



**GIRLS HOCKEY CALGARY BOARD MEETING MINUTES**  
**October 25 2021 @ 18:30**

*Attending via Zoom: Shannon Cleary, Stu Bridle, Jarid Poissant, Samm Domagala, Spryng Kubicek,  
David Burch, Heather Delaney, Shonn Hilliard, Jeff Walker, Jacqui Piebiak  
Absent: Jodie Baldwin, Kyle Wanvig, Christine O'Shaughnessy, Paulette Niedermier*

**CALL TO ORDER 6:36 PM**

**1. APPROVAL OF MEETING MINUTES**

*Motion to approve August 2021 minutes. Seconded. Carried.*

**2. APPROVAL OF AGENDA**

*Motion to approve October 2021 agenda. Seconded. Carried.*

**3. STANDING REPORTS**

**A. President Update**

**a. Hockey Calgary Update:**

- Membership Policy: Hockey Calgary implemented a more thorough Membership Policy. All member associations must adhere to policy, including submitting our policy documents each year (Due November 1). The only thing we don't have in our current policy document is our updated Evaluations Policy, which is undergoing a review, will submit amendments when ready.)
- Maltreatment Rule: New rule in Hockey Canada Rulebook (Section 11) to give officials ability to address derogatory language or behaviour on the ice. Discipline under this rule will be administered in partnership with MHA (Hockey Alberta has published implementation guidelines.) This is
- Official Shortage: There is no tolerance for abuse, a lot of new officials are being trained and some officials are returning from retirement.
- Hockey Calgary Strategic Meeting: We are meeting with Hockey Calgary in early November to discuss growth management and a few strategic goals for female hockey in Calgary region. Karen and Beth / Lisa will be joining.

**b. Staffing Update:**

- Melanie Moore submitted her resignation as Managing Director of Elite earlier this month. We are sad to see her go but Mel is always a member of the GHC family and has offered to assist in other areas depending on her school schedule. She made recommendations for the position moving forward. Spryng and Jacqui will meet to discuss this role and finding a new hire.

**c. Succession Planning:**



- Immense responsibilities (especially as we grow) at a time when less people are volunteering. People shouldn't feel as though they are "trapped" in their volunteer role as we risk spreading ourselves too thin and overwhelming the next person who joins the Board.
- Everyone should begin to prepare internal "guidance documents" on our operational tasks (as well as external "member handbooks" where needed) to improve our handover plan and increase transparency to members. Everything from Evaluations & Team Formation, Coach Selection, Affiliation Process to Equipment & Apparel and Team Photo Day.
  1. October-December: Update Documents
  2. January: Finalize and Share Documents
  3. January-May: Bring New People On

#### **B. Administration Update**

- a. Final registration number is 1002 players (excluding First Strides)! Everything division is significantly higher except for U7, which is similar to last year.
- b. Coach Certifications are due November 15, in the process of emailing teams with coaching deficiencies to remind them of their requirements.
- c. Affiliations will be submitted to Hockey Calgary by the end of the week, they will have the final say on approval.
- d. Banking for Community teams is almost caught up, there have been a few issues in getting things set up smoothly (lessons learned). They have added another manager to handle our accounts and Mohan worked through the weekend. We have set up each team with an email address for auto-deposit. Community Team Accounts will have \$10 added to each account to off-set the cost of transactions. Elite Team Accounts will have the cost of those transactions reversed each month. Many of the issues will be addressed this year and shouldn't be an issue in future seasons.

#### **C. AAA/AA Update**

- a. Revise Calgary Fire Elite Committee leadership structure. Spryng Kubicek will be VP Elite, Paulette Niedermier will be Director of U18 AA and David Burch will remain Director of U15 AA.
- b. Teams are doing well, working through a few injuries. Results have been good so far.
- c. Affiliations are assigned, we need to confirm our policy with use of affiliates coming up from Community so all coaches are on the same page.

Motion to name Spryng Kubicek as VP Elite and *Paulette Niedermier as Director of U18 AA. Seconded. Carried.*

#### **D. Operations Update**

- a. Evaluations: Will be bringing back everyone who was involved in the Evaluations process to improve our process and make things easier on everyone involved. All in all, things went well, there was a small percent of people who were upset and a few minor issues



that were addressed during the process. We have to look at how we do things, what used to work with 500 registrants does not necessarily work now that we're over 1000.

- b.** Health & Safety: We are still working with facilities in regards to the requirements (for example, how medical accommodations are being accepted or not accepted by some facilities). Ice at these facilities has been booked months in advance, we are limited in how schedules are assigned. Jeff has been dealing with individual situations as they arise. There will be a Health & Safety Coordinator Meeting soon and a letter will be sent to members regarding the upcoming deadline for second vaccination (REP requirement).
- c.** Discipline: Dealing with some suspensions and reports of misconduct, typically reported through Division Chairperson or Age Division Governor. We may want to streamline this communication process .
- d.** Goaltending: Shortage at U15 presented a large challenge during team formation and will continue to be supported by Community team. U13 Goalies have been amazing to step up and take on extra games.
- e.** Concussions: Do we need a policy at the Association-level to make sure we're tracking incidents? Hockey Canada has a thorough Concussion Guidance documents (with Return to Play protocols).

