

Nepean Girls Hockey Association (NGHA)

2019-2020 Board Meeting Minutes

Date: November 14th, 2019

Time: 7:00 pm

Location: Minto Recreation Centre, Echo Room

Present: Tracey Gillies, Karen Major, Gerard Gagnon, Jarrett Thompson, Stephen Bent, Les Banks, Mike Speer, Karla Clarke

Regrets: Tony Matson, Scott Boassaly, Wendy Baldin, Chad Chambers

1.0 Call to Order [President]: 7:10 pm

2.0 Minutes from October 10th, 2019 Board meeting - motion to approve by Gerard Gagnon (seconder – Karla Clarke)

3.0 Introductions [President]

- Welcoming remarks

4.0 Policy, Safety and Risk [Director of Policy, Risk and Safety]

- A new 'NGHA Team Volunteer Policy' was presented. This policy was drafted in response to queries received concerning whether teams could use Nepean Minor Hockey Association (NMHA) players as on-ice helpers. The policy was discussed with respect to insurance coverage, age restrictions/ age gap between players and volunteers, and certifications. There were no objections or proposed revisions to the new policy, which will be posted on the NGHA Website.
- A draft resolution was tabled by Stephen Bent regarding a commitment to increase the number of female coaches in the NGHA. This resolution was proposed to confirm and articulate the NGHA's continued commitment to encouraging female participation in coaching in support of more female coach recruitment. The selection of the best coach for each coaching position (regardless of gender) was highlighted as a continued priority. The development of mentoring and coaching sessions/clinics for female coaching candidates was discussed to support development. The motion to accept this resolution was moved by Tracey Gillies and seconded by Gerard Gagnon. This resolution will be posted on the NGHA Website and used as part of the NGHA's coach recruitment efforts.
- Rules surrounding NGHA player participation in school sports (in particular school hockey teams) were discussed. No prohibition exists on playing hockey for a school team as it is considered to be a school commitment under the 'Player Commitment Policy'. A discussion took place regarding the impact of school hockey team participation (or other similar school sports participation) on league games/practices, including out of town school tournaments which may require missing league games. While it was recognized that individual coaches may have their own expressed

preferences, the best interest of the player is always of paramount importance (including if players are choosing to miss league hockey because they have school hockey commitments). The importance of supporting the player and their decision was stressed. It was determined that there is a need for further clarity to ensure the 'Player Commitment Policy' is reviewed and applied consistently.

- An update on certification was provided indicating everything is going well and all volunteers without proper certification are not volunteering and being removed from rosters (if applicable).

5.0 Registration [Registrar]

- Player movements in midget house and competitive divisions were discussed. The loss of two competitive players (one due to injury and one due to school) was raised with half of registration costs being reimbursed. Player movements between MCB and MCC teams were mentioned as the result of player losses.
- The request for a 'new to hockey' player wanting to join in bantam house league was discussed. Further discussion and consideration is required regarding player fit to ensure safety.
- A last minute signed waiver form was requested for processing due to time constraints with the team's attendance at a tournament.

6.0 House league [House League Directors, Vice-President Operations, President]

- An update on teams was provided indicating that while the teams have been set, there remain a few continued requests for player movement.
- Further updates reported that almost all of the rosters have been approved. Tournaments have started for house league including some gold and silver achievements.
- The success of half-ice play for novice was reported including positive player involvement and skill development. Cross-ice versus half-ice play was discussed with respect to player skill and increasing involvement of weaker players.
- An update on Development Stream (DS) was provided. There will be no DS at Novice (due to OWHA direction) or Midget levels (due to insufficient player numbers). Tryouts were required for Atom and Peewee levels but not at Bantam. Atom and peewee need another tryout requiring a third ice time. Bantam could not find a DS coach so a non-parent, former Wildcat player will be coaching. The provision of a *per diem* (paid by the DS parents) for the non-parent coach to cover general expenses while traveling for away tournaments, was approved. Hotel expenses of the non-parent coach will be covered by team fees, as stipulated in the Team Finances Policy. The Bantam DS parents have been made aware that parent commitment and support will be integral for a successful season.
- Concerns were raised that the Affiliation Policy is not being followed. Specifically, in cases where competitive coaches require affiliate players, the rules (as outlined in

the policy) must be followed and coaches should not be directly contacting the parents of the players they wish to affiliate. The importance of following the correct chain of request, cc'ing convenors and respecting the 24 hr period required to affiliate from house league to competitive was discussed.

7.0 Finance [Treasurer – Update provided in advance]

- A financial update was provided as follows:
 - An audit is being conducted with a full update to be provided by January.
 - Invoicing is running smoothly
 - \$440 000 in the bank
 - Ice is paid up to date - some cheques still need to be cashed (but paid)
 - Ice invoices are starting to come in - most of them have ice credits - but they are out to the teams.

8.0 Competitive [Vice President of Programs, Competitive Directors]

- An update was provided on player movement.
- Coaching concerns were discussed with respect to roles (head coach versus assistant coaches) and conflict management. Support is being provided to ensure consistency and proper direction is provided.
- An update was provided on the second Program of Excellence (POE) meeting which took place last night and went well.
- The affiliation process was discussed with respect to point of contact and timeliness of responses. Concerns over delays in responding to requests by coaches were raised as an impediment to affiliation in some cases. The potential for a list of pre-approved affiliate players was considered to facilitate the process and a means of informing parents and managers of requests was also considered. The importance of communicating the Affiliation Policy at coaching meetings/clinics was raised with emphasis placed on timely responses, proper contact process for requests, and providing opportunities to different players (to avoid the same players getting opportunities all the time). A reminder was given that personal contact information should not be posted on the website publically or provided without consent.

9.0 Ice

- The Ice Director position was discussed. Given the amount of work involved in scheduling ice, the option to provide a \$5000 honorarium for the ice scheduler position was proposed. An approved decision to provide an honorarium to the Ice Scheduler would require that this position not be filled by a member on the Board of Directors. The honorarium amount of \$5000 was proposed after an analysis of the amount paid for ice scheduling by other associations, taking into account the size of the NGHA. A motion to approve the amount of the \$5000 honorarium for the ice scheduler position, and to approve the provision of a \$2500 honorarium to finish the ice scheduling for the remainder of this current season, was moved by Stephen Bent and Seconded by Mike Speer. The current Ice Director has resigned his position on the Board of Directors to complete the role of Ice Scheduler for the remaining season. For future seasons, the Ice Scheduler position will be filled by a candidate successful through an interview process.

10.0 Round table items

- N/A

Motion to close the Board meeting by Gerard Gagnon (seconded: Stephen Bent)

Meeting closed 8:40 pm