



Truro Area Minor Hockey Association

TAMHA Annual General Meeting

May 30, 2022

7:00 p.m. (via Zoom)

Agenda

- 1) Call to Order
- 2) Record of Attendance
- 3) Approval of Agenda
- 4) Approval of Previous AGM Minutes (June 13, 2021)
- 5) New Business - Reports
 - a) President – Laurie Burcham
 - b) 2nd VP – Joe Young
 - c) Treasurer – Tayler Albert
 - d) Division Reps
 - i) U7 – Landon Crowe
 - ii) U9 – Jamie Barbour
 - iii) U11 – Ryan Butcher
 - iv) U13 – Derek Forsyth
 - v) U15 – Joe Young (Acting)
 - vi) U18 – Cindy Lewis
 - e) Female Rep – David Hazelton
 - f) Coach Coordinator – Chris Lamrock
 - g) Communications & Technology Coordinator – Josh Burcham
 - h) Referee Development – Roy Gouthro
 - i) Equipment Manager – Lee Ogden
 - j) Development Coordinator – Troy Fougere
 - k) Ice Manager – Dana Young
- 6) Questions from the floor
- 7) Motions – Bylaws
- 8) 2022/2023 Board Election
- 9) Adjournment



Truro Area Minor Hockey Association

**TAMHA Annual General Meeting
May 30, 2022
7:00 p.m. (Zoom)**

In Attendance: Laurie Burcham (Chair), Tayler Albert, Jamie Barbour, Josh Burcham, Landon Crowe, Roy Gouthro, Dave Hazelton, Tricia Lake, Chris Lamrock, Cindy Lewis, Mike Michaud, Lee Ogden, Steve VanderKwaak, Joe Young, Matt Parker, Jacqueline Hoyt, Angie Ogden, Dwayne Frizzell, Justin Dickie, Mark Collins, Mike McCurdy, Jaeun Jung, Misty Rennie, Bob Gloade

Regrets: Ryan Butcher, Derek Forsyth, Troy Fougere, Dana Young

Author of Minutes: Tricia Lake

1. *Call to Order*

- Meeting called to order at 7:03 p.m.

2. *Record of Attendance*

- There were 21 participants (quorum) on the line, when the meeting was called to order.

3. *Approval of Agenda*

- **Motion** to approve the agenda, as circulated, by Mike Michaud; seconded by Cindy Lewis. Motion approved.

4. *Approval of Previous AGM Minutes (June 13, 2021)*

- **Motion** to approve the 2021 AGM Minutes (June 13, 2021), as circulated, by Tayler Albert; seconded by Mike Michaud. Motion approved.

5. *New Business - Reports*

a) *President – Laurie Burcham*

The 2021/2022 Season began in September with Fall Development. Fall Development was run by our Development Coordinator, Troy Fougere. It ran over 4 weeks with 268 participants. Troy ran these sessions with on ice Coaches and utilized this time for Coach mentoring as well as player development. Jacob Fancy ran the goalie sessions. These sessions were highly received and enjoyed by all.

Tryouts began the first week of October. With only a two-week timeline directed by Hockey Nova Scotia to complete our tryouts, many of our volunteers were stretched thin and stress was high. I would like to take this opportunity to thank our board members and volunteers for their many hours at the rink to ensure our tryouts ran smoothly. This was our second year running the TAMHA Tryout Pilot Project.

Another tool implemented this season for tryouts was Team Genius. This program was crucial in maintaining records and data for evaluators for the tryout process. The feedback from this system was that it was very user friendly and highly recommended to continue with our process. Tryouts are never an easy time for parents, players, volunteers, and coaches. And this year did not come without its issues. However, the number one issue our volunteers faced this year was maltreatment from parents. This came in the form of verbal and social media harassment. This, unfortunately, led to various volunteers questioning their involvement with sport and some even left as a result. These issues were among a small portion of our membership, and does not represent the majority, many of which provided a great deal of support during the season. This is not a TAMHA issue alone and has been documented at associations across the province. The hope is that Hockey Nova Scotia will help their associations manage these situations further in the future, or else my fear is that people will be hesitant to continue volunteering their time.

Tryout evaluation feedback was sent out in January for our membership to complete. The results are below. The results were assessed by our tryout committee and suggestions for the 2022/2023 season were discussed. Troy Fougere, who led this committee, has listed the Committee's recommendations for the 2022/2023 TAMHA Board in his yearly report.

Our tryout process formed the following Competitive teams in TAMHA:

U11A
U11AA
U13A
U13AA
U13AAA
U15A
U15AA
U18A (which relegated down to U18C)

Thank you to our Division Reps for helping to organize and manage these teams over the season and for their help with their respective C teams as well. It's a thankless job, but please know you are appreciated.

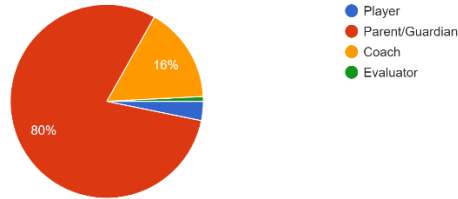
Covid once again impacted our season. The hope going into the 2021/2022 season was one of normalcy, however with the increase of cases came temporary shutdowns in hockey. These decisions were never taken lightly, and the safety of our membership was always at the forefront of our minds.

The topic of amalgamation was discussed this year with our neighboring associations, but as Covid impacted much of our discussions, we did not have enough time to spend considering this at greater length. I do believe amalgamation is the future of hockey in Colchester County, with the combined volunteer hours, development, arena scheduling and positive enrollment in sport.

