

Innisfil Minor Hockey Association - Annual General Meeting

Wednesday May 24 2023 @ 7:00 – Stroud Banquet Hall

Start Time: 7:13PM

Attendance: 40 members, 9 board members, 3 non voting members

Review Voting Powers

President Welcome Speech – Tom Brennan

Hello everyone, my name is Tom Brennan and I am the current President of Innisfil Minor Hockey. This is the completion of my first year as President and I can attest that it has been a very busy year. This year Innisfil Minor Hockey and Bradford Minor Hockey completed a Hybrid Amalgamation of our Representative Hockey Programs and created South Simcoe Minor Hockey Association. The documents we created are now the OMHA standard for how hybrid amalgamations are done and are currently being used by 4 associations to complete their own amalgamations. If you ask the OMHA for an example of a bylaw for a hybrid amalgamation the example document you will receive is the South Simcoe Minor Hockey Association bylaw. This like any other amalgamation is not without its hiccups, we have a huge learning curve and the members of this board who are part of the South Simcoe board are a big part of ensuring that we work through those hiccups and always keep what's best for the players as top of mind. But it is not done alone, every member of this board is responsible for the success of not only the IMHA but also the SSMHA, without the cooperation and help of everyone sitting up here today what we have accomplished so far would not have been possible. Hockey is facing many challenges as the landscape of minor sports is changing, how we react to these changes will determine our success or failure over the coming years. Less and less kids are participating in Hockey every year, hockey as a whole is down over 20% in the last 5 years. We do not succeed or fail alone, we do it as a group, as an association. You can only get the experience you want out of minor hockey by putting something into it. We cannot get better without your help, and without your time. All minor sports are having staffing issues, it is only if people like you step up that the IMHA will continue to be successful.

We need you. Thank you for your faith in me this year, I will continue to do my best to reflect the wants and needs of the majority of IMHA members and do my best to do the best for your players and families. Go Hawks!

Approval of Agenda

Motion: Vince Charlebois

2nd: Steve Grass

All in favour: approved

3 Against

Approval of 2022 AGM Minutes

Motion: Mike Anderson

2nd: Karrie Copelli

All in favour: approved

Tom addresses those who left the board, Frank Casciara – Treasurer, Mike Dolby – Director of Risk, Kevin Culhane – Director of Coaching, Keegan Dunn – Director of Sponsorship, Lucas Crossley – Registrar and Wayne Robertson – Director of Communications. He thanks each individual for their time on the board and all their efforts. Wished them the best in the future.

Local League Director – Mike Anderson

First, I would like to thank all the volunteers for their help this year. We cannot do this without you. Also, thank you to everyone on this board for helping me get my feet wet with this being my first year on the board. We had a bit of a hiccup at the beginning with our U11 and some last minutes changed to the programming from OMHA/SRLL. Thanks for bearing with us while we adjusted. Our U13 group had a bit of a late start while we added the BB team and had to select coaches and a team. U15 group we were short one goalie to start the season and had a player step up to play goalie for the first time. Overall, we had all our teams balanced by the final date. We are looking to make some improvement for next year.

Thank you.

Director, U9 and Below – Terry Jackson

All went well with the U5 intro with a new instructor that came in and worked out really well. We will continue to use her again this year.

U7 division had an amazing turn out. 60-70 kids were evaluated and balanced.

He thanked Steve Grass and his wife for all their support and help with balancing and organizing the division.

U8/U9 was a great turn out for registration.

Overall from a U9 Director's view the division was ran smoothly and successful due to volunteers.

Director, Development – Vince Charlebois

Vince introduced himself and added he took over Coaching Director when Kevin Culhane had left.

Development did not take place this year as the funds were reallocated.

Tom: Funds were allocated to other areas that we were short on as sponsorship funds did not come in as expected. Generally, the money we would use for development needed to go elsewhere. We used the little amount of money we had towards a goalie who never played prior as we needed a goalie for the team to run.

