

Hockey Regina Inc
Board of Directors Meeting
Minutes
Tuesday March 8, 2016

Attendance:

Larry Wees (Chair)	Trevor Mitchell	Michael Ah-Fat
Mark Burton	Tom Millette	
Christie Bjolverud	Ian Jones	Randy Steeves
Andrea Hoffman	Rick Hagglund	
Stephen Egar (Past President)		
Blair Watson (Staff)		
Darren McKechnie (Pat C's)	Lynn Tulloch (Rebels)	
Gord Pritchard (Regina Pts)		

Regrets:

Courtney Birnie Brad Hunt

1. Call to order

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

2. Approval of previous minutes

MOTION: To approve the previous minutes. Moved Rick, Seconded Ian CARRIED

3. Revisit the Midget AAA import rule

- Gord went over the Pats position on the import rule.
 - They would like it to remain the same (10 imports max)
 - They view the bedroom communities as part of HRI family
- Darren discussed the issue of having imports.
 - Regina is the only team that has restrictions
 - In any given year imports are needed to fill positions
 - Having a strong team will help keep the good players in Regina
 - Players are looking for "guarantee" spots in the Spring. If not given they will go look elsewhere
 - Always the first priority is to Regina players
 - Currently there could be 2 returning "imports" off the team. This combined with the Pats ability to place 3 players on the team would mean there is not an option to recruit any imports now.
- Lynn discussed the Rebels position
 - Similar issues as the Pat C's
 - Local players leave to go to a perceived better team. Saw it this year as player went to Weyburn as they hosting Nationals

- All the Female girls from the bedroom communities paly on a HRI team now
- Need to balance competitiveness vs maximizing the % of Regina players
- Long term competitiveness
- Discussion on the definition of an import
 - Are the bedroom communities imports or not?
 - What is the proper number?
- *MOTION: To grandfather in the existing imports on the Pat Canadians to not count towards the maximum of 5. Moved Rick, Seconded Ian. CARRIED.*

4. **Research Project:Improving the player experience (Appendix A)**

- Stephen is looking to do a research paper for his Master on improving the player experience
- Nominal cost to HRI for room rental, etc
- Great idea
- HRI will get good feedback from the paper
- *MOTION: To support Stephen's Research project. Moved Rick, Seconded Ian CARRIED*

5. **In camera session**

6. **Shared ice practices (Appendix B)**

- Larry, Dave Diwold, and Blair met to discuss ways to increase the amount of practices to teams
- There is no more ice available to schedule more practices
- The way to increase is by having teams share practices
- This can increase the amount of practices by 15-20% in Atom A, B, C and Pee Wee A, B and C
- The shared practices would be implemented with mostly after school ice

7. **HRI AGM**

- The AGM is set for Tuesday April 5 at 7:00PM
- Larry is the lone person to put in for President.
- There are 4-3 year terms open and 1-one year term open.
- E-mails have gone out to the membership

8. Directors report

- Female
 - some issues with respect to the Rebels. Mostly around communication.
 - Some teams in Pee Wee are struggling with W/L but a positive experience by and large
- Midget
 - A couple of issues that Rick, Larry and Ian are working on
- Atom
 - Playoffs are starting
- Tournaments
 - Need improvements on the registration process, results reporting, etc
- Initiation
 - Going good
 - Some teams are good, some so so
 - Would like to have portable boards for next year.

9. Next Meeting

March 21

7:00PM @ HRI

A

HRI Research Overview: Improving the Player Experience

Introduction: HRI exists to promote, govern and enhance minor hockey; to foster community spirit and increase the interest of the game of hockey; to lead in the development of players, coaches and officials by providing programs that enable them to reach their desired potential. At the centre of HRI are young people playing the game of hockey and parents supporting them.

The Research Question: How can HRI improve the player experience?

