

Red Deer Pond Hockey
AGM Meeting Minutes June 1, 2022 6:30pm – Setter's Place

Present: John Obelienius, Lori McGowan, Karen Unterschultz, Michelle Moore, Erin Sather, Val, Bob Weinrauch, Jordan Collier

Regrets: Dawnette Lawson, Tara Moore & Mike Williams

Guests: Brian and Marianne Ennis

1. Call to order – 6:30pm
2. Motion to Approve Agenda – John Obelienius requested agenda amendment to add an additional new business item to discuss the Hockey Alberta structure changes and how they impacted RDPH.

Revised Agenda Approved by Bob Weinrauch and seconded by Sharlene Fraser.

3. 2021 Meeting Minutes approval by Jordan Collier, seconded by John Fraser
4. Welcome – John presented the new organization chart that was created by himself and Joel Nelson, this firstly was necessary to provide with some grant applications we did but also for transparency and clarity of the structure of the board the voting and non voting positions.
5. Presentation by Brian Ennis from Team Alex. Brian Ennis was the founder of our Pond Hockey in Red Deer. He has now created a new organization called Team Alex Suicide Prevention Society in aims of providing training and support in sports for coaches, parents and players to help with mental health. They have finalized their curriculum and are holding beta testing this Saturday, June 4, 2022 and would love to have some of our board and or membership attend to provide them with feedback for the programming. Additionally he wanted to advise they have board positions open. The Inaugural programming is called Building Self Esteem in the Locker Room. It is a 4 hour session. They are also working on some new programming called train the trainer, this will be intended to grow their programming to teach others to offer the training as well. They are always looking for trainers and individuals that would like to offer their programming. John advised that RDPH will be moving ahead with holding Team Alex training for coaches at this time. We feel this is extremely beneficial to our coaches as well as parents and players. Especially following the hardships and stress in the aftermath of Covid. John encouraged everyone to attend the beta testing and to provide feedback, especially coaches.
6. Executive reports-
 - A. President – Season report – 429 players with 50 de-registered at start of season due to Covid protocols. 54 coaches (the most we've ever had). 29 teams. We had a couple of double header game weekends. 21 games for each team. We also participated in the Red Deer Rebels intermission game at their hockey games. We received extremely positive feedback and the players and families loved it. We received lots of positive feedback on the season everyone was happy to be back for a full season with no Covid interruptions. We are hoping that we can get back to larger registration numbers to pre-covid status. We had some surprise changes to the Hockey Alberta model and we had to amend our status to the Rec Model structure, this came with some changes to our penalty matrix and some new guidelines we had to follow. We took the opportunity with the year off from covid to revamp some of our policies and programming to make it better. For the first time we applied for some government grants and were advised on May 16th that we were successful in winning the Covid relief grant for \$5000. We also applied for the City of Red Deer Community Enhancement Grant which we applied for funds for new equipment and jerseys as well as training and certification courses for our referees. The grant application closed May 30th and we are waiting for a response.

- B. Treasurer – Surplus of \$25,000 for the 2021-2022 season. Year end is in July so we are expecting a few more expenses to come through. We are expecting a significant increase in expenses this year as the City of Red Deer has advised ice fees are increasing. The fees for the 22-23 season will remain unchanged and will not increase despite the increase in costs. We had an additional new expense this year for the goalie camp, we also hosted team parties again this year. We currently have over \$200,000 in savings so the board is reviewing what to do with those funds and what we can do to invest back into our organization. We are hoping we will get some of the additional funding through the grants. In place of approving the auditor for next year. Jordan has suggested we should send it out for bids. He will submit to local accounting firms for quoting for preparation of our year and auditing our financials.

Jordan put forward motion to accept our audited financials for 2021-2022 – Motion accepted by Erin Sather, Seconded by Sharlene Fraser.

Jordan put forward additional motion to requested bids from 3 accounting firms to handle our year end financials. Motion accepted by Lori McGown, and seconded by Wendi Lundstrom

- C. Governance – Erin advised that the previous governance director did a lot of work to build some foundational policies for our by—laws. We still need some new policies created surrounding registration and an internal maltreatment and harassment policy. She will be working on this over the summer once complete we will post on our website all the by-law and polices and procedures. The registration policy will be to formalize the process and when registration will open, when it will close and how late registrations will be handled. As a board we collectively agreed registration will open August 1st, close September 15th and late registrations will be accepted until September 30th, and we will charge a late registration fee of \$50. The internal maltreatment and harassment policy was born out of the Hockey Alberta Rec Model and Penalty matrix changes. Their policy has a guideline but then it refers back to each organization and club to use their internal policy which we do not currently have one so it must be created to satisfy Hockey AB requirements and to create a clear expectation and policy surrounding how these issues will be handled. If there are any suggestions or idea surrounding other policies that may be missing, Erin is open to any suggestions.
- D. Equipment – This position is open, nothing to report
- E. Information – There was inquiry regarding when volunteer bonds would be refunded, Jordan advised they began this week and should be completed soon, there was some delays in processing s circumventing the RAMP system and getting the necessary information takes a little longer than expected to process. Sharlene Fraser advised they have received their and others have commented the same.
- F. Ice Scheduler – she is working on securing our historical ice with all facilities to ensure we have adequate ice time. She is working with City of Red Der, Red Deer Polytechnic, Blackfalds, Penhold etc. The Dawe will be opening again this year so we will have some ice time back there again. Blackfalds was very good to us and has great fees we are hoping to secure more t9ime there as it was a big hit with families, and the trial run this past season trying them out went extremely well. We have been having some issues with Penhold with canceling ice times just prior to games and not notifying us. We continue to try and work with them but we have been having some challenges with their new management and lack of communication. We are trying to keep all options open as the number of players determines the amount of ice time required.

