

NEPEAN MINOR HOCKEY ASSOCIATION



MINUTES OF MEETING COVER SHEET

MEETING OF Nepean Minor Hockey Association Board of Directors

Meeting – April 18, 2011 in the Library Board Room, Walter Baker Sports Centre

THOSE IN ATTENDANCE WERE:

Executive Directors:

PRESIDENT:	Karen Russell
DISTRICT CHAIR:	Craig Shouldice
VICE PRESIDENT:	Greg Clarke(regrets)
SECRETARY:	Gail Wistaff
REGISTRAR:	Janet Shouldice
TREASURER:	Christine Shute(regrets)
HL CHAIR:	Nikki Lothian

DIRECTORS; Amy Smith Arlene Cameron Caise Chandler Chris Woodcock Dale Booth
Eric Klaus Hart Wolf (regrets) Jane Shepherd Jim Hiel(regrets) John Murray(regrets) Karla Clarke
Kim Johnston Kristina Tam(regrets) Marilyn Hargreaves Mark Kingsbury Melissa Klaus(regrets)
Nicole Kingsbury Patricia Steele Steve Brush Terry Martin(regrets) Valerie Paul

April 18, 2011

1. MINUTES of the February 28th meeting were moved by Chris Woodcock and seconded by Valerie Paul carried

ADDED - NOTES FROM EXECUTIVE MEETING JANUARY 15, 2011:

Executive Meeting July 18, 2011

Brent Caves was appointed by the President, Karen Russell, to be the Treasurer for the NMHA until the next AGM in 2012.

The NMHA has decided to continue on with the Bingo at the Rideau Carleton Raceway for the next term. It was to be finished April 30th.

Nikki Lothian, the House League Chair, is asking for a couple of extra hours ice this season for The novice and atom division for development.

The motion to enable novice players to play up to atom competitive did not go through at the ODMHA meeting.

2. PRESIDENT – Karen Russell

Karen read a summary of the motion from James Hanlon to be presented at the AGM.

MOTION TO SEVER HOCKEY ADMINISTRATION FROM HOCKEY

DEVELOPMENT

NOTICE TO THE ENTIRE NMHA MEMBERSHIP

DATED: FEBRUARY 27/2011

REGARDING: A VOTE AT THE 2011 AGM

To NMHA Members,

The people behind this proposal are aware of the amount of work that NMHA volunteers do but also think the intentions/opinions/agendas of administrative volunteers should not hinder improvements to one of the largest hockey associations in Canada.

The current structure of the NMHA is outdated and does not allow hockey programs to be developed, implemented and managed in a forward looking, progressive and creative manner that best serves the NMHA members. The proposal below does not look to abolish any of the current volunteer administrative positions that currently exist within the NMHA, however, it does call for those same positions to be restructured so that they are no longer responsible for hockey development items. Below we have outlined a brief summary of the problem and a brief summary of the solution. Although in many large associations, process and structure change can take years, we will tell you that the proposal below can be implemented immediately following a vote at the 2011 AGM and be in place prior to the 2011-2012 season. Remember that we are not abolishing any existing volunteer administrative position or structure but just reducing their current work load. With a reduced current workload and no major changes to player registration, ice schedules etc, the proposal can easily be implemented over the summer months. We believe there will be enough support for this proposal by the NMHA Membership and we would hope that all NMHA Volunteers would stay on in their current positions should it be successful.

Thank you for time and consideration.

See Page 2 below for Motion to Sever Hockey Administration from Hockey Development.

