

Hockey Regina Inc
Board of Directors Meeting
Minutes
September 12, 2017

Attendance:

Brad Hunt (Chair), Christie Bjolverud, Kevin Baron, Joanne Merk, Rick Hagglund, Geoff Thachuk, Mark Burton, Trevor Mitchell, Stephen Eger, Blair Watson (Staff)

Regrets:

Larry Wees, Rachielle Thackeray, Rick Hagglund

1. Call to order

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

2. Minutes

MOTION: To approve August 22 minutes. Moved , Seconded Kevin. CARRIED

3. Strategic Planning (Appendix A)

- Stephen went over the highlights of the information gathered from the survey, interviews and Board strategic sessions.
 - Player Development
 - General discussion on player development
 - Stress the Hockey Canada skills guides
 - Increase focus on goalies (Goalie try session)
 - Coach Development
 - General discussion on the mentorship
 - Blair indicated that the mentors already do a detailed report for each coach visit
 - Geoff to meet with the Mentors to discuss
 - Discussion on a coach “workshop/evening/session”
 - Board Action/Development
 - General discussion on communication. It was noted that the HRI facebook and twitter accounts have been brought into the office

*MOTION: To approve the document as presented. Moved Kevin, Seconded Mark
CARRIED*

- Stephen will now complete his report and HRI will get the final copy

4. 2017/18 Budget + Fees (Appendix B)

- Blair presented the 2017/18 budget, fees
- Ice cost increased by 4.8% due to increase rate, and increase in practices for Atom teams
- Uniform cost will be similar to last year.
- Referees and time keepers increased slightly.
- Wages + benefits increase attributed to bring the stats entering in-house for Pee Wee, Bantam, and Midget
- No change to the HRI registration fee of maximum player budget
- The Board clarified that team clothing, pictures are included in the player budget even though they are 100% optional

*MOTION: To accept the budget as presented. Moved Trevor, Seconded Kevin
CARRIED*

5. Bantam A + B rules

MOTION: To extend the SHA rule of "no change icing" and "penalty faceoff location" to Bantam A + B HRI games.. Move Joanne, Seconded Brad. CARRIED

6. Other Business

- Female
 - The TRY female day was well attended
 - The Female tournament has to move Bantam + Midget to Dec 8-10 due to Winter games tryouts
 - World female day on October 7
- Development
 - Mark will be going to the Open Door Society
 - There are 70 goalies registered for the Novice/Atom goalie jamboree

7. Next Meeting

TBD

7:00PM @ HRI

4

Player Development

Goal	Membership	Experts	Board	Alignment (H, M, L)
Strengthen Player Skill Development	High level of support for skill development in survey	Skill development at every practice; all levels throughout HRI	<ol style="list-style-type: none"> 1) Deliver skills sessions; 2) Require coaches to follow HC/SHA skills guides; 3) Assess coaches accordingly 	
Strengthen Skating Skills	High level of support for skating skill improvement in survey	Focus on skating skills	<ol style="list-style-type: none"> 1) Deliver power skating opportunities; 2) Utilize local providers, 3) Require certain team budget to be spent on skating skills 4) Coach the coach approach? 	
Facilitate Goalie Development Opportunities	Some support	Find ways to utilize expert support	<ol style="list-style-type: none"> 1) Self-driven: goalie credit model 2) Require each team to focus a % of team fees to goalie training 	
More Fun				

Coach Development

Goal	Membership	Experts	Board	Alignment (H, M, L)
Improve Coaching Skills	Strong support for coaching development and training; Want skilled coaches	Train your coaches to provide a more productive on ice product; coach assessment criteria linked to HC skill development	<ol style="list-style-type: none"> 1) Follow HC model 2) Expand mentorship roll out 3) Provide learning opportunities apart from coaching certification 	
Regular Coach Assessment and Evaluation	Want regular coaching assessments	People need feedback to know how they are doing; in favour of the mentorship program	<ol style="list-style-type: none"> 1) Expand existing mentorship program 2) Annual / Bi-annual coach assessments 	
Goalie Skill Development	Want coaches prepared to teach skills to all players including goalies	Train your coaches to provide a more productive on ice product; coach assessment criteria linked to HC skill development	<ol style="list-style-type: none"> 1) Goalie Mentor: available for on ice training for coaches 2) Goalie Mentor resource for coaches 	
Building a Coach Community		Promote coach learning and interaction opportunities	<ol style="list-style-type: none"> 1) Coach appreciation and learning evening 2) Provide networking opportunities 	

