sportsmanship amongst all players, coaches, parents, officials and sponsors and increase the interest of the game of hockey in the City of Regina.
- To lead in the development of players, coaches and officials by providing programs that enable them to reach their desired potential in an environment of excellence for both competitive and recreational hockey play.

This proposal is all about the Brand and showing the coaches, parents and players of Hockey Regina that we believe and are committed to them, same as what HRI Bylaw II Purpose states.

Parents have committed approximately \$50,000 dollars over the years in equipment, fees, travel, tournaments and time for their kids to play within Hockey Regina Inc. A city of over 200,000 people should supply more than enough AAA ready players to support HRI AAA franchises. With only 10 players from HRI mandated to play on the AAA midget teams, many are forced to leave home to play somewhere else. Currently players are brought in to play on these teams which take away from HRI member's opportunities. Chris Kuntz of the Pittsburgh Penguins was unavailable to try out for the Pat Canadians because he chooses to play high school hockey instead of playing under the Queen City Minor Hockey umbrella.

- All players to try out for the AAA team must have played for an HRI team the previous season. This will help encourage players to stay home and help with the further development of HRI's own team and players.
- All players must try out for the AAA team and need to be release from the team before accepting a spot on another AAA team. Once the players have been released the first time,



they have no more obligations to the AAA program. They can still come home to play AAA at a later date because it was the choice of the AAA teams not the players or parents to leave.

- The exception from the playing in HRI the previous year is families moving to Regina for work, school etc. (bantam, midget etc)
- The Pats can still place players on the team as per there agreement but the remaining members of the Pat Canadians are trained HRI players.

The numbers below are from the SMAAAHL and the SFMAAAHL team roster pages of each team in the league. **Note: not all players have a hometown listed.**

Season	Imports on the Canadians	HRI Developed Players in the League
14/15	4	14
13/14	3	9
12/13	4	7
11/12	5	8
10/11	8	9
09/10	4	10
08/09	8	12
07/08	9	5

Season	Imports on the Rebels	HRI Developed Players in the League
14/15	7	7
13/14	8	3
12/13	6	8
11/12	5	6
10/11	8	7
09/10	6	4
08/09	6	2
07/08	3	5
06/07	1	3

The '99 Air Canada Cup Champions Pat Canadians had 2 imports both placed on the team from the Pats.

## Midget 15 Division

### Background

- The Midget 15 division was formed in 2007/08 as a Tier 2 league.
- It was formed as a way to keep 1<sup>st</sup> year Midget players playing
- There were a total of 155 (145 tier, 10 rec) first year (15 yr olds) in all of Midget.
- There were 5 teams in Regina in the M15 division.
- It was a viable league

### Currently

- For the 2015/16 season, there are a total of 105 (75 tier, 30 rec) first year players in Midget
- Regina would only have enough players for 2 teams
- No league was formed as Weyburn and Estevan pulled out at the last minute
- When the M15 disbanded, the players were given the option of trying out for Midget A, Midget B, Rec or not playing.
- 5 quit playing. Of these, 2 quit do to other commitment (football/soccer)

### Projection

- For the 2016/17 season, there will be projected of 130 (90 tier, 40 rec) first year players
- There will not be a significant increase in 15 year olds in the tier (see below)

	<u># tier 15 yr olds</u>	<u># M15 teams</u>
2007/08	145	5
2008/09	135	4
2009/10	135	5
2010/11	120	5 (*)
2011/12	170	7
2012/13	104	3
2013/14	95	3
2014/15	106	3
2015/16	75	0
2016/17 (project)	90	
2017/18 (project)	75	
2018/19 (project)	75	

(\*) Midget AA dropped from 4 to 3 teams. Not many 15 yr olds played AA.

### Recommendation

- To not form a M15 division on a go forward basis.