- G. Referee Coordinator – Was a great season overall, we had 27 officials this year. We had a lot of new young refs this year so we tried to do a lot of mentoring with them by placing them with older more experienced referees. They had positive feedback from coaches and parents. They moved to a 3 person system of 1 ref and 2 linesmen in Div 3&4 and 2 person system of 2 refs in Div 5 & 6, this seemed to really help and helped with development as well. She advised we need more senior experienced referees and would like to work on growing that piece. She also wanted us to ensure coaches and parents understand there is a zero tolerance policy for verbal abuse. Additionally another recommendation is to add some referring in div 2 after Christmas, this would help with some succession work as the Div 2 players have no idea what offside is or anything when they start in Div 3 so this would help with some teaching of younger players the rules etc. Additionally it has been recommended to review the 6 penalty system. Currently players are getting suspended after 6 penalties but the majority of them are low severity penalties such as tripping etc. It seems unreasonable for these players to be suspended when often the penalties are happening simply because of a gap in skill levels. We will review what penalties would qualify them for suspension and instead focus on an accumulation of more severe penalties that would result in suspension. She also advised that we should be working with Central Alberta hockey zone to take advantage of some of their training and resources. We need to attract new refs and make sure we have competitive pay.
 - H. Sponsorship – Mike has been working hard to gain new sponsors, last year we only had 3 sponsors ATB, Rogers Insurance and Border Paving. Then our regular corporate sponsors Scotia Bank and Tim Horton's. He also advised that Blue Bird Storage who is a sponsor in kind, has offered a discount for RDPH Membership.
 - I. Div 1 – Good season the Rebels intermission programming was extremely well received by players and families so we will work on continuing to participate.
 - J. Div 2 – good season on issues
 - K. Div 3, 4 & 6 – no major issues however the new Hockey AB model and penalty matrix has cause some struggles as we were all caught off guard and so were coaches. Additionally we are required to submit information to Hockey AB for insurance coverage and this will need to be updated in RAMP to be required at time of registration ie/ Birth certificates must be uploaded at time of registration as this is a mandatory requirement for hockey AB. Additionally it must be LEGITIMATE documentation, so players can not give faulty information. Additionally there were some struggles for teams with a lack of team managers to manage the documentation and correspondence with parents. There were a few comments from parents that they didn't know who their coaches were. We will be implementing a requirement that teams do not play or start their season without a team manager. We will need to help support coaches and recruit team managers. Additionally we need to provide clear direction for volunteers and coaches on time keeping, RDPH does NOT do stop clock, we play straight time. We need to ensure players do not change jersey numbers and that non league players can not play with our teams EVER. We need to provide lots of training for coaches on the new penalty matrix so they understand these are mandatory and we can not change or overrule Hockey AB guidelines. We will need to update our coaches guidebook and provide a longer more detailed coaches training session.
 - L. Div 5 – no issues
7. FIRST CALL for Nominations – Voting positions closed 14 days previous. Open position
 Vice President – 1 nomination – Joel Nelson – by acclamation
 Registrar – No nominations – position remains open
 Non-voting positions-

Equipment coordinator – Sharlene Fraser nominated

Communications/Social Media/Information – open – no nominations

Division 3 coordinator- open – no nominations

Division 6 coordinator- open – no nominations (Sharlene Fraser nominated however she has a child in this division so is ineligible to take on this role.)