On the coaching side, he took over a month ago but has nothing to add in regards to this area.

Risk Management – Andrea Logan

This is my first year on the board and I came onto the board late to the process which gave for a steep learning curve. I was told this was the highest rate of complaints provided to IMHA compared to previous years. There was a lot of systemic issues identified when dealing with complaints and how complaints were dealt with, process of complaints, who was involved in them and who should be involved in them. So, I have put forward some recommendations and

hope that they move forward. I do feel there is a lot of improvement that can happen in the Director of Risk Role.

As for Head Trainer, we did have a few big injuries. Some were not reported and found out once the players returned to ice without approval. Again, lots of recommendations moving forward to ensure the safety of the athletes and making sure there is due process of how the athletes return to the ice. With that being said, we have discussed separating the two roles as it's too much for one person and should not be all on one role. It was just too much for one volunteer position.

Secretary – Courtney Ward

Not too much to report here.

Communication – Courtney Ward

I recently took over this role when the director stepped down. I was able to assist teams with posting the team articles throughout the year to share with our members. I worked on updating the site when needed. Re-organizing the current sponsor list and updating sponsorship packages available.

Sponsorship/Fundraising

I took over this role early on in the season. Overall, I believe the year went well. We were down a few league sponsors this year but I worked on getting some new ones to try to make up the difference. I have already secured a few sponsors for our 23-24 season for the league. This will help to keep costs down.

We used AC Studios for the photos this year and overall with a few small hiccups it was successful. We will be using them again next year for the local league divisions.

All fundraising for teams went well. Most team followed the guidelines and I believe that overall it was a successful year for each team.

Vice President – Karrie Copelli

It was a pleasure to serve as Vice President of Innisfil Minor Hockey Association once again this past season.

Our first full year of uninterrupted hockey post Covid was without a doubt a success for IMHA. While this year was met with many challenges and changes, it was also full of many moments of triumph. We are so proud of all our teams this past season and how everyone competed in their respective divisions, and of course, of all the teams who made their way into Red Hat Championships this spring.

We had many changes occur within our board this past season which brought some challenges as well as some positive new insight. The work that went into the amalgamation with Bradford was plentiful and at times all consuming, however we have reached the point where we are now up and running with evaluations at their end and look forward to see what this season will bring on that front.

Registration for Local Leagues is now up and running and while we were a little late to the game, it will be made a priority to ensure that we are doing this sooner next season. We will be doing our best in the season to come to continue to offer a quality Local

League program for our members and will be revisiting our execution of this to ensure a cost effective and successful season.

Thank you again for supporting me in my role of your association.

Best wishes for the season to come!

Director, Apparel & Equipment – Karen Mitchell

- Apparel/jerseys were provided by Gitch (GSW). Jerseys came in a timely fashion; we had a few hick ups with wrong sleeve numbers not matching the jersey number on the back.
- Apparel - we had numerous complaints from membership on the “Apparel Store” on our website, the opening and closing of the store on the website and orders taking almost 10 weeks+ to receive. No actual store to go in and get sized or look at the product as it was in Toronto.
- Sourcing New Apparel/Jerseys – I have had to source new jerseys and apparel. I have found three different suppliers. Three quotes were submitted to me by 4Hundred Source for Sports.
- Jerseys and socks will remain sublimated. Sizers will be available at 4Hundred Source for Sports.
- 4Hundred Source will provide apparel for IMHA and will have product in the store to buy, they will have product sizers for people to go in and get sized and also look at the product. Orders will get to the membership in a quick turnaround.
- 2023-2024 jersey and sock order are still being tabled and will be presented at the next board meeting.

Director, rep – Jason Black

He address that the 2022-2023 had some issues this year. He felt we were able to work through them. Travel permits, to late U13BB team being put together. He thinks the kids did come together once balancing did happen. Travel permits were had to obtain for some teams for exhibition games. He apologized for being late on stuff to teams. There were two teams to go through to the OMHA’s finals, U10A and U14A; however, both teams were eliminated in the tournament. He thanks everyone to putting up with his faults in his role. Go Hawks Go.