Subsequent Areas of Inquiry: members lived experience, desires for the future, identification of supports required to improve the program and understanding how the board can build positive organizational change planning into its annual process

Why These Questions: The inquiry questions provide an opportunity to establish a quantitative baseline of experience and desire for the future for HRI. Such an approach allows for a respectful acknowledgement of the range of experiences in the past and subsequently invites the membership to envision a better future. The latter sub-questions are designed to bring forth implementable solutions that are reflective of the needs and wants identified by the membership and culminate by engaging the board in a reproducible positive implementation experience.

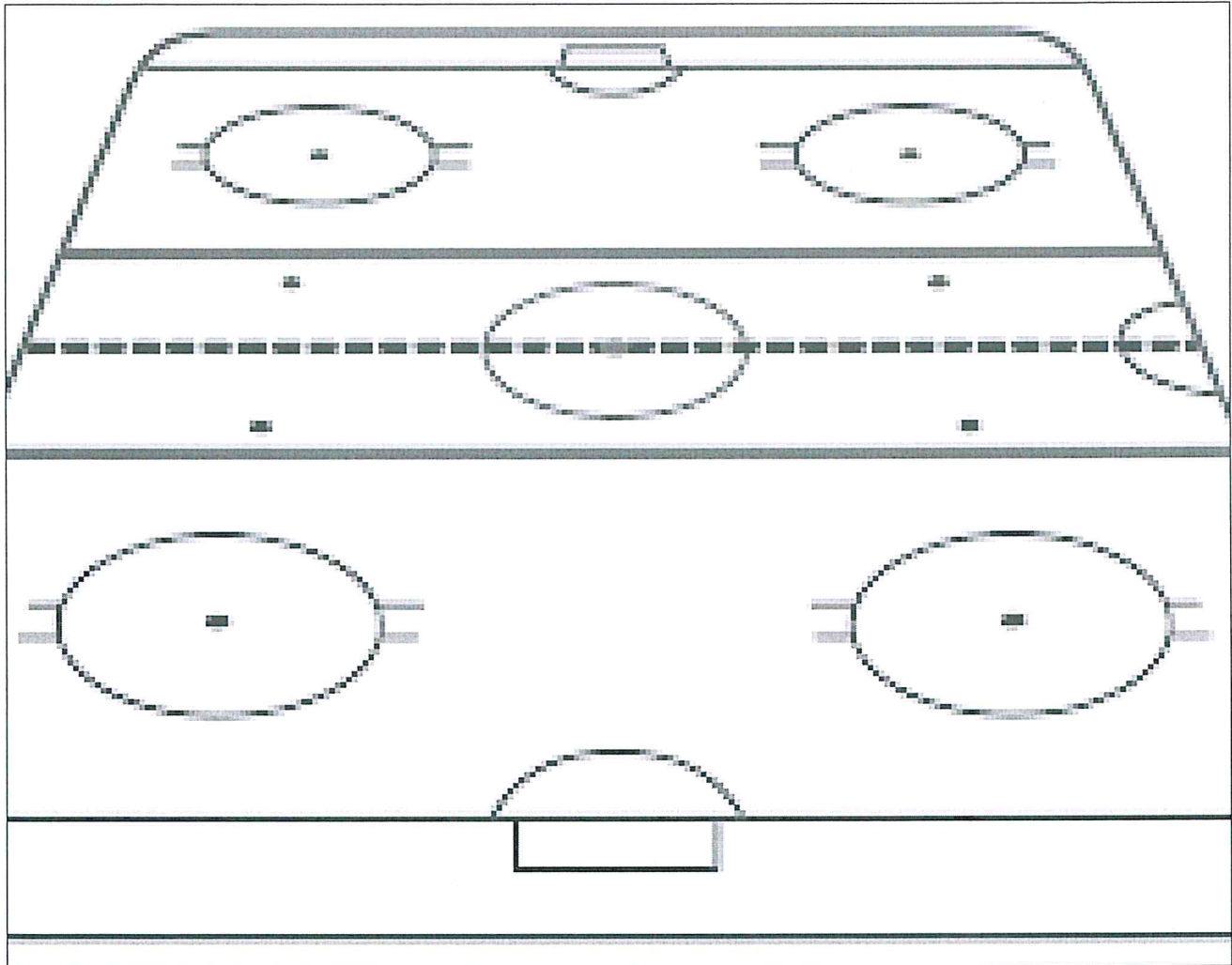
Methodology: Action research (AR) is at the heart of this inquiry. AR is a family of approaches that integrate theory and action with a goal of addressing important organizational, community and social issues together with those that experience them.