Board Action / Development

	Membership	Experts	Board	Alignment (H, M, L)
Implementation of a Formal Member Communications Process	Newsletter; information on evaluations; information team selection; knowing the board; what does the board do; what does the office staff do	More communication needed between board of directors and members	Several proposals made; role of board to lead in communication of organizational activities. Specific Ideas: 1) ?? 2) ???	
Retooling of Zone Allocations	Zones for A, B & C; City Wide AA/AAA PW and Up	Agree with membership, suggest such an approach may improve team camaraderie		
Increase Ice Time (& Lower Costs)	Want more ice time for development and lower costs	Maximize ice and practices times to deliver on player development agenda	1) Schedule shared ice practices; 2) Link to Hockey Canada skills approach	
Expansion of Mentorship Program	Small interest in mentorship	Strong support of mentorship program expansion	a. Expand existing program	
Implementation of Hockey Canada Model	Want more skill and skating development; high expectations for coaches	Implement Hockey Canada learning model. Take advantage of educational resources		
Promote high level local hockey programs		Strengthen relationships with local programs (Rebels, Pat Cs, Cougars)		

B

HOCKEY REGINA INC
Income Statement

	Budget 2017/18	2016/17	2015/16	2014/15	2013/14	2012/13	2011/12
REVENUE							
Registration	2,570,000	2,524,700	2,398,884	2,208,810	2,146,562	2,045,323	1,953,913
Associate Member fee	46,000	45,900	46,750	55,250	56,100	73,550	51,600
Tryout fee	151,500	151,515	151,086	129,775	121,665	110,607	115,525
Bingo	70,000	74,188	82,931	111,200	66,121	105,098	98,120
Sponsorship	70,000	81,737	71,834	72,796	63,072	62,576	59,211
Interest Income	2,500	5,082	5,521	7,150	7,600	3,500	-
Misc	2,000	7,655	12,012	16,382	2,605	2,005	5,539
World Under 17/Raffle (net)	-	-	-	-	-	-	-
Hockey Day/Dance (net)	-	-	-	-	-	-	-
	2,912,000	2,890,777	2,769,018	2,601,363	2,463,725	2,402,659	2,283,908
Hockey Expenses							
Association fees	3,600	3,550	3,250	3,000	3,500	3,850	3,250
Clinics (net of costs)	25,000	25,500	6,260	1,375	817	282	3,698
Contract Services	80,000	79,355	78,725	70,741	67,544	68,785	59,868
Fees - SHA	140,000	138,400	136,315	128,325	128,705	131,151	134,257
Ice Rental	1,675,000	1,597,086	1,576,961	1,557,247	1,519,239	1,492,174	1,392,077
Miscellaneous/RiS	5,000	5,000	-	6,481	8,457	33,980	1,620
Referees + Timekeepers	365,000	356,538	314,268	315,173	310,948	222,188	222,947
Trophies/Awards	6,000	5,519	10,332	10,927	11,261	12,259	11,636
Uniforms	190,000	200,864	174,169	192,317	121,424	199,274	131,560
Total Hockey expenses	2,489,600	2,411,812	2,300,280	2,285,586	2,171,895	2,163,943	1,960,913
Admin Expenses							
Advertising/Promotion	24,000	23,443	21,249	15,911	15,428	13,382	13,801
Amortization	2,500	2,261	2,082	3,500	3,993	3,852	9,114
Bank Charges	6,500	6,131	5,578	5,095	1,831	1,512	2,657
Insurance	5,500	5,119	4,970	4,821	4,717	4,450	4,385
Meetings	9,500	9,357	8,435	6,761	4,467	2,931	4,283
Miscellaneous	-	-	-	-	-	-	-
Office Equipment & Supplies	17,000	14,916	15,030	15,624	16,502	17,711	23,909
Professional Fees	10,000	9,972	9,377	11,534	9,380	8,453	8,212
Rent	45,000	24,633	24,633	22,413	22,327	20,059	20,059
Telephone/fax	16,000	15,369	14,463	10,428	8,921	9,510	9,873
Wages + Benefits	255,000	218,443	211,227	205,512	174,305	143,125	155,805
Total Admin Exp	391,000	329,644	317,044	301,599	261,871	224,985	252,098
Total Expenses	2,880,600	2,741,456	2,617,324	2,587,185	2,433,766	2,388,928	2,213,011
Net Income/(Loss)	31,400	149,321	151,694	14,178	29,959	13,731	70,897