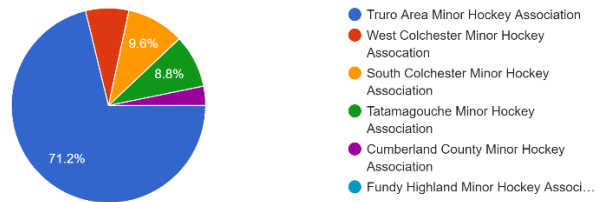
I hope this will be a continued subject and will gladly help on a committee in the future if such need is required.

As this is my final year on the TAMHA Board, I wish to thank the Board of directors for your many hours of service and dedication. TAMHA has gone through many changes over the past decade and it's heading in a positive direction. I wish the new TAMHA Board success.

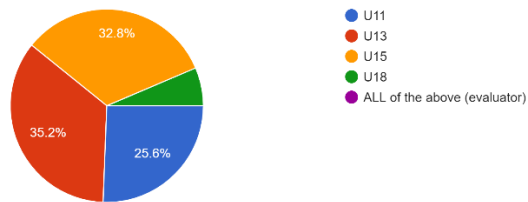
Are you completing this form as a:
125 responses



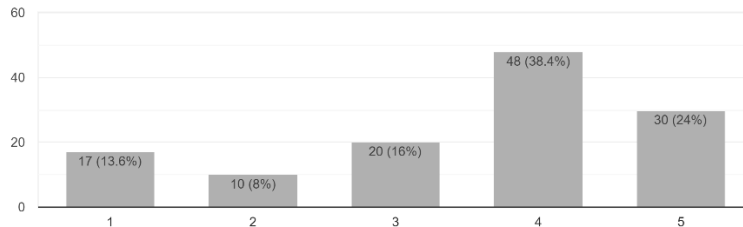
Your players home association?
125 responses



Tryout Division
125 responses

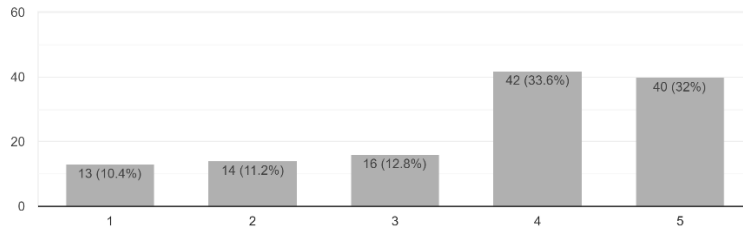


On a scale of 1-5, how well organized do you feel the Tryout Process was run?
125 responses



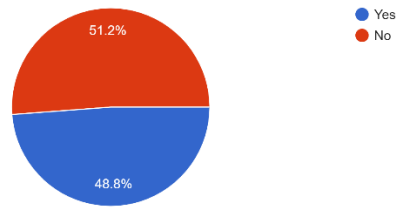
On a scale of 1-5, do you feel you were communicated with during the Tryout Process in a timely fashion?

125 responses



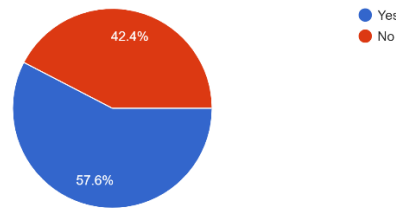
Do you agree with Parents/Guardians not permitted to spectate during Tryouts? Yes or No

125 responses



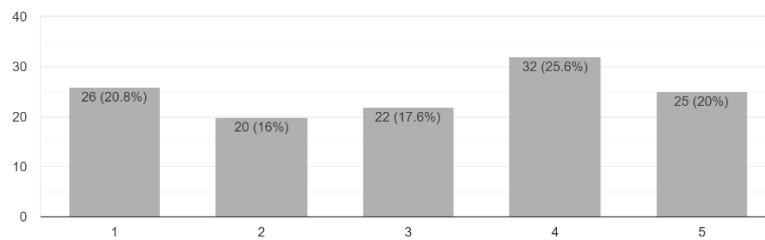
Do you agree with Coaches being chosen after teams are finalized? Yes or No

125 responses

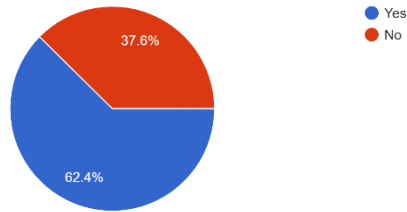


On a scale of 1-5, Do you feel the Evaluation Team was a fair and unbiased entity

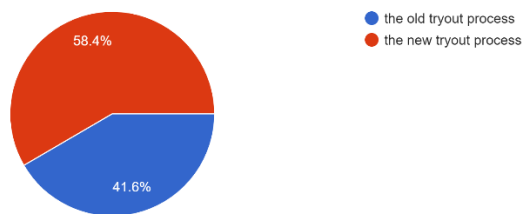
125 responses



Did you, or your player make the team you thought they would? Yes or No
125 responses



Comparing previous Tryouts versus this new Tryout Process, which do you feel works better overall for the Association and Players.
125 responses



b) 2nd VP – Joe Young

Like last year, we had a challenging first few months of our season. Our volunteers continue to commit countless hours to ensure that our players have the opportunity to develop their skills. Again, I would like to thank all our volunteers for their dedication and cooperation throughout our first half.

At the start of our season, I was able to monitor our Competitive Team selection process. The overall perception of the process was an improvement from previous years and parents felt that players had an equal opportunity during the tryout process. Feedback received for areas of improvement will be reviewed and implemented, if applicable.

Most teams submitted budget projections upon request and in a timely manner.

