



December 14, 2023

Executive Meeting Agenda

Executive Member	Position	April	May	June	June	July 13	August 10	August 24	Sept. 14	October 12	November 9	December 14	January 11	February 8	March 14	Total Absent
Mark Gardiner	President	P	P	P	P	P		P	P	P	P	P				
Graham Baird	Vice-President	P	P		P	P	P	P	P	P		P				
Athena Nakonecznyj	Secretary	P	P	P	P	P		P	P		P	P				
Julianna Dinino	Treasurer	P			P					P		Ph				
Tiffany Hart	Ice Convenor		P	P	P	P	P			P	P	P				
Veronique Vandermeer	Registrar	P	P	P	P	P		P	P	P	P	P				
Alex Taggart	OMHA Rep	P		P	P	P	P	P	P	P	P	P				
Kim Chittenden	Local League Contact	P	P				P	P	P	P		P				
Travis & Melissa Cox	Jr. Coordinator	P		P	P	P		P	P	P		P				
Mike Scott	Risk Manager			P	P	P			P	P		Ph				
Gavin Hodgson	Assoc Head Coach	P			P	P		P				Ph				
Krystal White	Assoc Head Manager		P	P		P	P	P		P	P	P				
Ardra Scott	Director of Dev't		P			P		P		P		Ph				
Kayla Otten	Equipment Manager	P	P	P	P	P	P	P	P	P	P	P				
Natalie Burleigh	Fundraising Director					P	P		P		P	P				
Vacant	Fundraising Director 2							P	P	P	P					
Kerri Muerrens	Bond Director	P	P			P		P	P	P	P					
Vacant	Public Relations							P	P	P						
Adam Collins	Tournament Director	P	P		P		P		P	P		P				
Bryan Grass	Ref-in-chief					P	P				P					

**CALL MEETING TO ORDER 7:14pm**

Prior to the approval of the minutes Adam ran through some Jamboree and Tournament information for the group. Will hold a Coaches meeting about HDIE on Dec. 27, at 7pm.

[Approval of Minutes from last meeting of November 9, 2023 Motioned by: Athena, Seconded by: Tiffany. \\_\\_\\_](#)

**CORRESPONDENCE**

Received Resignation from Michelle for the position of Fundraising Director 2 position.

Received correspondence from Graham Baird regarding communications of the U18 Rep team and request of meeting w/executives.

Received correspondence from U15LL family (Sean Russell) requesting to review their request for a refund. This was discussed among the executives, however this was previously brought forth on an Agenda and it was previously voted for no refund - in accordance with our rules. In accordance with "b." of our Refund Policy, they are not eligible for the refund (this is not a request due to injury or residential relocation). The family will be written to confirm no refund but welcome them to come back to play with EMHA.

Received correspondence from Bill Duggan resigning from the PR Director position.

Received correspondence from Robert Kerr (Dec. 3) regarding the coaching of the U15LL team. Kim and Veronique met with the family and the bench staff to discuss concerns of the team. The team will be worked with over the next few weeks to help curve the team. There will be a further meeting with the families to address the correspondence. [1]

Received correspondence (Nov. 22) from U15LL coach re concern of continued complaints of parent. A meeting was held with the coach regarding his concern.

Received correspondence from U15 Rep team (Dec. 11) re: question on referee's and concern of refereeing in Essa. The RIC responded to this concern - see report below.

#### **DELEGATIONS:**

Motion to bring our Policy 3 Discipline - Team Officials current in accordance with OHF. Motioned by: Tiffany, Seconded by:  
PROPOSED CHANGED

##### ORIGINAL:

The policy would remain the same other than the changing of the codes.

- GM20 – Disputing Call of Official;
- GM 21- Disputing Call with Official – Verbal abuse of a Game Official;
- GM64 – Trash Talking;
- GRM60 – Travesty of the Game;
- GRM61 – Obscene Gesture; and,
- GRM63 – Discriminatory Slur.