Method: The approach will make use of two qualitative approaches. First, an on-line survey via a stratified random sample of the HRI membership (~250) and second, a World Café, a type of meeting which aims to provide an open and creative conversation on a topic of mutual interest to surface participants collective knowledge and to share ideas and insights. (~75 – 100 people: older players, parents, coaches, officials, HRI Board/ED, SHA, other hockey thought leaders).

Milestones:

- April: Introduce research concept to members at AGM and email to membership
- May: Selection of stratified random sample, send out invites for survey
- June: Researcher compiling qualitative data / completing literature review
- August: Notice of World Café
- September: World Café event (Board batter up!), data coding & literature review
- October: "Make it Happen" session with the HRI board
- November: finalize report and recommendations

Cost: ~\$4,000.

HOCKEY REGINA

Shared Ice Practises

Prepared for: Hockey Regina Board

Prepared by: Committee Members Larry Wees, Blair Watson, Corey Terry, Dave Diewold

March 7, 2016

EXECUTIVE SUMMARY

Recommendation

To increase the number of practises to Hockey Regina teams with a finite schedule of ice allotment

Goals

Increase number of practises by 15-20%

No increase in cost of ice for Hockey Regina members

Share resources of Coaching

Increase focus on Skill Development by utilizing shared practises to work strictly on skill development

Proposal

Proposal is to Increase Shared Ice Practises for 2016-2017 season for Atom A, B, and C and Pee Wee A, B and C

Project Outline

	<u>2015-2016 Practises</u>	<u>Proposed</u>			
	Total	Full Ice	Shared	Total	
Atom A	30	25	10	35	17%
Atom B	30	25	10	35	17%
*Atom C	25	Pending review of coaches feedback			
Pee Wee A	35	30	10	40	15%
Pee Wee B	35	30	10	40	15%
Pee Wee C	24	19	10	29	20%

*Atom C practises presently have a 1 1/2 hour time slot with Team A and Team B, where Team A has 30 minutes of full ice and then shares 30 minutes with Team B for 30 minutes and then Team B has 30 minutes of full ice.

HOCKEY REGINA

Challenges

Communication and Perception

Perception of members of importance of full ice time practises vs shared

Perception of coaches of importance of full ice time practises vs shared

Ensuring coaches receive communication around appropriate utilization of shared ice practises

Delivery of Communication

Email the Hockey Regina membership

Post the information on the Hockey Regina website

Coaching Mentors discuss the project with the coaches at the Coaches Meeting at the start of the year



SENT VIA EMAIL

Larry Wees
President
Hockey Regina Inc.
1308 Winnipeg Street
Regina, SK S4R 1J6

March 8th, 2016

Dear Mr. Wees:

RE: Mr. Saworski's Proposal

Thank you for providing our organization with the opportunity to review and provide comments with respect to Mr. Saworski's proposal. Upon review of the proposal and in consultation with the Regina Pat Canadians organization, we are of the same position as that of the Pat Canadians and support them in their stance that the number of import players permissible to play for the Pat Canadians should not be reduced from 10 to 5.

We appreciate and do desire to have as many local players playing for the Regina Pat Canadians and also appreciate those numbers will fluctuate from year to year. The existing program accomplishes our commitment to developing local players while having the flexibility to look outside the Regina area when required.