The majority of parents and guardians have been very supportive and contributed to the success of our first and second half. A few issues had to be addressed and parents were given the opportunity to voice their concerns to executive members. We welcome any feedback that is constructive and has the best interest of the players in mind.

c) Treasurer – Tayler Albert

Finances at April 30, 2022 (see Appendix A: April 30, 2022, Financials Compared to Budget)

Balance Sheet Highlights

- Cash on hand \$168,691
- Accounts Receivable \$10,032.40

- Accounts Payable \$5,507.36
- Accrued Liabilities \$15,411
- Deferred Revenue: \$17,450
- Total Assets \$180,331
- Total Liabilities \$38,756

Income Statement Highlights

Registration Revenue: \$299,164

Rep Fees: \$36,256

Total Revenue: \$344,625

Ice Time Costs: \$217,826

Total Expenses: 345,476

Budgeted Deficit:

At the beginning of the year the membership passed the budget outlining a deficit of just under 20,000 dollars. With registration numbers higher than budgeted and with having no U18 rep team and one less U9 team than budgeted. Along with the cancellation of some development sessions, no hockey during November and December, and refunds sent out for rep fees and player registration for unused ice time, we are targeted to have a deficit of \$852.

d) Division Reps

i) U7 – Landon Crowe

The 2021-2022 U7 Season was a very successful one given the restrictions that were still in place for most of the season. We were very fortunate that restrictions changed and we were able to offer somewhat of a more normal season to the players for the first time in a couple of years.

This year TAMHA was able to apply for funding made available by Hockey Nova Scotia to help cover the costs for an end of year Jamboree. TAMHA was selected as 1 of 4 areas in the province in which Hockey Nova Scotia was providing funding for. I would like to thank my fellow board members for assisting and supporting me in this application process and the organizing of the Jamboree. It couldn't have happened without your help.

The end of year Jamboree was a huge success. It saw players and parents join us from Cumberland, West Colchester and Brookfield for a fun weekend of hockey. It was great to see parents and other family members back in the rink and able to take in some great hockey action.

Unfortunately, this year we received notice from Tim Hortons that they would not be supplying new jerseys year to year, but now every 2nd year. There are still some jerseys out there. If you were not able to turn in your jersey at the Jamboree, please email me to make arrangements to drop off your jersey. To provide the same positive experience to new players registering with us next year, we need to have all jerseys returned.

This past season we were able to offer some development sessions to the U7 groups. These sessions were very successful. The importance of this age level receiving regular and consistent development sessions was discussed amongst me and the rest of the board. It has been agreed to schedule more development sessions for the U7 age groups moving forward.

I would personally like to take the time to thank all the board members, coaches and other volunteers for your continued support to the U7 age group. It is because of these individuals that TAMHA has been able to continually offer a quality experience to the players during what has been a tough couple of years.

With that being said, I want to send a huge shout out and thank you to our U7 players. Their minor hockey experience the past couple of years has offered some frustrating times. They continued to show up to the rink happy and ready to work no matter what rules or restrictions were presented to them. I am both hopeful, and looking forward to the season ahead and getting back to enjoying a more normal hockey season with you all.

The breakdown of U7 Players this season was:

U7 – 1 (4-year-olds) 20 Players

U7 – 2 (5-year-olds) 25 Players

U7 – 3 (6-year-olds) Group A 19 Players

U7 – 3 (6-year-olds) Group B 21 Players

ii) U9 – Jamie Barbour

TAMHA's U9 Group had four teams participating in the 2021-2022 Hockey Season. 78 Players represented TAMHA and they were divided into 20 Players (U9 Development Teal), 20 Players (U9 Development Red), 20 Players (U9 Intermediate Green) and 18 Players (U9 Advanced Black). All teams were provided two regular scheduled ice sessions per week. This would normally include 1 Game and 1 Practice, but with consistent Covid Restrictions, this often meant no games and 2 Practices.

All U9 Teams had the opportunity to participate in extra development ice with TAMHA's Development Coaching Staff. TAMHA's U9 Group did an excellent job of following Hockey Nova Scotia Covid Protocols during the 2021-2022 Hockey Season. Players, coaches, and families were very happy to return to regular scheduled games and practices in February. This allowed for a strong end to the U9 Season. We all look forward to having a successful 2022-2023 Hockey Season.

iii) U11 – Ryan Butcher

First off, I just want to thank all coaches, safety reps, team managers, referees, and parents for what has been another different year. Thanks to all the individuals who have followed the appropriate COVID protocols during the year. I know it wasn't always easy, we were in a constant state of adapting and scheduling our lives week to week, but our ability to stay the course again allowed our players to remain on the ice.

1. 85 players registered, which is up from 53 registered players last year.
2. 5 teams
 - a. U11 AA
 - b. U11 A
 - c. U11 C Red
 - d. U11 C Silver
 - e. U11 C Blue

The end of the season allowed for teams to attend tournaments or have final weekends which was great to see!! All the best over the summer and see you next year.

iv) U13 – Derek Forsyth

U13 had 5 teams within TAMHA this year consisting of:

- 2 – C Teams
- 1 – A Team
- 1 – AA Team
- 1 – AAA Team

Reported no major issues and believe the players enjoyed their season. Covid, once again, played a part in shutdown of games but the end of the season proved to be the most fun from the feedback from parents, coaches, and players.

Looking forward to a non-covid season this Fall.

v) U15 – Joe Young (Acting)

The U15 Division had 4 teams, AA 17 players, A 17 players, C Black 20 players and C Orange 17 players, for a total of 71. All teams had a successful first half and were eager to move into the second half. With the loosening of restrictions, teams were able to attend tournaments and play downs.