Admin website- open – no nominations

Events- open – no nominations

8. Hockey Alberta Matrix and Hockey AB Rec Model changes and policy updates- John advised we were caught off guard by unexpected changes to Hockey AB Model. We were advised that they have changed their programming from the 2 model system of Minor and pond hockey, and they now have 3 different leagues to follow, there is Minor hockey, Rec Hockey and Pond Hockey. We had to decide which structure we will follow. After reviewing their description and outline of each model we determined RDPH most closely follows the Rec model league. Their Pond Hockey structure is essentially everyone shows up once a week throws sticks in a picks teams. There is no formal teams built, and no idea who and how many will show up each week. Essentially it's shiny hockey. As such we went with the Rec model structure, this also came with some changes and updates we needed to make including following the Penalty matrix. This completely caught us off guard how some of the penalties are handled that resulted in suspension. Some (understandably) upset parents as we were all caught off guard by this. This penalty matrix is mandated and determined by Hockey AB, any suspension and penalty is not negotiable, reversible and we can not appeal. All RDPH is allowed to do is add to the punishment if we feel it's necessary we can not reduce. We will post the information to the website and make sure this is filtered down to parents through training and education of coaches. Which is why we will enforce a mandatory coaches meeting with additional time and training this season. There are a lot of new things that need to be explained and make clear we are mandated by Hockey AB. Since we are now under the Rec model, we have been approached by neighboring municipalities to play each other. Sylvan Lake and Rocky Mountain House who each have their own rec teams have requested multiple times over the past year to play our teams. Since we were in the middle of four season and this is a new structure for us John declined. They went to Hockey AB and asked them to intervene. John agreed to have a meeting with their respective presidents and Hockey AB on June 7th to discuss. We have many concerns surrounding this as we don't know their structure and player level and ability. RDPH is all skill levels and their age categories differ from ours. Once they have their meeting it will be brought to the board to discuss if we want to participate. We may look at the possibility of hosting a tournament and allowing them to partake. John advised no change in fees this year. We will also be implementing this year the first 2 ice times of the season will be a practice/get to know your team time. This will also allow parents to meet their coaches and hopefully get volunteers in place for team manager, jersey parents, skate-a-rama parent etc. We will be hosting a much more detailed coaches meeting this year to ensure the new rules and matrix are clear and understood. Also that we have a zero tolerance policy for any harassment or abuse. We will also be hosting another goalie camp before season start as it was extremely well received and we need to work on goalie development so we do not struggle every year to find goalies. As previously indicated we will formalize the registration policy. Registration opening August 1st, close September 15th and late registration until September 30th with a late fee of \$50. This will hopefully encourage parents to sign up early. Late registrations in the past have caused major issues for team builders as they need to

have adequate coaches, goalies and enough teams to have an equal number to play. In the past we've had as many as 60 additional registrations up til Christmas time and this is extremely challenging to build, we end up with extremely large teams and not enough goalies etc. Val wondered if this was unfair as there are many kids coming from minor hockey and RDPH's vision is a place for all players to play. The issue is we end up with extremely advanced players against new players and it's a difficult challenge it can also become a safety issue to some of our players. And we can also end up with a large amount of players and their cuts continue until the end of October when our season is already well underway. We needed to create a clear line of when we will accept players otherwise how do we say yes to some and no to others. We needed to take a stance and create a cut off. Not to mention beyond the team building issues, there is issues with an adequate amount of ice times, coaches, and to add 1 additional team is not feasible as then the teams become uneven and a team will be unable to play if we do not have an even number of teams. We will introduce reffing in Div 2 after Christmas to help with player development so they understand rules when starting Div 3 We will have a normal season start with the exception of the 2 first time slots being practice to allow coaches, players and parents to get to know each other. Season will go to mid March as normal. We will also be hosting the equipment swap again this year. And the goalie camp will be a go.

9. Second call for nominations- Voting positions closed 14 days previous. Open position
Vice President – 1 nomination – Joel Nelson – by acclimation
Registrar – No nominations – position remains open
Non-voting positions-
Equipment coordinator – Sharlene Fraser nominated
Communications/Social Media/Information – open – no nominations
Division 3 coordinator- open – no nominations
Division 6 coordinator- open – no nominations (Sharlene Fraser nominated however she has a child in this division so is ineligible to take on this role.)
Admin website- open – no nominations
Events- open – no nominations
Motion put forward to accept the new Board of directors welcoming Joel Nelson as Vice President by acclimation and Sharlene Fraser as Equipment coordinator. John Obelienius seconded by Michelle Moore – all in favor.
John Obelienius motion to amend signing authority to add Joel Nelson and remove Erin Sather. Seconded by Michelle Moore
10. Q&A – Team Alex also advised that they have 3 scholarships for Post Secondary students that are open for application. We will put info on our website and communicate to our membership. Joel and John will be undertaking a clean up of our website over the summer to make it more clean remove old policies and information and make it current. Also John advised if our registration numbers are good we will try and bring back the coaches team. Re: new penalty matrix – we have an Ad Hoc committee of 2 people who are not at all associated or affiliated with RDPH they act in an advisor capacity that we can submit any disciplinary issues to them for a non biased review. We would like a 3rd person so we are always looking for more people and volunteers for our board. Also need to advertise and attract older referees. Referees also need to be carded by hockey clinic through Hockey AB. We are hoping we might qualify for the City of Red Deer grant to cover some of these costs.
Sharlene Fraser brought up a concern regarding some of the referees who are also RDPH players, reffing games within their own division. This cause some major friction and wondered why it happens and suggested it should not be allowed. Val (Ref coordinator) advised that she

does not normally allow for this at all and schedules refs outside of their age division if they are RDPH players. She advised if this occurred it was an anomaly as she may have had to do it once or twice as they had a covid issue with refs and they had to replace at last minute. But otherwise they do not schedule refs within their age divisions. So this must have been a one off situation. Val also suggested that if we can arrange for some of the younger refs to meet some of the Red Deer Rebels refs to ask questions do a meet and greet to build some confidence and gain interest.

John Fraser (coach) advised RDPH has been a great organization and he has always felt supported by his parents and players. He is very happy.

John Obelienius reiterated that RDPH will be enforcing a zero tolerance policy.

8:09 Meeting adjourned