The Problem:

A. Disconnect between our NMHA Initiation Program, NMHA Novice Program and our NMHA Competitive Program. *Currently, in our NMHA Structure, we have 3 separate Chairs for each of these 3 divisions who were elected to handle all the administrative duties related to their respective divisions. In actual effect, they are “managing” all the related hockey development duties and making all essential hockey development decisions as well. Due to this structure, there is a lack of time and an unwillingness to bridge the 3 programs together. In addition, there is no minimum hockey playing experience or technical coaching experience required from the 3 Chairs that would enable them to build a connected hockey program. In the past, technical coaches for individual programs have been hired by these Chairs (Power skating etc) but these have been “band aid” solutions that provide little in the way of sustainable, tangible program improvements.*

B. Disconnect between the needs of the Initiation & Novice Programs and the rest of House League. *Initiation & Novice are the foundation of the association and the competitive program, they should not be organized or managed the same way as our Atom-Midget House League program is. They require the most attention to detail and the most qualified staff and coaches the NMHA can find. The success or failure of the entire NMHA Competitive program comes from the success or failure of our core/base programs. The current structure is failing our developmental programs in Initiation and Novice.*

C. No structure or process in place within the Competitive “Committee”.

1. There is no minimum hockey criteria required to be involved on the committee. 2. All current members are asked to join without any formal process known to the NMHA Membership. 3. There are no minutes recorded. 4. Members are not accountable to the Membership for their decisions. 5. Most NMHA members do not understand how competitive committee decisions are made or what roles each competitive committee member has. This is not a true committee.

D. Outdated View on Revenue Generating Programs including

Sponsorship. *The current sponsorship model is outdated and is not making the best use of resources available to improve the NMHA programs and/or providing best “value for money” to the NMHA Membership. NMHA Board of Directors has frowned upon a business minded approach to hockey development because they “have always been a volunteer-based organization.”*

Please see Solutions below.

The Solutions:

***Formation of a new Hockey Department.**

***Hire a General Manager of the Hockey Department.** General Manager will then hire his/her own staff including but not limited to: Goalie Mentors, Coach Mentors, Divisional Leaders, Power skating instructors, off-ice coordinators etc.

***Minimum Hockey Playing or Technical Coaching experience (or combination) needed as a criteria to be hired as the General Manager and/or hired as staff by the General Manager.** This would be an essential change needed for any new program. If we are one of the largest hockey associations in Canada, then the Manchester United Youth Academy might be one of largest soccer associations in England. Consider the thought of administrative volunteers, who might have no playing or coaching experience, managing their youth academy and making all related

soccer development decisions.

***Hockey Department's Budget and Accountability.** With revenue created from new sponsorships, camps/clinics and tournaments, cost to the NMHA Membership would be minimal. A business plan would be provided by the Hockey Department, prior to each AGM, to the Board of Directors and the NMHA Membership. The Hockey Department would be accountable to the BOD and the membership based on the information provided in the approved business plan (training provided, number of staff, benefits to membership etc). Hockey Department would include proposed changes to NMHA Rules and Regulations, on an ongoing basis, as the program is developed. Naturally, the Hockey Department would also have to work within any existing ODMHA and/or Hockey Canada rules.

***Competitive Committee, House League Chair, IP Chair and other Volunteers would continue to manage administrative duties related to each program.** These duties would include, but not be limited to: handling registrations, ordering sweaters, recording suspensions, organizing social activities, handling transfers, notifying registrants of tryout times, notifying registrants of their sort out teams etc.

***Hockey Department would now manage all hockey development items within the NMHA Competitive Program, Initiation Program and Novice Program.** These hockey development items would include but not be limited to: coach selection, coach development, coach evaluation, player selection, player development, player evaluation, sorting of teams, on-ice programs, off-ice programs, tryout process, camps, clinics and tournaments etc.

Please see specific solutions to current problems below:

Here are some specific solutions to the problems listed on the previous page:

A. Disconnect between our NMHA Initiation Program, NMHA Novice Program and our NMHA Competitive Program. *Hockey Department would now oversee all 3 programs. They could implement one program that combines the needs of all 3 levels and provide a better flow through for the initial first 3 years of minor hockey. In so doing, there would be more familiarity with players & coaches and areas needing improvement. Hockey Department would also manage all youth/junior coordinators currently working in these programs.*

B. Disconnect between the needs of the Initiation & Novice Programs and the rest of House League. *Atom-Midget House League would have no changes. House League Chairs and other volunteers would remain as an administrative support team for the Hockey Department for all Initiation and Novice teams. All hockey development decisions in Initiation and Novice Programs would now be managed by the GM and the Hockey Department, who would be qualified to do so.*