We were able to host the U15 C play downs which included 7 teams. Both our Truro teams made it to the finals with Orange winning the championship. Both teams attended tournaments in late March and were very successful. U15 Orange also brought home banners from the Brookfield invitational and SEDMHA.

Our U15 A team had a great season and lost in the league finals. They were able to end the year by winning the Jack Frost Tournament that had been rescheduled due to COVID.

Our U15 AA team also had a very successful season winning the Scotia Minor Hockey League championships and moved on to provincials in Port Hood where they won bronze.

I would also like to acknowledge Malky MURPHY who played with the U15 A Elks and won the Provincial Banner for that Division.

vi) U18 – Cindy Lewis

The U18 Level had 2 C teams the 2021/2022 season. The season got started with 1 A-level team and 1 C-level team. However, after playing a few relegation games, HNS made the decision to make the A team a C level team. All the "outside" players on the former A team, that were from other associations, chose to return to their home associations. This meant that 2 new C-level teams needed to be formed with the 29 participants that remained.

There were 7 teams competing in the U18C division in our league. Our U18C Blue team came in 4th place during play-downs and our U18C Orange team came in 7th place. It was a struggle to maintain a commitment to attend after shutdowns and sickness. Small team numbers and covid making its way through the teams made it difficult to get through the play-down weekends. Both teams attended year end tournaments and while they didn't place well in the standings, both teams had a lot of fun and made a lot of memories.

I would like to take this opportunity to thank the coaches and other volunteers who stepped up and made this season a success for this group of young adults.

e) Female Rep – David Hazelton

The year started off by all coaches receiving items to consider when there are females on a predominately male team. Work was also done with other associations in coordinating female dressing rooms prior to visiting teams arriving at the rink – This was a step forward in creating an environment that is more inclusive for all participants. Female players and their parents are encouraged to reach out to the TAMHA Female Representative any time they have a question or a concern.

f) Coach Coordinator – Chris Lamrock

We had very few issues this season coaching-wise, and only few coaches that were not able to complete their credentials. Moving forward, I think we can still improve on getting coaches cleared earlier in the season with less reminders; however, we are moving in the right direction.

g) Communications & Technology Coordinator – Josh Burcham

WEBSITE

TAMHA is excited to announce that we have signed on with GrayJay Leagues and will be hosting our new website beginning in July. GrayJay leagues is a Halifax based platform that has state of the art functionality such as live scoring, so that our members can follow a game in real time! GrayJay comes with all the features we had with Goalline which makes this a relatively easy transition. Some of our partner associations have also made the switch which will make live scoring even better as our partners will become a part of our leagues so that only one game schedule will be posted rather than multiple schedules within the old Goalline sites. Stay tuned for more details this summer!

HCR/E-HOCKEY

Hockey Canada Registry 3.0 launched in late summer 2021 which replaced everyone's old e-hockey account. This insures all players, coaches and volunteers and tracks everyone's minor hockey activity and qualifications through Hockey Canada. Given some of the challenges with the new HCR this year, we are looking at different options for season registration this year. GrayJay is in the process of working with Hockey Canada to link their platform to the HCR to allow for seamless registration on both sides. Either way, registration will take place either through GrayJay or the HCR for the 2022-23 season.

For anyone who has activated their HCR account this past season, please login at some point and ensure all your personal information is up to date.

LIVE STREAMING

Our live streaming at the Stadium has been down since the beginning of the season. Given that we were permitted to have spectators for most of the first half, this was not a priority. This is now on the summer list of things to get going again.

TEAM GENIUS

The first run of Team Genius took place this tryout season. While it did not come without its challenges, overall, it was successful in providing a consistent platform for scoring. Evaluators all saw the same criteria and entered scores for each criterion. Team Genius would then rank players based on the scores provided. The scoring criteria loaded into Team Genius was developed using Hockey Canada scoring criteria which was narrowed down to more simplified categories under the recommendation of our Development Coordinator and our Evaluation Committee. Team Genius will continue to be the platform of choice for our rep team tryouts and will evolve with our tryout process as needed.

While our 2021-2022 season has come to an end, I am very excited for what the 2022-23 season has in store. We've worked hard to provide your kids with as much hockey as possible during the most challenging 2 years ever seen in minor sports. We are grateful for the support we've received from so many of our members and are looking forward to finally getting back to normal season action this fall.

h) Referee Development – Roy Gouthro

This year continued to be a struggle to find officials to cover all the officiating assignments. We currently have a total of 28 officials. Seven, or 25%, are over the age of 50. Thirteen of the 28 officials did 82% of the games. We lost 4 officials to university this year and gained 4 new officials.

Due to Covid, we were only able to do 2 on ice training sessions this year. Covid, also influenced games being played. I had 6-8 officials test positive throughout the year, resulting in the cancellation of some games at the last minute.

Lack of officials is going to be one of the top issues facing many Minor hockey associations over the next couple of years. We will be sending out information in early Sept. looking for new officials. If your child is thinking about officiating, please have them reach out to me. They must be 14 years of age.

i) Equipment Manager – Lee Ogden

- *Tryout Jerseys* - The missing tryout jerseys from last season were replaced over the summer and ready for October. TAMHA put in place a new return policy (deposits) and almost all the jerseys were returned this year.
- *Level “C” Jerseys* - TAMHA purchased 12 replacement jerseys ensuring all C teams had 18 jerseys minimum. All C-level jerseys are due to be replaced for next season (2022/2023).
- *Rep Jerseys* - TAMHA purchased a U18 set of rep jerseys. There was no U18 rep team this year, but the jerseys will be ready for next year. All remaining Rep jerseys are scheduled to be replaced the following season (2023/2024).

j) Development Coordinator – Troy Fougere

Development Hours

Let me begin by saying, what a pleasure it was working with TAMHA this past winter. I thoroughly enjoyed my time learning and teaching the game of hockey with the association’s coaches and players. There were many learning conversations with parents, coaches, and players this past winter. Below are some suggestions for moving forward.