At each level of minor hockey within the Hockey Regina Inc. ("HRI") structure, there are players and teams that participate from Bethune, Lumsden, Southey, Pilot Butte, Emerald Park/White City and Balgonie. As these communities have a large number of minor hockey players falling under the HRI umbrella at the Novice, Atom and PeeWee levels, we believe it important to continue to support and develop these players through to the Bantam and Midget levels. We believe it is also important to maintain and ensure all HRI players from these communities have an opportunity to play with the local Bantam AA and Midget AAA programs. We, like you, do not want these players leaving our community to play elsewhere in the Province. Our hope is we all view these players and their families as part of the Regina community, as they have been developed within Hockey Regina and are part of the same program as those players who reside within the City limits. All these communities and its players should have the same opportunity to try-out and play for the Regina Pat Canadians and be considered as local players and not imports.

It also must not be forgotten that a large majority of the parents of the players who reside in these outlying communities work in the City of Regina. In addition to their employment within the City, they also support the local economy just as local residents. They are important members of our community and their children should be provided with the same opportunity to play for the Regina Pat Canadians. It is important to our organization that all members of HRI are provided with equal



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opportunities. We believe this will ultimately strengthen Hockey Regina and its commitment to developing local hockey players.

The Regina Pats are committed to the development of young hockey players within HRI and we are excited by the opportunity to support these players as they pursue their hockey dreams. We thank you for the opportunity to present our position regarding this issue and look forward to the opportunity of further speaking with Hockey Regina and its members.

Sincerely,

A handwritten signature in black ink, appearing to read "G. Pritchard".

Gordon Pritchard, B.Sc., J.D.
Assistant to the GM
Regina Pats Hockey Club



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Regina Rebels Midget AAA
Submission to Hockey Regina
March 7, 2016

Topic: Import Rule

Hockey Regina has requested the Rebels provide information regarding the use of the import rule, to help inform changes the Board is considering.

1. The Regina Rebels are one of eight teams in the Saskatchewan Midget Female AAA Hockey League.
2. The league was set up as an 'open' league by SHA and league bylaws and constitution currently allow teams to draw players from anywhere in Saskatchewan.
3. As there are only 8 teams in the league, it is expected that rural players will play in other centres.
4. To our knowledge only Regina and Saskatoon have ever operated with any restriction on the number of import players that the team may carry. In Regina, the purpose behind the restriction has been to ensure that the majority of the players on the team would come from Regina.
5. However, utilizing imports has always been a key part of the Rebels program for several reasons:
 - a. Many players in the surrounding Regina area, have had the skill and desire to play AAA hockey, and because their home centres do not have AAA teams, they have logically looked to the nearest centre first – which is Regina. Imports from Pilot Butte, White City, Cupar, Craven and Moose Jaw have filled the majority of the import spots used by the Rebels over the years.
 - b. It has allowed the Rebels to field a competitive team. Because skill levels vary from year to year in Regina and around the province – utilizing skilled import players has enhanced the competitiveness of the team. A competitive team benefits everyone – minor hockey players, Hockey Regina, the SFMAAHL – teams that are not competitive struggle. Teams that are competitive (i.e. consistently playing above .500, and in top half of league) are generally more successful in the long run – attracting coaches, players, volunteers, sponsors etc.
 - i. The imports we've used have significantly strengthened the team - players like Heisler, Waldenberger, Frey, McGauley were all top scorers in the league; Murray, Gravelle, Ballan, Bohlken all top defencemen. Having an import goalie, has been helpful in years when goalie talent is thin - Chartier in Year 1, Summer Roberts from PA a couple years ago, and Zoey Istace from White City currently.
 - ii. The imports have undoubtedly strengthened the team and kept us 'competitive' - but despite the added talent, we've only won the league once, and I think only made it to the final once or twice. So we're certainly not dominant.
 - c. Use of Imports maintains an even playing field with other league teams. Being allowed to use some imports gives Rebel coaches the opportunity to try to recruit 'marquee' players – i.e. the extremely skilled players that can be a significant influence on any team. Not only does this benefit the competitiveness of the team, it also strengthens our ability to recruit

quality coaches who will want to have this ability to recruit and build a strong team.

