



Guelph Minor Hockey Association
Monthly Board of Directors Meeting Minutes
Date: September 16th, 2018
Time: 7:00PM
Location: GMHA Office

Confirmed: Ken Cathcart (7:20), Tara Kelly, Tim Davison, Frank Destefano, Jennifer Brisbin, Matt May, Jim Sullivan, Craig Dool, Greg Kloepfer, Peter Guth, Lindsay Blanchard

Regrets: Peter Uddenberg, Todd Schlachter,

Guests: Chris and Matt Caldaroni from Mental Resiliency Training

Monthly Meeting:

1. Call the meeting to Order 7:02 pm
2. **Motion** to approve the Agenda made by Peter, 2nd Tara, Carried.
3. **Motion** to approve the August 26th Board Meeting Minutes made by Peter, 2nd by Frank, Carried.
4. **Motion** to approve the September 8th Special Called Meeting Minutes made by Peter, 2nd Tara, Carried.
5. Conflicts of Interest Noted - None

Agenda:

1. Mental Resiliency Training Presentation
 - 3 years working with players and teams
 - Focus on building the habits on what it is like to be a resilient individual
 - Starting to see patterns that are developing
 - Involved in multiple different sports
 - Problem solving skills and social media skills a problem
 - Every age has a different need. Up to 15 it is all about development.
 - Program built on self esteem.
 - Build tools and systems to do this with Children. Seeing increased grades and increased participation in sport. Getting a lot of positive feedback.
 - Work with the philosophy to build an individual rather than a team.
 - Once a month a team based seminar is offered. In between they have a YouTube video for individual skills. Kids relate to this media and therefore they see results. Every single kid gets a review once a month with skills to work on for the next 21 days.
 - Work with the parents as well so that they are on board.
 - Completely confidential.
 - GMHA to look at offering to two teams. What are we willing to pay. Possibly cover the majority of costs but then we need to hold a lottery to select the teams.
 - Table for discussion on Budget
2. Midget A Coach Selection
 - Motion** to go into Camera made by Greg, 2nd by Matt, Carried.
 - Motion** to come out of Camera made by Peter, 2nd by Tara Carried.

Monthly meetings of the Board of Directors are open to all interested members of the Guelph Minor Hockey Association. Only members of the Board of Directors are eligible to vote on Items of business. Proposed items for the agenda must be submitted in writing to the hockey Office no later than one week prior to the next Board of Directors meeting.

Motion to have Jason McNaught as the Midget A coach for the 2018-19 Season made by Jen, 2nd by Craig, Carried.

3. Concussion Management

Emailed all the teams with the requirements for concussion management. Original date for compliance was September 15th and we are not at 100% compliance. Frank to look at exactly how many teams are out of compliance. Will compile the list and Craig will forward to all coaches and we will start pulling people of rosters if we cannot get people to cooperate.

4. Administration Role

Need to align on the position moving forward. Need to put a committee together to handle the selection.

What does the position look like? What is the compensation range?

Discussion that administration duties are extremely important. In addition the board would benefit with help on duties such as the website, survey help, equipment ordering, VSC etc. We need a full time employee

Ken and Tim can help with interviews

HR from University to be consulted to help with the interview process.

Motion to form a Job Search Committee made up of Jen, Peter, Tara, Lindsay, and Greg with a mandate to create job description, job positing, source and interview candidates, reporting to the GMHA executive inter progress but present recommended successful candidate to full board, offer position, negotiate compensation coordinate on boarding and transition period and made by Jen, 2nd Jim, Carried.

Motion to go into Camera made by Peter, 2nd by Ken, Carried.

Motion to come out of Camera made by Peter 2nd by Greg, Carried

5. Tyke/SD Number of Teams

Motion to approve 6 teams at 17 players per team made by Matt, 2nd Craig, Carried

The schedule Matt proposed to Penny will stand

SD is starting September 29th

6. Tyke Tri-County Loop Response to Parents

We are looking at focusing this year on development of these teams rather than organized league play of any kind. No decision was made at the time we were setting up our program on what the Tri-County would put together so we choose to opt out of the program.

The SD3 and ADP players are free to participate in any of the jamboree that are being held.

7. AAA Discussion

Issues with the split zone.

Craig would like to speak with the OMHA to start the conversation about closing the split zone. We have two options to propose. First Center Wellington comes to Guelph and Woolwich goes to Waterloo or Residency rules will be applied. Right of choice given only once rather than every year so that the time and effort spent developing players is not lost with Waterloo pulling players in the later years.

Craig will start the conversation on Thursday, anyone with welcome to attend. Daryl Holmes to attend as well as the OMHA.

AAA coaches

Losing coaches because they are getting paid in the majority of the surrounding centers.

Discussion about considering Minor Bantam and Up coaching staff getting a \$10,000 honorarium paid for with rep fee increase. Non parent coaches only.
Tabled discussion to consider the impact of this on the association. Talk of holding meeting to consult the parents of AAA to get their opinion.

October meeting to discuss AAA coach selection.

8. Budget Policy

Motion to go into camera made by Ken, 2nd by Tara, Carried.

Motion to come out of camera made by Tara, 2nd by Lindsay, Carried.

9. Donation

Rita from the Storm passed away and donated money to our association and we need to find a suitable way to use this money.

Jim will take and bring back to the board next month some potential suggestions.

10. Mentorship Program

Looking to start the program up again with Renae Redford and Kelly Pearson willing to run and organize with Craig being the board contact. The program will look very similar to last year. Discussion about having some funds set aside to allow them to have a pizza party of end of season event to thank all the volunteers that dedicate their time and effort to the program.

Motion to allot \$1000.00 to Mentorship Program made by Jen, 2nd Lindsay, Carried.

11. House League Development

Tim, Jim, and Matt to take care of this

12. Gender Identity

OMHA has mandated that each coach has to have a conversation with their team to discuss gender identity.

We have concern with untrained personal having discussions that they are not qualified for doing more harm than good to the players.

Instruct coaches into follow the inclusion and anti bullying policy.

13. Other Business

Rotary Club wants to blast the coaches on a fundraising. Our coaches emails are available. Discussion about adding fundraising items such as this to the website as a resource so that our teams have access to all the potential possibilities

Lindsay wants to set a time limit to the VSC to make sure the coaches get them done. 34 people remaining. Discussion that the policy is in place and has worked in the past but we were late to the gate this year as a board so we have to keep on doing as we are. We need the clearance from all coaches and bench staff.

Given the time that they have had we will allow for another 2 weeks for clearance before we will remove people from the rosters.

Reports:

1. President's Report – Ice Problem with Powerplay but a meeting has been set up to deal with it.
2. Equipment – HL jersey order went in not in the budget. We had to order 4 duplicates for use next year.

3. Risk Management – Discussed above
4. Budget Review – Report submitted. Registration revenue is based on lower midget AAA.
5. Development – Slide deck for ice allocation, development to go online. Chad, Tim, Justin, Zone, Kelly, Lynae, Andrew Degroot, Josh Taylow, Cam Stokes all part of the Development Team.
6. Rep – Report submitted. We need to look at moving to Director of Rep AAA and Director of Rep AA-AE. By law change that needs to be looked at prior to elections for this year. Looking for someone to help Craig and learn the ropes for succession planning.
7. HL – Report Submitted

Motion to Adjourn at 11:03 pm.

Next Meeting Sunday, October 14th @ 7:00 pm - GMHA Office