Director, Coaching – N/A

Tom: Does anyone have any questions on the floor.

Q: You said you put suggestions forth for recommendations for next year regarding complaint process and safety, will those be made public and parents.

Response from Andrea: One of my recommendations is more transparency, equitable, fairness and I do feel it should be shared with our members. Can I answer for the board? I cannot, but I do feel you should know the process and we will put the process out just not for the coaches.

Tom: The process will be shared with everyone. We are writing as part of this exercise of amalgamation and the way things change, new bylaws registration of the province of Ontario. We are required to change things around. We are supposed to have a more comprehensive

rules of operation that would outline the exact process for everybody so that it's more out there for everyone to see it.

Andrea: And to speak to it too. I know a lot of the transparency, is I know a lot of the member is afraid that if they put a complaint forward that their child will be impacted. This is something I have heard over and over again, I have heard anecdotal complaints over and over, I cannot do anything with anecdotal complaints unfortunately. One of the things I really want to see and one thing I've recommended is that not everyone on the board needs to be involved in complaints, and that those specific people should be involved. The people who put in a complaint should be respected and we need to keep confidentiality. Those are some things I've put forward.

Andrea: I've also requested to have a blurb under each board member of what their role entails so you know whom to address.

Tom spoke about IMHA upcoming year.

What we have planned for Innisfil Minor Hockey for the coming year is a plan to get back to the basics of Minor hockey and help to continue to grow the association. Innisfil and South Simcoe are still learning how to interact and how things will work moving forward. The OMHA has decided to return the U8 and U9 MD programs, so we will be working on how those programs will change and evolve moving forward. IMHA will have 2 tournaments this season in co-operation with Weekend hockey.

The OMHA has made a change to how Innisfil teams will be rostered, IMHA teams will officially be labeled as South Simcoe (Innisfil), this is not a change we approved or an option we had. The OMHA assures us that this is a clerical change only and it will have no effect on the product we put on the ice. I can assure you that your children will continue to be winter hawks and there will be no change forced on us to the logo on your players chest or the way we run our teams. This is a clerical change only to streamline the registration processes.

Do any directors have anything they would like to share about their plans for the upcoming year?

Terry: Touches base on MD program. Indicates the program was not supposed to exist in the upcoming season. Not having this program would be hard to manage. When the board got word on it, we all worked hard to come together with board members and other centers got involved to help keep that program in house.

Q: We heard from Mike and Jason about some last min changes and thoughts of where teams will land impacted the local league and some for the rep teams. Is there a plan in place to avoid those last min changes regarding teams?

Jason: With in regards to the rep team we had to see if we had the numbers are caliber to create a team. We didn't set out for it but the opportunity for the kids and the development spoke for itself with the kids. It did set up back a bit with scrambling for ice time in regards to the 10/10/15.

Tom: So, the tryouts have moved to the spring so we don't have the pressure with previous season where tryouts were in the fall. We also have a unique system within IMHA that doesn't exist within the OMHA. We have 3 Local League organizations that feed off a population of 35,000 people. You don't see that anywhere. It doesn't exist. It's hard to plan because we don't know our numbers each year. All we can do is offer the best program we can and deal with the things that come. We are dealing with the things that have come up in rep and good thing is we have until the fall to sort out the Local League Side.

Q: Are we going into the season with equal ice time for SSMHA and both centres as home centres?

Tom: The process of it turns out to be more complicated than 50/50. We have a Bradford and Innisfil Ice Scheduler. The Innisfil ice scheduler will schedule all the major age team and Bradford will plan all the minor ice schedules. Once this is done they will swap out game times, so that we can now have a equilibrium between the two. It will never be 50/50 we just can't do it. But we will take some games and swap them from rink to rink to make it as equal as possible. IMHA has more ice so you may see more in innisfil than Bradford.