6. Utilizing imports is critical to the continued long term success of the Rebels. The question is how many is appropriate?
7. The Rebels have always continued to identify strongly as a Regina team, and as Hockey Regina's representative in the SFMAAAHL. The Rebels want to have as many AAA calibre Regina players on their roster as possible and have tried repeatedly to encourage strong ties with the HRI minor female divisions – creating a Minor Female legacy fund from 1/3 of the profits of the 2010 Esso Cup to promote grassroots female hockey development, hosting an annual Rock the Rink night targeted at encouraging minor female players out to the game to promote their continued involvement in the game, presenting proposals to encourage skill development at the younger age groups, and attempting to create strong ties with the Bantam AA Ravens team to promote future interest in the Rebels.
8. Further the Rebels coaching staff has always been cautious in their use of imports - i.e. only taking an out of town player when they really felt that player would contribute significantly more than other Regina players. Coaches have always understood the importance of drawing as many players as possible from Regina and have carefully weighed the benefits (and complications) of selecting imports. Note – import players require billeting, sometimes have trouble making practices if driving from another centre like Moose Jaw, and generally are more limited in the parents' ability to volunteer if they don't live in Regina. Although I cannot speak for future coaches, I do know past coaches have all taken these factors carefully into account. There has always been a desire to maximize Regina players – but the talent must be there.
9. While most Regina players strive to play with the Rebels, this is not always the case either. The open boundary rules of the SFMAAAHL do allow Regina players to choose to go play in other centres (no release from HRI is required). Over the years this has occasionally happened. Uneven skill levels across the province will sometimes allow players to earn a spot on another weaker team, when it would not be possible in Regina, or, in some cases, players choose to play with a program they believe to be stronger or more suited to their own needs – in recent years several Regina players have chosen to go to Notre Dame, and in fact the Bantam AA coach has directed his daughters to Notre Dame, and likely indirectly recruited others out of Regina.
10. Historical use of imports has fluctuated from as low as 1 to as high as 8. The last five years has consistently seen 5-6 imports during years when the maximum allowed has been 9 (50% of the roster).
11. In canvassing past and current coaches, the consensus is that the current rules are working effectively for the team. Regina players fill the majority of spots, but imports are used as needed to strengthen areas that are weak in any given year. This has worked well for us.
12. Although many players aspire to play Rebels hockey, not all have the talent to do so. The province is still not producing great quantities of AAA level players, and requests to add more teams to the league have been denied due to the belief that there is not enough talent in the province.

- a. Unfortunately, we don't always have enough 'AAA level talent' in Regina to field a competitive team either. Allowing the use of imports allows us to balance that out over the years and keep the program competitive.
13. Some years are anomalies – in 2010-11 the Rebels recruited two young Moose Jaw players (Heisler and Waldenberger) and carried 8 imports in total. These two players were exceptional and went on to lead the league in scoring (1-2) in 2012-13 as well as leading the team to a Mac's championship and to an Esso Cup appearance. Having access to this type of talent is needed to build championship teams. Although winning a championship every year isn't likely – the Mac's and Esso Cup years created a huge sense of ongoing excitement and pride as well as a great incentive and goal to repeat. It formed an important part of our franchise's success and identity.
14. If we had not had access to the import players, the Rebels would have consistently been in the bottom half of the standings which would hurt our program overall. It isn't cheap to play hockey in Regina and if we aren't fielding a competitive team, we will lose top Regina players to other centres too.
15. As much as we all want to ensure Regina players can stay in Regina - the reality is that players are just as quick to turn their backs on us and head to other teams as well when they feel it suits them.
16. Because the league is an open zone, we have to recognize that AAA teams are open teams. Our current 50% rule works fine. Other teams are actively recruiting top players, including players from Regina. It would be punitive to not give the Rebels the same opportunity.
17. **Lastly and perhaps most importantly - the best way to keep more Regina players in Regina and playing for the Rebels is to DEVELOP the talent that can play at that level.....**
 - a. In general - I don't think we've gained a lot of ground in this regard in the last 10 years. We have a Hockey Regina development fund for minor female (\$17,000) that has hardly been accessed over the 7 years it has been in existence.
 - b. The Rebels continue to be interested in finding ways to work with and support the HRI minor hockey programs to both grow female hockey in general and to enhance skill development to maximize the likelihood that players can fill Rebels rosters in the future.