Monday evenings were designated development hours for TAMHA teams, these were always well attended. Sessions focused on identifying individual skills that need developing through SAG (small area games). For example, U7, U9 had difficulty accessing their outside edges for turning. Therefore, the session would focus on developing this area of skating and providing coaches with support to continue this development during their own practice time.

TAMHA must look to ensure that our U7, U9, U11’s get the bulk of these development hours, and early in the season. These sessions have the greatest positive impact for players and coaches early in their development years.

Team Selection

Lots of time and effort was put in this area, and the association is definitely moving in the right direction. Again, lots of positive learning conversations were had during and after the process. Here are some suggestions that resulted from these talks.

SAMPLE CRITICAL PATH FOR PLAYER EVALUATION AND SELECTION TASK TIME RESPONSIBILITY (Tasks/Time/Responsibility)

- | | |
|--|------|
| 1. Tier Groups for evaluation process | May |
| 2. Forecast TAMHA teams in each age group for upcoming season | May |
| 3. Coach Interviews/Selection Process | June |
| 4. Distribute Association Selection Criteria to Coaching Staff | July |
| 5. Distribute Selection Parameters to players/parents | July |

6. Book Selection facilities	July
7. Identify Required support staff	July
8. selection Criteria and Parameters to parents and players	August
9. Communicate criteria and parameters to all decision makers	August
10. Prepare all materials and with practice plans and distribute to on-ice coaches	August
11. Prepare evaluation equipment	September
12. Conduct Evaluation Events	September
13. Staff Collect evaluation materials/conduct during evaluations	October
14. Select Players	October
15. Release information to public	October

Objectives of player evaluations

To provide a fair and impartial evaluation of a skater's hockey skills during the skills, SAG, and scrimmage opportunities. To make sure that skaters have a just chance of being named to a team appropriate to their skill levels as determined during the on-ice evaluations of the current year. To give coaches some opportunity and flexibility to build a team based in part on their own coaching philosophy and knowledge of player skills and attitude. To provide stability and consistency in the evaluation process such that a player and parent expectations are consistent from year to year as players move through the various levels of the association's programs. To form teams to maintain balanced and competitive play where the skaters can develop and participate in a fair, impartial and fun hockey environment during the season. To provide feedback to develop players.

Guidelines for TAMHA

1. Entire age groups are tiered from top to bottom - players ranked from 1 to X and the teams are tiered with the top 14-16 players making up Team 1, the next 14-16 Team 2, etc.
2. Part of age group tiered; part equally balanced - 1-5 Rep. Teams with the remaining players placed on equally balanced "House Teams"
3. The entire age group balanced into equal teams

Team Groupings

Based on previous years' teams for example:

- U11AA Divide goaltenders, forwards, and d (half on team blue, the other on team white)
- Repeat for U11A
- Repeat for U11C

Evaluators

1. (4) Evaluators per session, per group
2. If possible, have same evaluators for each level of play
 - U9 - 4 evaluators

- U11 - 4 evaluators
 - U13 - 4 evaluators
 - U15 - 4 evaluators
 - U18 - 4 evaluators
3. Skills evaluations (all 4 evaluators evaluate each player)
 4. Small area game (all 4 evaluators evaluate each player) - 2 evaluators focus on one team for first half, then the other team on second half
 5. Scrimmages (2 evaluators evaluate 1 team / 2 evaluators evaluate other team) - Note: evaluators switch teams for second game
 6. Head coach for a particular team evaluates from the stands, but they do not enter a score that factors into team genius. At the end of the evaluation process, the head coach can be given a voice in selecting the last defenceman and last two forwards for their team. This is to be done with the evaluation team and facilitator.

Evaluation Process

1. When possible, evaluators sit separate from each other and spectators (note: if parents are permitted to watch, please remind them to refrain from approaching evaluators)
2. At the end of the process, evaluators should meet with selected coaches to discuss rankings i.e., U11, to discuss scores and selections

Player Selection Criteria

The following is a reference that will be provided to evaluators prior to the player selection process. An age specific skill list can be found on the following pages. General Overview of the Skills to Play the Game:

1. Skating
2. Passing
3. Puck Control
4. Shooting
5. Positional Play
6. Checking Concept

Player Selection Criteria Evaluator Cue Card

Skating – speed, quickness, technique

- ◆ Forward and Backward
- ◆ Turn both directions
- ◆ Stop both directions
- ◆ Are they in a good position for stability and strength?

Passing – technique, control, vision

- ◆ Forehand and Backhand
- ◆ To moving and stationary target
- ◆ Vision – do they take a look and select best option?
- ◆ Advanced – board passes, chips, saucer passes

Puck Control – technique, open ice, confined space

- ◆ Open carry with speed
- ◆ Execute dekes and fakes on the 1 on 1
- ◆ Can they handle the puck in traffic and tight space?
- ◆ Ability to maintain control while being checked

Shooting – technique, accuracy, velocity

- ◆ Forehand and backhand
- ◆ Wrist shot, snap shot, slap shot
- ◆ Velocity
- ◆ Accuracy
- ◆ Shot Selection – do they select the best shot for the opportunity?

