

Hockey Regina Inc
Board of Directors Meeting
Minutes
Tuesday March 5, 2019

Attendance:

Larry Wees(Chair), Christie Bjolverud, Brad Hunt, Cory Shaw, Scott Tresek, Geoff Thachuk, Trevor Mitchell, Rick Hagglund, Mark Burton, Rachielle Thackeray, Ross Johns, Sarah Hodges (SHA), Blair Watson (Staff)

Regrets: Joanne Merk

1. Call to order

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

2. Minutes

MOTION: To approve February 5 minutes. Moved Geoff, Seconded Ross

3. Rebels AAA

- Mike Merk was present to discuss the Rebels roster down the road, with respect to the roster makeup
- Currently HRI Regulation states that there must be a minimum of 50% Regina residents
- The SHA has mandated that the 50% regulation can no longer be in place

4. Independent Evaluation contract

- Johnson Consulting is the only company to put in an offer for the evaluation contract.
- It will be for 3 years.

MOTION: To award the evaluation contract to Johnson Consulting. Moved Christie, Seconded Rick CARRIED

5. Pat Canadian's building

- Brad reported that the build is 40% complete and they are estimating to be under budget
- Blair indicated that a new lease was signed with Evraz Place. The lease is for 10 years, with 2-10 year HRI options. The lease includes the Pat C's space

6. SHA Rep

- Jon Golden's term is up as the Regina rep on the SHA Board
- Jon has said he would like to continue

MOTION: To nominate Jon Golden as the Regina Rep to the SHA Board. Moved Scott, Seconded Brad CARRIED

7. Financial projection (Appendix A)

- Blair presented the financial projection for the year
- A couple of areas exceeded budget:
 - Equipment: Replaced all the Pee Wee jerseys and also went with nylon socks which meant there were none in inventory to start the year
 - Bank charges: Higher than anticipated
- Blair indicated that the Bingo revenue could also be below budget. Fantasyland bingo is costing HRI money in that we give more bingo vouchers out, than is take in revenue.

MOTION: To stop working bingos at Fantasyland as of March 31. Moved Rick, Seconded Mark. CARRIED

8. Novice + Atom 2019/20

- There is a proposal, that will close Regina's boundary for Novice and Atom teams playing in HRI league (Appendix B)
- With Novice going to half ice before Christmas next season, discussion needs to take place with how Lumsden and Prairie Storm fit into Novice
- For Atom need to have a discussion about the Associates for the upcoming season.
- Discussion table until further meeting.

9. Other

- Christie indicated that the coaches feedback survey went out today.

10. Next Meeting

HRI Annual General Meeting
April 2

HOCKEY REGINA INC
Income Statement
30-Apr

	Project 2018/19	Budget 2018/19	2017/18	2016/17	2015/16
REVENUE					
Registration	2,725,000	2,785,000	2,539,594	2,524,700	2,398,884
Tryout fee			157,115	151,515	151,086
Associate Member fee	46,000	46,000	45,050	45,900	46,750
Bingo (est)	70,000	70,000	36,298	74,188	82,931
Sponsorship	75,000	75,000	78,058	81,737	71,834
Interest Income	20,000	15,000	12,771	5,082	5,521
Misc	5,000	5,000	6,350	7,655	12,012
	2,941,000	2,996,000	2,875,236	2,890,777	2,769,018
Hockey Expenses					
Association fees	4,000	4,000	3,800	3,550	3,250
Clinics	20,000	20,000	19,621	25,500	6,260
Contract Services	82,000	82,000	82,610	79,355	78,725
Fees - SHA	165,000	165,000	150,216	138,400	136,315
Ice Rental	1,600,000	1,665,000	1,664,276	1,597,086	1,576,961
Miscellaneous/Respect in Sport	-	-		5,000	-
Referees + Timekeepers	345,000	355,000	366,376	356,538	314,268
Trophies/Awards	7,000	7,000	7,186	5,519	10,332
Uniforms	215,000	175,000	158,534	200,864	174,169
Total Hockey expenses	2,438,000	2,473,000	2,452,619	2,411,812	2,300,280
Admin Expenses					
Advertising/Promotion	18,000	23,000	21,064	23,443	21,249
Amortization	50,000	50,000	2,486	2,261	2,082
Bank Charges	38,000	25,000	6,122	6,131	5,578
Insurance	8,000	8,000	6,534	5,119	4,970
Meetings	13,000	10,000	13,455	9,357	8,435
Miscellaneous	-	-	-	-	-
Office Equipment & Supplies	23,000	17,000	15,210	14,916	15,030
Professional Fees	10,000	10,000	10,009	9,972	9,377
Rent	68,000	68,000	24,633	24,633	24,633
Telephone/fax	16,000	16,000	15,821	15,369	14,463
Wages + Benefits	300,000	295,000	251,480	218,443	211,227
Total Admin Exp	544,000	522,000	366,814	329,644	317,044
Total Expenses	2,982,000	2,995,000	2,819,433	2,741,456	2,617,324
Net Income/(Loss)	(41,000)	1,000	55,803	149,321	151,694