Reducing the Number of Imports

Should HRI continue to believe they wish to further limit the number of imports, some factors need to be considered:

1. Reducing imports will hurt the competitiveness and overall strength and success of the program. This will reflect on HRI and the Rebels in general.
 - a. We finished 6th in the league this year. We did not have the needed depth in some key positions. Attempting to recruit to strengthen will be critical to improving on our standing next year. There are several skilled players in the 'talent pool' who will be selecting teams for the 2016-17 season.
 - b. Reducing imports now will undoubtedly weaken the team at a time when we do need to strengthen.
2. The Rebels and the Pat C's should continue to be subject to the same rules. If the Pat C's are allowed a total of 8 (5 + 3 Pats players), then the Rebels should be allowed the same maximum.

3. Players that were part of the team when the number of imports changed should not be penalized (ie. they should be grandfathered in as not 'counting' toward the import rule – to avoid the possibility of having to release a veteran player only because there are not enough import spots available). The Rebels will have 4 potentially returning imports next year.

This decision is all about balance.

Balancing competitiveness against maximizing the % of Regina players.

This is AAA hockey in an open zone league.

The past and current coaching staff and Rebels Management Council believe the current rule is effective and balances all interests appropriately and should not be changed.

Respectively submitted by,

Lynn Tulloch,

Regina Rebels Management Council

Regina Rebels - Import History

As of Mar 2016

Year	# of Imports	Names & Hometowns	League Standing	Finished
2015-16	5	S. Gravelle (White City), S. Gravelle (White City), Ballan (Cupar), McDougall (Craven), Istace - Goal (White City)	McDougall - 17th	6th
2014-15	6	Frey (Weyburn), Gravelle (White City), Ballan (Cupar), McDougall (Craven), Istace - Goal (White City), Kuffner (Avonlea)	Frey - 7th	5th
2013-14	6	Frey (Weyburn), Gravelle (White City), Ballan (Cupar), Clarkson (Yorkton), Waldenberger (MJ), Roberts - Goal (PA)	Waldenberger 1st, Frey 5th, Clarkson 19th	2nd
2012-13	5	Frey (Weyburn), Waldenberger (MJ), Heisler (MJ), Murray (White City), Bohlken (MJ)	Heisler 1st, Waldenberger - 2nd, Frey 11th	1st
2011-12	5	Frey (Weyburn), Waldenberger (MJ), Heisler (MJ), Murray (White City), Nychuk (Zehner)	Heisler - 14th (Rebels #2 scorer)	4th
2010-11	8	Waldenberger (MJ), Heisler (MJ), Murray (White City), Nychuk (Zehner), Cowan (PA), Anakaer (MJ), McGauley (Wilcox), Puryk (Weyburn)	Cowan - 19th (Rebels top scorer)	4th
2009-10	4	Anakaer (MJ), McGauley (Wilcox), Boan (MJ?), T. McGauley (Wilcox),	McGauley - 13th (top Rebels scorer)	6th
2008-09	4	Anakaer (MJ), McGauley (Wilcox), T. McGauley (Wilcox), Wilder (MJ)	McGauley - 14th (top Rebels scorer)	4th
2007-08	1	McGauley (Wilcox)	McGauley - 24th (#3 Rebels scorer)	5th
2006-07	1	Chartier - Goal (MJ)		2nd

* Boldface are defence, red are goalies

** Note - three Carpenter-Boesch sisters also played with the Rebels over the years - home town Gray Sask., but have never been counted as imports as they played their entire minor female hockey on HRI teams, attend high-school in Regina, and also maintain a Regina address.