Q: IMHA will still remain in Innisfil

A - Tom: Yes, this is correct. We will keep our local league teams in Innisfil, Stroud and possibly Lefroy if needed.

Q: We were sold regarding SSHMA that it would be its own entity and now IMHA at registration will be showing in brackets IMHA but it's main centre is SSMHA. I don't know if a lot of people would have signed up for that.

A - Tom: We 100% agree with this. This is not an option that we were given. OMHA said this is how it's going to be. OMHA states it's only clerical and IMHA sees it as a branding issue. OMHA did not keep up their end of the bargain.

Follow-up Q: How long has IMHA known this rebranding in the association and why hasn't the board brought it out to the members:

A – Tom: It was brought to us about 5 weeks ago and the reason we didn't put it out was that we didn't want a visual reaction and unfortunately now we brought it forth here. This first thing I did was bring it here to talk about. You will still register in tournaments as Innisfil Minor Hockey. It will just show on rosters in brackets. Gamesheets are still in question as how they are going to appear on the ipads. OMHA feels that this decision will not impact the members are it's not a reflection of what happens on the ice.

A – Karrie: To touch on that the key is here as a board will be to do our best to maintain the identity of IMHA as much as we can. They may want to away our title but we as a board need to make sure keep the integrity of the association for years to come.

Q: Will the uniforms remain the same?

A – Tom: There will not be any change to uniforms. It's only to stream line the registration so they only have to deal with one association.

Q: So, since we register as SSMHA are we still under IMHA property:

A – Tom: Yes, you are still property of Innisfil.

Q: Do you think part of the problem is that all members sitting up on the board are part of both IMHA and SSHMA?

A – Tom: We don't have an option. The only way for a hybrid amalgamation is take members of this board and Bradford board to make up the association. This is something that is mandated from OMHA. If we didn't do a hybrid we would lose our Local League association. It's a 3-year process. At the end of 3 years the members will then either serve on one board not both.

Q: Say tonight Tom you get voted out as president. What then happens in south simcoe? Is there a collation between the two?

A – Tom: Whoever takes over for my position will now be president of SSMHA.

Q: When players tryout at AA level and get cut they have to go to A. Then if they don't make A they have to go to BB. So how did two U16 players get released to King

A: They were not released.

Terry indicates to the members that the board is fighting for their members. He reminds them they have full support from the board and we are on their side. Hours have been spent with OMHA to trying to sort this out.

Q: If you get the turnout you are looking for, what development will take place?

A – Tom: Historically we haven't had a great turn out. We will discuss it with coaches to see what they are willing to do and what the player require.

Q: Why are the meeting not virtual in the days of such technology?

A – Tom: I agree in principal however in virtual meetings no one shows up and the systems are glitchy.

TOM:

This Season our Treasurer resigned in September. We had posted the position 3 times throughout the season and had no one apply. As president I took on the role of Treasurer and began working toward an Audit of our association. The last Audit was completed for the 2016 season so I had a rather large job to do. The previous Treasurer had begun working with a

firm out of Aurora but By October that fell apart as the firm was not aware of the scope of work and where not interested in moving forward. I began looking for a firm right away and settled upon Morrison Accounting in Innisfil in December. I got them the documents to do an assessment and begin the process of an audit. In January they had me sign on to QuickBooks so that we could get up to date with our finances and start moving forward. I have been teaching myself QuickBooks over the last few months with moderate success while continuing to help with the Audit. As of May 15th, the accounting firm feels they have all the documentation they require and are working on the audit. The audit will cost \$15,000 of which we have paid half to date. The audit should be complete in the next 90 days. At the completion of the audit, we will hold a supplemental meeting to go over the audit and to reconcile the budget for the 2022-2023 season.

Are there any questions?

No Questions

Could I please have a motion to delay the presentation of the audit and the reconciliation of the 2022-2023 budget for a period of up to 90 days to allow the accounting firm to complete the audit and go over the 2022-2023 expenditures?