Game Understanding – Principles of Offense and Defense

- ◆ Player understands positional play
- ◆ Player supports the puck on the defensive and offensive side of puck
- ◆ Player communicates with teammates
- ◆ Player has the ability to read and react.

5.0	Elite-Level Performance	Player executes extraordinarily well at position and within role on team. Clearly outperforms others at same position and dominated play the majority of the time. This player had a lasting dominant effect throughout the game. Players of this caliber are rare and can definitely play and impact at this level.
4.5	Outstanding Performance.	Player demonstrates outstanding skills at position and within role on team. Clearly demonstrated outstanding play while at time accomplishing elite level stature in some aspects of play. Player clearly demonstrates the ability to play at this level with a high probability of success.
4.0	Superior Performance.	Player demonstrates superior skills at position and within role on team. Good plays and decisions clearly outnumber poor ones. Factors not enabling outstanding performance might include slight physical deficiency, specific skill deficiency, slight inconsistency in terms of effort, grittiness, and lapse in discipline or emotional control. Player clearly demonstrates the ability to play at this level with a medium probability of success.

3.5	Above Average Performance	Player demonstrates above average skills at position and within role on team. Good plays and decisions outnumber poor ones. Factors not enabling outstanding performance might include physical deficiency, specific deficiency in two or more skills, inconsistency in terms of effort, grittiness, lapse in discipline or emotional Control. Player demonstrates the ability to play at this level
3.0	Average Performance	Player demonstrates average skills at position and within role on team. Very close to being an acceptable performance but displayed weaknesses in several areas requiring further development. Player made their share of mistakes/poor decisions, but they were countered by an equal number of good plays/decisions. Player warrants consideration as a candidate for this level with limitation being overall depth at this position.
2.5	Developing Performance	Player demonstrates developing skills at position and within role on team. May accomplish an acceptable performance with additional development. Displayed weaknesses in key areas requiring further development. Player made their share of mistakes/poor decisions that outnumber good plays/decisions. Player may warrant consideration as a candidate for this level with limitation being overall depth at this position.
2.0	Below Average Performance.	Player demonstrates limited skills at position and within role on team. Able to accomplish acceptable performance in only a few skill areas. Bad plays/decisions clearly outnumber good ones. Player may have lacked effort and hustle and made errors costly to the team. Attitude, behavior and performance questionable. Physical and mental components were deficient and below average. This player shows some potential but has definite limitations that would not allow them to play at this level.
1.5	Inferior Performance	Player demonstrates very limited skills at position and within role on team. Doubtful if able to accomplish acceptable performance at this level. Bad plays/decisions clearly evident. Player lacks effort, work ethic and made errors costly to the team. Attitude, behavior and performance are inferior. Physical and mental components were deficient and

		below average. This player shows minimal potential but has definite limitations that would not allow them to play at this level.
1.0	Mediocre performance	Well below acceptable standards. Not approaching level of contribution required or expected. Significant, blatant deficiencies in all areas. Player does not show signs of any potential to play at this level. Player lacks work ethic and approach to compensate for skill deficiencies evident.
0.5	Unacceptable Performance	Unacceptable for this level. Not able to make meaningful contribution in any area due to physical size, emotional control, skill capacity and/or approach to game. Significant, blatant deficiencies in all areas. Player does not show signs of any potential to play at this level.

TAMHA Team Levels

When tiering groups for the following year's evaluation process, TAMHA must also begin to forecast the division of teams in each age group for the upcoming season. We must ensure that our players and coaches are placed at a level that will provide them with the best opportunity to grow and learn the game in a competitive environment.

The association must look carefully at its enrollment numbers and not compare themselves to other associations. Just because a neighboring community has a U11AA, U11A teams does not mean we should follow suit.

Tiering our groups in May, in preparation for the upcoming season gives the association time to make informed decisions. It also has time to make changes.

Contact Confidence/Checking Skills

This is an area of skill development that is neglected and needs to be integrated into all levels of U9, U11, U13, U15, U18, but especially at U9, U11, U13. The jump from U13 to U15 is a massive leap.

As an association, we must provide our coaches with the skills required to teach and develop our players' contact confidence. It is too late at the U15 level. The physical growth between a first year and second year U15 player is too great. Something to consider moving forward.

Once again, thank you for this great learning opportunity you afforded me this past winter. I only wish I could have done more. You are in good hands with Jamie Barbour as your new Development Coordinator.

k) Ice Manager – Dana Young

FALL DEVELOPMENT:

A total of 57.5 hours of ice was used for Fall Development sessions.

TRYOUTS:

Try out ice was booked from Oct. 2-17. A total of 95.5 hours of ice was used at the Stadium and the RECC. Of these:

STADIUM HOURS:

27.5 Hours used for Rep team try-outs

12 Hours used for C team evaluations

2.5 Hours used for Rep practice

RECC:

33.5 Hours used for Rep team try-outs

7 hours used for C team evaluations

11 hours used for Rep Team Practices

* 2 hours of ice were booked and held in case needed.

REGULAR SEASON ICE USED

A total of 1146.5 Hours of ice were used for the 2021-22 Regular Season

A total of 631.5 hours of Ice on weekdays have been used to date.

A total of 515 Hours of ice have been used on the weekend.

