

## Board of Directors Meeting

DATE: Tuesday, October 10, 2023

LOCATION: Google Meet

TIME: 7:00 pm

**ATTENDANCE:** Ian Fleetwood, Lisa Parkes, Ada Saab, Anh Nguyen, Andrea Carey, Laurie Wishart, Meredith Walker, Glenn Wagner, Angela Harvie, Angela Wayland, Genai Loudin, Geoff Dawson, Karla Easingwood, Laura Reaney, Maegan Thompson, Leah Kulas, Donna Perman, Judith Hales (joined 7:39 pm)

**REGRETS:** Kelly Chaplin

**ABSENT:** Jeff Bow, Judith Hales, Andre Wuest

1. Call to Order - 7:03 pm
2. Approval of Agenda - Remove Participant Protection Policy as it's not quite ready, but add in U21 Cup - Maegan, Glenn - carried unanimously
3. Review and approval of prior minutes - Anh, Ada - carried unanimously
4. eVotes since last meeting: None
5. Business arising from Minutes:
  - a. July 16, 2019
    - i. Trademark the team name "Victoria Reign" (Lisa) - PENDING
  - b. August 11, 2020
    - i. Circulation of third party request guidelines (before the officers)- PENDING
  - c. September 21, 2020
    - i. Hiring of Administrative Assistant (Ian) - on the schedule for this year now that we have the grant - PENDING

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- d. July 18, 2023
  - i. Circulation of Participant Protection Policy (Ada) - PENDING
  - ii. Update ePact (Pavan) - awaiting team rosters to complete this - DONE
- e. August 29, 2023
  - i. Book a date and facility for team photos (Laura) - DONE (Oct 24)
  - ii. Book Managers meetings (Laura) - DONE
  - iii. Review Officials part of the Participant Protection Policy (Leah) - DONE
  - iv. Follow up with Leah re referee clinic (Glenn) - DONE
  - v. Connect with Maegan re Hockey Night in Craigflower (Angie) - DONE
  - vi. vii. Email Hometown about having a hoodie option that doesn't say "Property of" (Meredith) - DONE
- 6. President Report
  - a. General comments
    - i. Safety - current variant of COVID is on the upswing - concerned we're going down the same road we went down 3-4 years ago and we need to be prepared
    - ii. we've reached a dark time in our short history - we've had 4 issues come forward on dressing room issues, 2 of which have gone to our discipline committee, 1 more which could have, 1 of which still might, and the most serious of which is now with lawyers and over which we are to maintain strictest confidentiality. The Discipline Committee has done an excellent job, but these issues have caused conflict among board members, with team staff, and with members' families. Two solid board members have resigned and several more have seriously considered doing so. These incidents take 10-15 seconds and have cost us 100s of volunteer hours. Not everyone is following our policies, and we need to change the culture in our organization, and hope we can emerge stronger for all of our participants.
    - iii. Resignations - Pavan Sangha: October 2nd, Doug Vincent: October 4th

- b. BC Hockey Update
    - i. Hockey Day In Canada - the organization running it calls themselves Showrunners. Expects we will have some opportunities to participate. There will be some coaching clinics etc. that BC Hockey will organize
  - c. VIAHA Update - Request to have a U15 tournament team play in the U13A division was rejected
  - d. PCAHA Update
    - i. Interlock placements - U13 placed in A1 and U15 placed in A2 and U18 will be A1 but he's trying to find appropriate level A1 teams because they wanted to play A2 but there isn't this division this year
    - ii. North Island hasn't submitted any ice for the interlock play despite the deadline having passed. Drew may give them a little bit of an extension on the deadline to see if they produce some, but it's getting really close. It may be that the North Island teams are hoping that we'll have all the ice and they will pay for their part of it, but this doesn't really work for us because that would mean we would lose ice for our recreational teams.
  - e. Local MHAs update
    - i. U17 Challenge - 4 international teams come over and play against Team Canada U17. This year they would like to have a high level female team that can compete at that level - we wouldn't be playing in that as a team, but we could get some exposure by being part of it. It's an IIHF tournament.
    - ii. Hockey Canada Dressing Room Policy - Ian is in favour of the policy, but many of our local counterparts are concerned that it is being imposed, particularly the part about coming to the rink wearing a base layer, which they foresee as a challenge.
  - f. Correspondence - none
7. Administration Committee Report (VP Administration)
- a. Ramp - had issues with accepting Rep tryout payment that Donna worked with Finance on
  - b. U9 games are now tracked in the Hi-Sport system and will have referees assigned
  - c. Governance - working on Participant Protection Policy and hopefully have a version of this approved by the Officers and to the Board in the next few days. Ada is working on the Inclusion, Equity and Diversity Policy