C. No structure or process in place within the Competitive "Committee". *Hockey Department would now function as a business unit and not a committee. Competitive committee would remain as an administrative support team for the Hockey Department and the 25 competitive teams. All Competitive hockey development decisions would now be handled by the GM and Hockey Department, who would be qualified to do so. Hockey Department would now be accountable to the BOD and the NMHA membership as per the approved Business Plan (*See above).*

D. Outdated View on Revenue Generating Programs including Sponsorship. *The NMHA will always be "volunteer based". However, any new*

April 18, 2011

Hockey Department should be able to look for ways to maximize revenue from all avenues including new Hockey Department sponsors in order to improve the program. You will notice other community volunteer associations already operating this way. As a loose example, Ottawa South United is a "Nike" club with a large paid Technical team. They maximize revenue from tournaments, sponsors, camps, clinics, winter programs in order to improve their program. They are still "volunteer based" but with a large, qualified technical team, they have been voted best soccer development program in Ontario for 4 years running.

3. DISTRICT CHAIR/ ITT WEB – Craig Shouldice

Craig will present a motion to update the constitution at the AGM. After reviewing the web version and comparing it to motions from the intervening Annual General Meetings, of the 8 motions passed therein, the following summarizes action to date:

1. A motion to hire a Head Coach / Mentor and make that individual a member of the Executive. Since the Executive is not formally described in the Constitution, this motion is an operating rule for the administration of the NMHA. Subsequent to that AGM, Larry Ruch was hired and joined the Executive. No-one else has been hired for that position since he left, although both the House and Competitive programs have a technical director or mentor coach.
2. A motion to hire a Volunteer Coordinator. Again, this is an operating rule and not part of the Constitution. The Board now has a position for a Volunteer Coordinator
3. A motion to provide reports on ice usage. Again, an operating rule, this has been done on a sporadic basis, but all such reports are available on demand
4. A motion to allow the President to suspend any member for 14 days for conduct prejudicial to the aims and objectives of the NMHA. This clause existed, but did not include all members, just players, coaches, officials and teams.
5. A motion to create a House B bodychecking division. Again, an operating rule, not in the Constitution. This was accomplished as required.
6. A motion to make email the standard for notifications about the AGM. Done.
7. A motion to make the District Chair a member of the Executive. As noted above, this is an administrative operating rule and does not change the Constitution. Done.
8. A motion to make the House Chair an officer of the NMHA and to add Chair of the Competitive Hockey Program to the duties of the Vice President. These changes need to be inserted in the Constitution. Craig noted that the appeal for Affiliate player from novice to atom competitive was turned down

4. VICE-PRESIDENT/ COMPETITIVE CHAIR – Greg Clarke

Jamie Squirel and Mike Killingsworth were both champions. Ted Hay's team, Garry Galley and Peter Rowe's teams were in the finals. Coach selection has been completed.

5. SECRETARY- Gail Wistaff NIL

6. REGISTRAR – Janet Shouldice

7. HOUSE LEAGUE – Nikki Lothian-NIL

8. REFEREES IN CHIEF – Caise Chandler-NIL

April 18, 2011

9. RISK AND SAFETY-Jane Shepherd and Mark Hargreaves -NIL

10. INITIATION – Jim Hiel-NIL

11. TOURNAMENTS AND VOLUNTEERS – Karla Clarke

12. TECHNICAL – Amy Smith -NIL

13. SPONSORS AND COMMUNICATIONS- Marilyn Hargreaves

Marilyn has now chosen the Volunteer and Parent of the Year Awards and they will be presented at the AGM

14. SWEATERS – Johanne Diotte

Jersey's are almost done

15. TREASURER – Christine Shute

Audited statements are now ready for AGM

16. SUSPENSIONS – Kim Johnson - NIL

17. NEXT MEETING – The next meeting is May 11th, AGM at the Nepean Sportsplex in Hall A at 7pm The meeting was moved for adjournment by Arlene Cameron and seconded by Marilyn Hargreaves