SASKATCHEWAN HOCKEY ASSOCIATION

#2 - 575 Park Street, Regina, SK S4N 5B2
Phone: (306) 789-5101 • Fax: (306) 789-6112
Website: www.sha.sk.ca

February 28, 2019

Memorandum

To: Membership
From: Kelly McClintock
Re: Atom Hockey Proposal (2020/21)

Hockey Canada has mandated that each Branch of Hockey Canada (ie: Saskatchewan Hockey Association) must have a defined Atom Pathway in place for the 2020/21 season.

During the Fall 2018 Zone Meetings the Atom Pathway was discussed and feedback obtained. The following is a proposal that will be presented during the Spring Zone Meetings and from which feedback obtained from MHA's will be taken to the SHA Board of Directors for further review.

The following is an Outline of the Atom Pathway Proposal for the SHA (Please note that there is reference to Novice for 2020/21 related to Tiering and the carding of teams).

Hockey Canada Mandatory Elements of a Branch Atom Pathway

- i) No tryouts/evaluations during the first week of school in September
- ii) Must have a minimum of four skates/practices prior to formal evaluations starting
- iii) Tryouts must be a minimum of three formal sessions – recommend one skill session, one small area game and one formal scrimmage
- iv) There must be a development Phase following team selection and prior to the start of the Regular season
- v) Playoffs must be a tournament style versus elimination rounds

"Shaping character for life... more than a game."





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Saskatchewan Hockey Association Atom Pathway Elements

Creation of a Development Season

The goal of Hockey Canada is at the younger ages such as IP through to Atom and even Pee Wee is to "front load" the season with practices and "back load" the season with games.

- i) The creation of a "development" season should not be an issue if there are Regulations that dictate when teams can begin Exhibition Games, Tournament Games and League play.
- ii) There must be significant education of coaches and parents as to why these Regulations would be in place and the resources available to coaches to develop practice plans with an emphasis on skill development and specifically skating skills.
- iii) Start date for Exhibition Games, Tournaments and League Play is **November 15th**

Regulation on the Number of Games that an Atom Team Can Play?

- I) Propose a 45-game cap on Exhibition, Tournament and League Games

What type of Discipline Must be Imposed if a Team Exceeds the Game Cap?

- i) Coach Suspension
- ii) MHA is Sanctioned – cannot host Tournaments; teams not permitted in Provincial Playoffs

Atom League Playoffs must be conducted in a Tournament Style

- i) Make it a Regulation and can be held over a maximum of two weekends

Use of Full Time Goalies

- i) Yes, full time goalies would be permitted however all kids who wish to play should be encouraged to try goal.

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Novice/Atom Tiering/Carding

- i) Geographic Sub-Divisions Regina, Saskatoon, Prince Albert and Moose Jaw are all closed from a League perspective. Teams from outside these Sub-Divisions are not allowed to compete within their Leagues.
- ii) Geographic Sub-Divisions Regina, Saskatoon, Prince Albert and Moose Jaw would be allowed to have three tiers of Hockey within the Novice and Atom age groups.
- iii) All other Minor Hockey Associations who choose to tier their Novice and Atom teams would be allowed a maximum of two tiers within the age groups and the following conditions would apply;
- iv) Players on the Tier I teams cannot be registered on carded teams.
- v) Players on the Tier I teams must be residents of the sponsoring centre of the team or their residence must be closer to the sponsoring center than any other Novice/Atom team.
- vi) There must be a minimum of twelve players on the Tier I team(s).
- vii) Evaluations/Tryouts for Tiered Novice/Atom teams will take place no earlier than the 3rd weekend in September.
- viii) All Novice/Atom League playoffs will be conducted in a tournament format over two weekends at the end of March.
- ix) The following would apply to the carded teams in Novice/Atom annually;
 - i) Application for a carded team would be November 15th
 - ii) Deadline to finalize Registration of a carded team is December 1
 - iii) There would be four "carded" weekends through the season which would result in no League play scheduled for Novice/Atom throughout the province. The four weekends are;
 - 2nd Weekend of December (for Novice this would require ½ ice tournaments/game play)
 - 3rd weekend January
 - 3rd weekend February
 - 1st weekend April
 - iv) The maximum number of players that can be registered on a carded team is 19.
 - v) There are no affiliations between Novice and Atom carded teams.
 - vi) All games players play in carded team play will not apply to the maximum game limit established for both age divisions.
 - vii) There are no exceptions to the carded weekends.