- d. Safety and Risk Management - Pavan has resigned and Donna and the group are working on continuing on with her stuff. Donna will also be coordinating Buddy Check for Jesse later this month. Concussion Awareness session is tomorrow night
  - e. Managers - Laura is getting everyone set up for beginning of season. Angela has uploaded the new version of the Manual, and they have held two Managers meetings, which seemed to go well since they have different questions etc. The younger teams are really excited about mentorship and will be in touch with Maegan about this. Photo Night is at Northridge Elementary on October 24th from 5-8:00. Laura picked up all the awards at Showcase and they are back in the trophy case. Laura would also like to be able to recognize more players with more awards if people have ideas. Ian advises that there is a document in the google drive that sets out our thoughts when we originally created them: we had a few other categories in mind (eg. Digger etc). There was a plan for a "Spirit" award, which we did not award in 2019-2020 or since, but we did have the trophy made and so far it has not been included on the list of nominations categories. That trophy is sitting in U-Lock storage. Ian will give out the association swag at the photo night
  - f. Referee in Chief - Leah had to run two clinics this year due to conflicts in schedule - had the Level 2 clinic on September 20th and the entry level clinic on October 2nd and had a really good turnout. We have 6 new entry-level officials who can do U9 games, plus lots of returning officials. The Level 2 officials that did the U18A tournament rose to the occasion, and may be in a position to move up for next year. They have also done a bust the rust session, and had an on-ice session the weekend of the clinic which was attended by about 17 officials. Has had to do some reporting for Sportle and the reports have changed and gotten more complicated to pull the information that Kelly needs to pay the officials. Leah doesn't get notice of games posted to Sportle so it's possible to miss some, so if people are posting less than 7 days ahead they should email Leah so she schedules officials. Will probably do one more on-ice training session between now and November. Ian commented on the effort and enthusiasm Leah has put into our officiating program and how the numbers have grown.
8. Hockey Operations Committee Report (VP Hockey Operations)



- a. Coaches - Female Coaching Clinic being held November 17-18 and being run by Whitney Juskiewicz. It is not just for female coaches, it is about coaching female hockey
  - b. Development - fall development program has been announced. We're doing a Sooke development program early on Fridays - being announced soon. There is a debrief on Spring Hockey being held shortly.
  - c. Goaltending - goalie sessions currently being run by a professional coach with on ice volunteers - 9 goalies signed up
  - d. Recreational Hockey - U7/U9 - games are going to be set up in Sportle so won't need to deal with paper game sheets. U11 balancing caused some issues, with one family eventually withdrawing from the association due to being moved. U18 started with 12 players and now is up to 18. There are also three U21 teams now
  - e. Competitive Hockey - the rep tourney was this past weekend - we had some issues with teams dropping out at the last minute, but our U13A team won a three team tourney, U15A became a series of exhibition games, U18A came fourth but had no blowouts. Interlock has started.
  - f. Referee in Chief - above
9. Public Relations Committee Report (Secretary)
- a. Communications - Angela has been busy posting all our fall happenings: "A" team announcements, Thanksgiving tournament, Truth and Reconciliation Day, U21 startup, ref clinic and call for more refs, Canucks training camp, Ian's Stack Sports President Award, photo night and merch
  - b. Brand - sales for the merch items close tonight at midnight, sales have been pretty good but we won't meet our minimum number for orders so we will have extras. The swag for the welcome back event got here late and they gave us credit for the whole \$4,000 order. There are some new options on the Hometown site in terms of hoodies etc. and the Reign hockey bags should be available at Kirby's by Christmas
  - c. Special Events - the welcome back event was held on September 17th - it was a terrific event and thanks to Angie Wayland for organizing all of it. As you all know, there were some issues with the Lions doing food, which will be fixed by next year. We didn't have the "Hockey Night in Craigflower" event that was scheduled for October 5th because the event it was to be associated with was actually from 3-5:00 in the afternoon, and with it leading into Thanksgiving weekend and International Girls Hockey weekend, we didn't have folks available to assist - we will reschedule for