Motion: Kevin Culhane

2nd: Terry Jackson

All in Favour

Motion Carries

Next, we have the 2023-2024 budget. Everyone should have a copy of the budget control sheet. You will see the Budget for the 2023-2024 season for the IMHA only. This is currently still being built so you will not there is a current actualize budget money has just been put into the budget column. Why you see the same numbers is because the actualized and budget is the actualized money is what is it going to cost us to date.

The top column is the proposed revenue for each team. This is under the premise that the younger age group max out and the older age group we will limit to 16 participants. We have two tournaments for the season. Below that is the operating expenses. Again, this is under the assumption that all ages are being filled.

Did we look to see if we were competitive with other Lefroy or we would bankrupt our self within 3 years. Reason is they hold 6 tournaments a year that banks \$10,000 a tournament for their 84 members they had last year. That takes ice out of IMHA pockets. This year town has changed it that it's 6 tournaments in total and it was split between associations. Lefroy will still host 6 tournaments using their own ice and their weekend ice. We need weekend ice for our local league.

Q: Do you see a change in our local league teams now that SSMHA is running so many BB teams and that Lefroy is offering a lower registration fee.

A – Tom: It's hard to say as we don't have exact numbers. We did not differentiate between an IMHA or Bradford player trying out. We wanted to put the best 17 players on the ice. Will we sit down now and have an evaluation of the kids who made those teams to determine what local league looks like. We also don't know how many will be drawn into Lefroy's cheaper ice.

Q: How is it the towns fault we can't run more tournaments

A – Tom: we put in the ice allocation prior to the deadline and we followed the rules. The town only allows 6 tournaments. They determine the 3 go to IMHA and 3 to Lefroy.

Follow up – How do they run the other tournaments on their weekend ice?

A – Tom: They don't actually use ice on the weekends for their teams as they have so fewer teams so they use this ice to run tournaments. We have a lot more teams that need to access the ice. We have 4x the ice requirement then they need. The more tournaments we run, the more ice we take away from our teams. Weekend hockey will be our tournament company this season.

Teams can general book extra ice in Thornton.

Q: Will it affect the ice availability for the AA teams for extra ice

A – Tom: Teams can buy every sat in Lefroy, they can purchase it on a 26-week contract which is not an easy commitment.

Q: What other avenues can we do to reduce our fees to local league since Lefroy is much cheaper. How do we keep our members?

A – Tom: Our like association would be Thornton. Our rates and Thorntons rate are almost identical as they have the same basis as we do. The other option is Barrie. They run a house league, not a local league and run practices at half ice. We attempted to do this before however, our members were not happy. This is why house league is so much cheaper. It's a 20-week program, half ice.

Are there any further questions on the IMHA Budget?

Profit \$24442.56 that is assuming every team is full. For every player we lose, this amount will reduce the overall net income. Right now, this is the best-case scenario.

Q: What is on ice volunteers amount for?

A – Tom: U5 and U7 we have additional people who help on the ice and this is payment for their insurance. So, everyone who steps on the ice needs insurance.

Q: Photo costs, what is this for?

A – Tom: This is to cover the cost for the photographer. We paid for every player in IMHA to get a team photo.

Many questions were asked regarding SSMHA team budgets. This will not be recorded as it does not pertain to IMHA directly.

Could I please have a motion to approve the IMHA 2023-2024 Budget

Motion to approve 2023/2024 budget

Motion: Vince

2nd: Jason

All in favour

Motion Carries

The budget for SSMHA will be available after June 1 st when the Association bylaws come into effect. The SSMHA budget is self-funding and requires no budget allocations from IMHA, the initial \$20,000 startup fee used by SSMHA will be paid back prior to the end of April 2024.

Are there any questions about the budget as it relates to SSMHA?

None

Motions for bylaw changes (Tom)

We will now move on to the Motions for Bylaw changes. You should have received a copy of the motions on the way into the meeting. Each motion will be dealt with separately, amendments to the motions from the floor will be accepted as per the rules of meetings.