STADIUM: 190.5 Weekday hours; 235.5 weekend hours (426 total)

RECC: 154 Weekday hours; 169 Weekend hours (323 total)

DEUVILLES: 267 Weekday hours; 105 Weekend hours (372 total)

DEBERT: 18 Weekday hours; 5.5 Weekend hours (23.5 total)

BROOKFIELD: 2 hours

**35 Hours were used for Development since Oct. 25 and 12 hours were used for Goalie Development.

TEAM ICE USAGE: (Out of 70)

U11A: 67 hours

U11AA: 63 hours

U13A: 56.5 hours

U13AA: 63 hours

U13AAA: 62.5 hours

U15A: 59 hours

U15AA: 60 hours

TEAM ICE USAGE (C DIVISION): (Out of 40)

U7 (4): 37 Hours total

U7 (5): 35 Hours total

U7 (6): (Joe): 38 Hours total

U7 (6): (Josh): 37 Hours total

U9Adv: 50 Hours total (10 hours paid for by team)

U9Int: 39 Hours total

U9 Dev Teal: 36 Hours total

U9 Dev Red: 38 Hours total

U11C Red: 40 Hours total

U11C Blue: 35 Hours total

U11 C Silver: 36 Hours total

U13C RED: 37 Hours total

U13 C ORANGE: 39 Hours total

U15C BLACK: 40 Hours total

U15C ORANGE: 37 Hours total

U18C BLUE: 33.75 Hours **

U18C ORANGE: 33.75 Hours **

**An additional 1.5 hours was used by U18 in the first week (U18A)

**6 HOURS were used for U7 Jamboree and paid for by grant.

**4.5 HOURS used for U15 C Playdowns

SUMMARY:

The Ice schedule this year was a bit of a challenge with ongoing Covid restrictions causing the cancellation of games and practices. Many of the ice times were able to be made up, and most teams were on track with projected usage reported during the mid-season report. Refunds were issued to teams for ice not used.

With a hopefully more normal looking season next year, and after learning many things during my first year as Ice Manager, I am looking forward to taking on this task again for the 2022-23 Hockey Season.

- **Motion** by Roy Gouthro to accept Reports; seconded by Mike Michaud. Motion approved via ZOOM poll.

6. Questions from the floor

- *None*

7. Motions – Bylaws

TAMHA By-law change proposals for voting action by the membership:

Over the years, this organization has struggled to both retain and recruit new board members. While the majority of our positions have been filled by the membership each year, it has come with significant difficulty, often leaving the Nomination Committee or other board members in a position where they are trying to convince people to join. This sometimes results in a lack of commitment, particularly at the first sign of difficulty or adversity. It is important for TAMHA's board members to want to be there and to be passionate about their volunteer work. It is for this reason that we are proposing the following by-law changes to allow TAMHA to reach beyond our membership for electoral eligibility. There are members of our community, who not members of TAMHA, but may be interested in volunteering as they have the passion for the sport and the kids involved. We are proposing amendments to our by-laws that would allow people within TAMHA's catchment area, which are 18 years of age or older, to be nominated for board AND/OR executive positions.

Furthermore, we are attempting to reinstate the clause that require mandatory 50% attendance by board members at board meetings while also including that they not be absent for more than 3 consecutive board meetings. We would not be fulfilling the duties that we were elected to do if we missed all the meetings. This is a by-law seen in other hockey associations and is necessary to ensure accountability to our membership. See by-law amendment 37(a) and 56(a). The specific amendments are as follows:

Current By-Law

27. Any Member of TAMHA shall be eligible to be elected a Director of TAMHA and a Director of TAMHA shall be a Member.

Proposed Amendment

27. Any member of TAMHA or resident of TAMHA's catchment area that is 18 years of age or older, shall be eligible to be elected a Director of TAMHA and a Director of TAMHA shall be a Member.

Current By-Law

30. If a Director resigns his/her office or ceases to be a member of TAMHA, his/her office as director shall be vacated.

Proposed Amendment

30. If a Director resigns his/her office or ceases to be a member of TAMHA that is not living within TAMHA's catchment area, his/her office as director shall be vacated.

Current By-Law

31. The Directors shall have the power to appoint any Member in good standing as a director to fill a vacancy in the Board which may occur during the year. The Number of appointed (by the Board) directors/officers shall never outnumber the amount of elected (by the members) directors.

Proposed Amendment

31. The Directors shall have the power to appoint any Member in good standing or a resident of TAMHA's catchment area that is 18 years of age or older, as a director, to fill a vacancy in the Board which may occur during the year. The Number of appointed (by the Board) directors/officers shall never outnumber the amount of elected (by the members) directors.

Current By-Law

37. The Board of Directors shall meet no less than ten (10) times each year.

Proposed Amendment

37. The Board of Directors shall meet no less than ten (10) times each year.
(a) Directors must attend a minimum of 50% of all meetings of the Board of Directors and of the Association and shall not be absent from greater than three (3) consecutive meetings.

Current By-Law

47. One of the officers shall be the Treasurer. Any member standing for the position of Treasurer must have a professional accounting designation or equivalent experience as determined by the Board. The Treasurer shall have responsibility for the custody of all financial books and records of TAMHA and carry out all other duties as assigned by the board. Treasurer duties to include:

- (a) Handling and safe keeping of the books of accounts and of all financial documents;
- (b) Receives all monies and co-signs cheques and co-authorize electronic money transfers for payment of the authorized accounts.
- (c) Authorized co-signer of all cheques and electronic money transfers. Co-signers shall be any two (2) other members of the TAMHA Executive.
- (d) Report the state of finance at each Board meeting and prepare monthly financial statements for presentation to the Board.
- (e) Make suitable arrangements for the handling and safe keeping of cash at all times and for its deposit in the bank.
- (f) Presents a report at each Annual Meeting;
- (g) Alert the Board to any variances of a substantive nature which would require the Board to take corrective action;

(h) Work closely with the Office Administrator/ Registrar to ensure all fees are accounted for and paid. An approved fee will be charged to individuals for all returned cheques.