an evening there. The Holiday Event is scheduled for December 23rd at 1:45 pm

- d. Promotion
  - i. Thunderfest - the players ran it, and we had 33 girls sign up to receive information and gave away a \$200 registration credit - the girl who won is from Calgary and is in the process of getting her gear out. We've had 8-10 registrations out of the event with a couple more possibly still coming. Did an event on September 21st at Centre Mountain Lellum with players and board members - was good to be out there, next year we'll know we can do an activity as well
  - iii. Canucks Training Camp - some of our players skated with the Canucks - randomly selected players that took part based on given criteria.
  - iv. Santa Claus Parade - we will be in this at the end of November
  - v. Hockey Day in Canada - see above
- e. Recruitment & Mentoring - First shift launches in a couple weeks - joint launch with Victoria Minor on October 29th and then on the ice starting November 5th for six weeks. We have 30 registrants right now. Angela will post on FB. Hoping to do another Esso Fun Days starting February 4th and Maegan would also like to do a new to hockey event during the U13A provincials that we're hosting this season

10. Financial Report (Treasurer)

- a. BUDGET - hasn't been circulated yet so we won't approve it tonight
- b. Registration - has been fairly static as of late, but we're already 17% higher than last year
- c. External Funding - hockey pool was 8 higher than last year, bottle drive made just over \$5,000, 6 Scotia branches have committed to us, and Night of Lights has been set up for all teams. Still waiting on gaming grant and gaming license for 50/50 is being worked on. We will do plaques for all of the Scotia branches that have sponsored us over the last several years - with the MHA of the year award logo
- d. Tournaments - Thanksgiving tourney was good but we had some teams hold spots and not pay for them and then drop out at the last minute so the tourneys were smaller than planned. We will make changes for next year. Planning is underway for other tourneys



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- e. Ice - UVic now has us playing 10:40-midnight and though 90% of the players are UVic students we have been displaced by the major midget program
  - f. Equipment - very busy during start up of the season, but all good
11. New Business
- a. Coordinators - there has been talk of some portfolios and how manageable some of the portfolios are and it would make sense to have a coordinator under the director. For equipment, we would like someone to give out loaner gear from Archie Browning. Judith is also finding the tournament portfolio to be too large, and it would make sense to have a coordinator booking hotels etc. while Judith does the actual tournaments. Anyone else thinking they need help in their portfolio should let Ian know in the next day or so
  - b. U21 Cup - U21 program is now running as an intramural league with an average of 13 players on each team, 3 goalies, with a couple more goalies and more players in the process of registering. We're almost to the point of having 4 teams. There is a playoff round where the teams playoff, and Ian would like to have a cup they play for called the Smith Cup, named after Lexxi and Veda Smith, who pretty much started the U21 program, and have brought so much to the organization in a number of roles as players, coaches, board members, etc.
12. Google Calendar Review
- a. Finance Committee - October 16, 2023
  - b. Photo Night - October 24, 2023
  - c. Public Relations Committee - October 24, 2023
  - d. Reign Spring Hockey Debrief - Oct 26 & 28, 2023
  - e. Officers Meeting - October 31, 2023
  - f. Hockey Operations Committee - November 7, 2023
  - g. Administration Committee - November 14, 2023
  - h. Board of Directors - November 21, 2023
  - i. Santa Claus Parade - November 25, 2023
  - j. Ice Festival Holiday Event - December 23, 2023
13. Adjournment - 9:03 pm - Laura, Andrea



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