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SHA Board - Strategic Plan DRAFT #4 March 2019

VISION: Shaping character for Life ... More than a Game

MISSION: To Lead, Develop and Promote Positive Hockey Experiences.

Focus Area	Who this involves	Goals	How to measure success
Development of participants with a goal to life-long involvement.	Players (all levels), officials, coaches, volunteers, fans	<ol style="list-style-type: none">1. Through use of best practices in the development of participants, we create productive citizens who grow to give back to the game.2. Provide opportunities for participants for development from grassroots to elite.3. Create an environment that gives opportunities for players to transition to other roles and become involved in a variety of aspects of the game.4. Create the “brand” of the organization so people strive to be part of the SHA.	<ul style="list-style-type: none">• Number of players who develop into coaches – with an emphasis on female coaches.• Number of participants who are involved in a variety of roles.• Number of the general public who view Hockey as a positive influence in our communities.• Positive results for Saskatchewan participants on the national stage.

<p>Building dynamic sustainable associations and leagues.</p>	<p>Minor Hockey Associations (small, medium and large) Leagues – minor, female, senior, junior</p>	<ol style="list-style-type: none"> 1. MHA's throughout the Branch have required resources available for their participants so they are able to run effectively. 2. Executives have the required knowledge to be able to lead their association. (for example: conflict of interest, running meetings, elections, registration of players, screening of volunteers, selection of coaches and others). 3. Creation of networks for MHA's and Leagues for peer support and assistance. 	<ul style="list-style-type: none"> • all MHA's / Leagues have current constitutions • MHA's / Leagues have core resources for their participants • MHA's / Leagues adhere to regulations, policies and procedures and Risk management guidelines (social media, screening of volunteers, return to play etc.) • Mentorship is available for MHA's / Leagues.
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<p>Keeping the game safe and fun for all.</p>	<p>All participants Board and Staff of SHA</p>	<ol style="list-style-type: none"> 1. MHA's are assisted to create good beginnings for their participants 2. MHA's use approved Hockey Canada and SHA programs according to best practices. 3. MHA's are able to provide a risk management program for their participants and their environment. 4. All participants are equip with the necessary skills and resources to keep the game safe and fun. 	<ul style="list-style-type: none"> • MHA's follow required programs for IP and Novice • The HC Atom pathway is implemented for all atom teams in the Branch • Monitoring of insurance claims demonstrates effective risk management. • # of participants at all levels of Hockey • Monitoring and analysis of suspensions given. • # of breaches in code of conduct.
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<p>Growing participation at all levels making Hockey the sport of choice.</p>	<p>All participants including Board and staff of SHA</p>	<ol style="list-style-type: none"> 1. Creation and implementation of a forward media strategy with a focus on increasing participation of all through a positive image of the game of Hockey 2. Provide role models of successful recruitment and retention to MHA's and Leagues with a goal of inclusiveness. 3. Create and support a flexible, affordable hockey structure that keeps participants in the game. 4. Increase diversity of participants at all levels of the game. 5. Increase opportunities for female hockey players. 	<ul style="list-style-type: none"> • Monitoring number of participants at all levels with ability to provide an analysis of trends (i.e. number of females, number of specific players at divisions, urban vs rural,) • Media training is provided for Board and staff. • Number of good local stories that are shared throughout the Hockey community. • Date base indicates a diversity population of participation. • Number of females participating in the game as a variety of roles
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Leveraging of Partnerships for success of sports.	Board and SHA staff	<ol style="list-style-type: none"> 1. Understanding of our “Brand” of Hockey so we are able to attract a variety of partners to form mutually beneficial partnerships. 2. Collaboration with other sports and work together for the benefit of all participates. 3. Formation of alliances with the education system 	<ul style="list-style-type: none"> • SHA is able to obtain sponsorship for major events (Hockey Weekend, Provincials etc.) • Partnerships are formed with other sports for the mutual benefit of success for both sports.
Striving for excellence in	Executives of MHA’s,	<ol style="list-style-type: none"> 1. Orientation and training is 	<ul style="list-style-type: none"> • Education events

<p>governance, administration and leadership.</p>	<p>Leagues, Board members, staff leaders</p>	<p>providing to staff, volunteers, Boards – at every level so people are prepared to fulfill their roles.</p> <ol style="list-style-type: none"> Continuing education is provided to participants on a regular basis. MHA's and Leagues have the capacity to problem solve and work to create an program of excellence for their members MHAs, Leagues, Boards have sustained strong leadership with a plan for succession. 	<p>held for executives of MHA's, Leagues, Board Members and Staff</p> <ul style="list-style-type: none"> Governance review indicates that work is completed as required. Best practices are implemented throughout the organizations.
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