There are 3 bylaw amendments to discuss and the impedences for all these is that they are to fall in line with the changes that are occurring in SSMHA. We have what's called rotating slates for those positions and we had to make changes in order to align with those requirements. We do not have to pass them tonight, we do have 3 years to make them. I chose to put the forth tonight.

Regulation 9.5

The highlighted changes are to stagger the election year by odd and even to outline when you will be elected and who serves on which board. So, you have a clear line of who serves on the IMHA and the SSMHA board. The changes will take effect tonight if the motion passes.

Q: What is the rush in doing this tonight? Let's take our time and get a season under our belt.

A – Tom: I'm just trying to be proactive. There is no rush and we can table all three until next year. There are a few that I'd like to get changed tonight and we can hold off on the others until next year.

We can take amendment from the floor. Let's look at 9.6.

Motion 9.6 is adding a bookkeeper. It allows us to hire this person. It's a paid position. They will not do internal audits.

Motion: Karrie Copelli

2nd: Steve Grass

All in favour

Motion Carries

Motion 9.5

Motion from the floor will be to split the Director of Risk and Head Trainer, Head Trainer stays with IMHA and Director of Risk carries to SSMHA/IMHA. For Innisfil these are both voting positions. Also, to combine Director of Coaching and Director of Development into one position. They all stay odd except for Head Trainer which will become even. Everything else will be removed.

Motion on Amendment: Keegan Dunn

2nd: Andrea Logan

All in favour

Motion Carries

Vote on the actual amendment

Motion: Keegan Dunn

2nd: Andrea Logan

All in favour

Motion Carries

Motion 11.3

Remove everything except for the job description of the Director of Coaching and Development and the Head Trainer and Director of Risk. The amendment is to remove everything except these 3 changes.

When we have a hybrid amalgamation we need to ensure the two boards align. In 3 years by laws will need to change again if SSMHA survives. Right now, we are voting on giving the new split positions a job description. Each member just needs to follow both boards by laws.

Motion for the amendment: Kevin Culhane

2nd: Fabe Ferrante

All in favour

Motion Carries

Nomination & Election of New Members

We will now move onto the elections for Board members. Are there 2 individuals who would like to volunteer to collect and count votes?

Counter have been designated: Nicole Marinucci and Trina Ritchie.

President

Keegan Dunn nominates Karrie Copelli

2nd: James Roncone

Kyle Mitchell Nominates Tom Brennan

2nd: Stacy Hogan

Both nominees wish to stand for the position & speak their credentials.

Karrie receives majority vote

Acclaimed

Director of Finance/Treasurer –

Tanya Johnston nominates Michelle Hanlon

She is not eligible at this time

Position not filled to be posted on IMHA website

Director of Risk Management

Vince Charlebois nominates Andrea Logan

2nd: Terry Jackson

Andrea will stand

Acclaimed

Director of Rep Hockey/OMHA Delegate

Kyle Mitchell nominates Jason Black

2nd: Steve Grass

Jason Black declines the position

Kevin Culhane nominates Vince Charlebois

2nd: Keegan Dunn

Vince will Stand

Acclaimed

Director of Coaching and Development - Position not filled to be posted on IMHA website

Head Trainer - Position not filled to be posted on IMHA website

Director of Sponsorship/Fundraising - Position not filled to be posted on IMHA website

Director of Communications

Terry Jackson nominates Steve Grass

2nd: Will Stott

Fabio Ferrante nominates Natalie Whitehouse

2nd: James Roncone

Both nominees wish to stand for the position & speak their credentials

Steve receives majority of votes

Acclaimed

Vice President

Nominations came from many people who were not recorded due to the chaos in the room:

Tom Brennan – declined

Vince Charlebois – declined
Jason Black- declined

Motion to destroy ballots
Keegan Dunn
2nd: Andrea Logan

Motion to adjourn
Motion: Keegan Dunn
2nd: Vince Charlebois
Motion passed