## **E. Community**

- a.** Equipment: We need one to two Equipment Coordinators who can take on equipment.
- b.** Development Session: We have been getting amazing feedback from coaches, the sessions are very detailed progressions and regressions on stick handling, shooting and skating. (How to correct, what to look for, etc based on feedback from Sequence
- c.** Junior Leadership Program: We are going to focus this on one age division to begin, we had a lot of interest and want this to be successful.
- d.** Coaching: Thank you Jacqui for all the work on the Coach Certification process! Currently working on re-vamping on the mid-season coach questionnaire. Working on U11 Hybrid Goalie communication.
- e.** Goaltending: We've set up our development program at Hockey Hub YYC on Wednesday evenings. U11 Hybrids continues to be a little tricky but we're working hard. We have only two dedicated goalies for six teams in U15 Female, so we have set up an Emergency Goalie list for teams to access as needed. This continues to be a huge challenge but we appreciate everyone's help and understanding.
- f.** PWHA vs. National Team (December 9-12, 2021): Hockey Alberta asked for feedback on some of their events. There isn't much planned but we want to be involved and certainly want to promote, we will learn more and make sure teams can get involved.
- g.** Affiliations: Affiliations are being assigned as per Hockey Calgary.
- h.** We have 22 Female coaches who are non-parents! Some teams are short of female coaches, we are working with members to designate more females in coaching roles.
- i.** Mom Learn to Skate: We are having a mom learn to skate November 7, it was very positive response (many parents on our waitlist).
- j.** Intro to Referees: Promoting officiating as another avenue for females to get involved in sport, hopefully we can get this schedule for the new year.



- k. In-Season Development Programs: The U13 AA Program is full and underway, we will send a note to all U13 A/B coaches and let them know what is available. All other Community teams (U7-U18) will receive \$500 per team access approved development programming.
- l. Spring Development Program: As discussed we are moving towards a third-party / external hire to oversee our Spring development programming.

Motion to explore two new staffing roles, one (1) Calgary Fire Elite Administrative role and one (1) Community Development Program Coordinator. Seconded. Carried.

#### **F. Financial Update**

- a. Currently are working through the balance sheet.
- b. We are waiting final revenue from Casino night, we will receive another Casino in 18-24 months. Funds that we've earned will be divvied over two years.
- c. ENMAX Financial Sponsorship Fund committee will meet to
- d. Rawlyck Financial Sponsorship Application will open soon.
- e. Please submit Department Budgets to Treasurer.

#### **G. Marketing Update**

##### **a. Sponsorships & Funds**

- Calgary Women's Spring Hockey League (CWSHL)
- Pro Hockey Life
- Scotiabank (2020)
- Scotiabank (2021)
- Primal Soup Company
- Enmax
- Rawlyk Foundation

##### **b. Highlights**

- Congratulations to two GHC players named to Team Alberta's U18 Female Team for the 2021 Western Regional Women's U18 Championship  
Leighanna Rizzari (F)                      Calgary Fire U18 AAA  
Evelyn Lawrence (F)                      Calgary Fire U18 AAA
- Congratulations to three former GHC players made U13 AA Quadrant Teams  
Claire Brewer (D)                      Calgary North Stars U13 AA Black  
Meghan Thompson (D)                      Calgary North Stars U13 AA Black  
Liliana Murphy (F)                      Calgary North Stars U13 AA Gold
- Congratulations U18 AA Saskatoon Challenge Cup Champions (Calgary Fire U18 AA White)
- Calgary Fire U18 AAA Home Opener at Father David Bauer Olympic Arena

##### **c. Upcoming Events & Partnerships**

- Western Regional Women's U18 Championship, MB (Nov 1-6, 2021)
- National Olympic Team vs. PWHPA All-Stars, Calgary, AB (Dec 9-11, 2021)



- GHC U11 “Sizzle Sticks” Female Hockey Tournament, ECTAS (Nov 26-28, 2021)
- GHC U18 “Sizzle Sticks” Female Hockey Tournament, ECTAS (Dec 3-5, 2021)

#### **4. BUSINESS ARISING**

- A. Hockey Calgary Membership Policy: Covered in President’s Report.
- B. Inclusion Policy: Executive Committee agreed to create an Inclusion Policy for our members, this is something we need to prioritize. Christine sent a great resource from the Centre for Sexual Health (workshop for Associations, “Creating a Culture of Respect for Gender and Diversity”). Many members have interest and insights to share with us, this will be a priority to include in our Policies and Procedures moving forward.

*Motion to adjourn October 2021 meeting. Seconded. Carried.*

**ADJOURNED: 8:10 PM**