	2017/18		2016/17		2015/16		2014/15	
	Max/player	HRI Fee	Max/player	HRI Fee	Max/player	HRI Fee	Max/player	HRI Fee
IP	500	360	500	360	650	360	650	350
Novice	1,000	710	1,000	710	1,275	710	1,275	710
A-A	1,650	1,125	1,650	1,125	1,650	1,060	1,550	960
A-B	1,650	1,125	1,650	1,125	1,650	1,060	1,550	960
A-C	1,050	825	1,050	825	1,050	825	950	665
AF	1,650	1,125	1,650	1,125	1,650	1,060	1,375	780
P-AA	2,100	1,575	2,100	1,575	2,100	1,625	2,000	1,525
P-A	1,950	1,500	1,950	1,500	1,950	1,450	1,850	1,325
P-B	1,950	1,500	1,950	1,500	1,950	1,450	1,850	1,325
P-C	1,300	1,040	1,300	1,040	1,300	1,000	1,250	940
PF-AA/A	1,950	1,500	1,950	1,500	1,950	1,450	1,850	1,325
PF-B	1,600	1,140	1,600	1,140	1,600	1,100	1,600	1,050
B-AA	2,900	1,700	2,900	1,700	2,800	1,675	2,700	1,725
B-A	1,850	1,500	1,850	1,500	1,850	1,450	1,800	1,400
B-B	1,400	1,175	1,400	1,175	1,400	1,125	1,400	1,075
BF-A	1,750	1,120	1,750	1,120	1,750	1,100	1,700	1,050
B/M Rec	700	650	700	650	700	625	700	600
M-AA	2,900	1,825	2,900	1,825	2,800	1,800	2,600	1,725
M-A	1,900	1,400	1,900	1,400	2,000	1,375	2,000	1,280
M-B	1,200	1,075	1,200	1,075	1,200	1,050	1,200	950
MF-A	1,400	1,105	1,400	1,105	1,400	1,080	1,400	1,030
B/M FAA	2,250	1,500	2,250	1,500	2,250	1,450	2,200	1,350

	Games		Practices		
	#	Length	Shared	Split	Solo
IP	30	1.00			
Novice	18	1.00	26	-	-
A-A	24	1.25	14	-	25
A-B	24	1.25	14	-	25
A-C	22	1.25	30	0	-
AF-B	24	1.25	14	0	25
AF-C	24	1.25	14	-	25
P-AA	28	2.00	0	-	45
P-A	26	2.00	10	-	35
P-B	26	2.00	10		35
P-C	24	1.50	14	-	19
PF-A/B	26	2.00	10		35
PF-C	24	1.50	10	-	25
B-AA	31	2.75	0	-	46
B-A	28	2.00	-	-	40
B-B	24	2.00	-	-	24
B-FAA	24	2.00	-	-	40
B-FA	24	2.00			24
B/M Rec	24	1.50	-	-	2
M-AA	36	2.75	-	-	35
M-A	28	2.25	-	-	28
M-B	24	2.25	-	-	15
M-FAA	28	2.00	-	-	40
M-FA	26	2.00	-	-	25
Female include the skill testing					