Proposed Amendment

47. One of the officers shall be the Treasurer. Any eligible person standing for the position of Treasurer must have a professional accounting designation or equivalent experience as determined by the Board. The Treasurer shall have responsibility for the custody of all financial books and records of TAMHA and carry out all other duties as assigned by the board. Treasurer duties to include:

- (a) Handling and safe keeping of the books of accounts and of all financial documents;
- (b) Receives all monies and co-signs cheques and co-authorize electronic money transfers for payment of the authorized accounts.
- (c) Authorized co-signer of all cheques and electronic money transfers. Co-signers shall be any two (2) other members of the TAMHA Executive.
- (d) Report the state of finance at each Board meeting and prepare monthly financial statements for presentation to the Board.
- (e) Make suitable arrangements for the handling and safe keeping of cash at all times and for its deposit in the bank.
- (f) Presents a report at each Annual Meeting; (g) Alert the Board to any variances of a substantive nature which would require the Board to take corrective action;
- (h) Work closely with the Office Administrator/ Registrar to ensure all fees are accounted for and paid. An approved fee will be charged to individuals for all returned cheques.

Current By-Law

50. Any member in good standing may stand for positions on the TAMHA Board of Directors.

Proposed Amendment

50. Any member in good standing, or any non-member resident of TAMHA's catchment area, which is 18 years of age or older, may stand for positions on the TAMHA Board of Directors.

Current By-Law

53. The President will be elected from one of the current Executive or Board positions in order to provide some continuity in the running of TAMHA. If no member of the current Executive or Board is willing or able to stand for election as President, a member in good standing may be nominated by the nominating committee appointed by the current Executive and/or from the candidates nominated by a member in good standing submitted in writing to the President of the Association not less than two (2) weeks prior to the Annual General Meeting.

Proposed Amendment

53. The President shall be elected from one of the current Executive or Board positions in order to provide some continuity in the running of TAMHA. If no member of the current Executive or Board is willing or able to stand for election as President, a member in good standing or a non-member resident of TAMHA's catchment area that is 18 years of age or older, may be nominated by the nominating committee, which is appointed by the current Executive, or nominated by a member in good standing submitted in writing to the President of the Association not less than two (2) weeks prior to the Annual General Meeting.

- **Motion** to approve Bylaw Motions 27, 30, 31, 37, 47, 50, and 53, by Josh Burcham, as circulated to the Membership. Motion approved via Zoom poll.

8. 2022/2023 Board Election

- **Motion** by Tayler Albert, seconded by Josh Burcham, to elect by acclamation, the following Board members for the 2022/2023 season:

ELECTED POSITIONS:	2022-2023 Season Nominee
President	Chris Lamrock
1st VP	Justin Dickie
2nd VP	NONE
Secretary	Tricia Lake
Treasurer	Ryan Butcher
U7 Rep	Landon Crowe
U9 Rep	Jamie Barbour
U11 Rep	Mike Michaud
U13 Rep	Derek Forsyth
U15 Rep	Misty Rennie
U18 Rep	Cindy Lewis
Referee in Chief	Roy Gouthro
Tournament Chair	Carley Gloade
Female Rep	Dave Hazelton
Coach Coordinator	Dwayne Frizzell
Communications & Technology Coordinator	Josh Burcham
Equipment Manger	Lee Ogden
HIRED POSITIONS:	
Development Coordinator	Jamie Barbour
Ice Scheduler	Dana Young
Office Administrator/Registrar	Steve VanderKwaak

- All positions approved by Acclamation.

9. Adjournment

- **Motion** to adjourn by Tayler Albert, seconded by Roy Gouthro. Motion approved.

Meeting adjourned at 8:12 p.m.

Appendix A: April 30, 2022, Financials Compared to Budget

Budget Review 2021-2022 Season

	2021-2022 Season Budget Budget	Regular Season Actual (April 30)
Revenue		
Registration	\$ 305,470	\$ 279,164
Rep Fee	47,600	36,256
	<u>353,070</u>	<u>315,420</u>
Less: Uncollected Fees	1,200	-
Less: Online Registration Costs	6,000	7,241
Net Registration	<u>345,870</u>	<u>308,180</u>
Tryouts/Evaluations	16,700	20,539
Goalie Clinic Fee's	1,500	1,610
Donations	4,000	-
50/50 revenue	-	1,664
Other	800	5,391
	<u>368,870</u>	<u>\$ 337,384</u>
Expenses		
Advertising	\$ 300	-
Accounting + Legal	3,000	2,338
Bad Debts	750	6,529
Clinics (Including Ref Clinics)	5,500	4,445
Dues & Fees	35,000	34,092
Equipment-Hockey	8,000	6,227
Equipment- Office	1,500	1,329
Ice Time Season/Tryouts	245,200	217,826
Ice Scheduler	2,000	2,000
Evaluators/Tryout/Team Genius	6,500	6,474
Insurance	1,450	1,356
Internet/Phone	1,500	1,668
Office Wage	16,000	15,968
Development Coordinator/Development	27,500	11,529
Team/Coach Mentors- Skills sessions	3,000	-
Referees Inc. Assignors fee	24,000	21,540
Time Keepers	6,000	4,339
Bank Charges	100	123
Goalline	1,100	199
Sundry	400	254
	<u>\$ 388,800</u>	<u>\$ 338,235</u>
Surplus(Deficit)	-\$ 19,930	-\$ 852
Cash April 30, 2022	168,691.00	
Accounts Receivable	10,032.40	
Accounts Payable & Accrued Liabilites	20,918.47	