##### REVISION:

Rule 11 – Maltreatment

- Unsportsmanlike Conduct Game Misconduct 11.1 (e)
- Disrespectful and Abusive Behaviour 11.2 (e)
- Physical Harassment of Officials 11.5 (e)
- Disrespectful and Abusive Behaviour 11.2 (f) 5
- Spitting Match 11.3 (c) 5
- Discrimination 11.4
- Physical Harassment of an Official 11.5 (c)

#### **EXECUTIVE REPORTS:**

**President - Mark Gardiner** - Refund policy states that no refunds after June 30 unless for residential relocation or injury, then it breaks into the chart based on time into the season, we can consider again on this particular case. Confirmed that Association Head Coach is insured to be present in bench area at practices of teams. Clarification received from OMHA on insurance coverage for Executives as well.

**Vice President - Graham Baird** - Reaching out to other parties. Calling into meetings. Spoke of following, and the non-following, of our Policies and Rules by our Executives. There appears to be an agenda with certain executive members, and I will not deal with those certain executive members, I will deal with the OMHA for now on and have our Executive Secretary copied on all correspondence.

**Secretary - Athena Nakonecnyj** - If there is a serious enough matter that needs to be dealt with in a timely manner, then pursuant to Rule 6.1 c., we should start to utilize this form of resolution. Executive Code of Conduct discussion among the group. Policies and Procedures will be looked at for changes and updating and will then need to be brought forth to the AGM.

**Treasurer - Julianna Dinino** - Received the compiled list of who has submitted bond payments and who hasn't. Whoever hasn't submitted a bond cheque, will have the \$200.00 added to their ramp account. Quickbooks report will be distributed prior to our December 14th meeting. As of right now, the association has only received \$3,500.00 in Sponsorship money. This time last year, the association received a total of \$12,000.00 in Sponsorship money. Received the last sponsorship cheque for a \$1,000.00 from a Law firm and that will be it for the season. A total of only \$4,500.00 this year. The tournament account has been opened, this is where all the funds will come out of for Adam's tournament expenses. Junior Eagles has been setup in Ramp and it went live on December 4th at 9:00am and has filled up. The winter sessions of Powerskating has been setup in Ramp and went live on December 1st at 9:00am. Junior Powerskating has filled up.

**Ice Scheduler - Tiffany Hart** - Photos are being dropped off this weekend to get out to teams. I am currently in the process of scheduling the second part of the season for the U11, U13, U15 & U18 Rep teams. That season runs until February 4th. Local League is currently scheduled until January 27th. Our current contract with Essa Township, not including the Weekend Hockey tournaments, is \$162,072.97 including tax. There is ice available on the Base on Sunday mornings if we are interested in continuing the goalie clinics, I do not feel we have enough home ice. My suggestion for HDIE schedule:

Friday Night

6:00-7:30pm \* U11Rep/U13Rep

7:30 -8:50pm \* U15 Rep/U18 Rep

Saturday

0700-0830 \* U8 White/U8 Black

0830-1000 \* U9 LL/U9 MD

1000-1130 \* U11LL1/U11LL2

1130-1300 \* U13LL/U15LL

1300-1400 \* Family Skate

1400-1500 \* Game/Coaches Game?

1500-1630 \* Timbit Celebration

1630-1800 \* Skills Finale

**Registrar - Veronique Vandermeer** - Jr Eagles winter session filled in just over an hour. As of Dec 11 there are 10 on the waitlist. All team rosters are now set. I will be updating and sending out the application for subsidization form for bench staff to complete and submit to be reimbursed for courses as per rule 9.1 with a deadline of Feb 1. All requests will be discussed at the February meeting. We will need to confirm if they will be sent e-transfers, HCR credits or cheques, but most likely it will be a credit in RAMP. At large and volunteer rosters need to be finalized. A deadline will be sent out to coaches to confirm who is on ice help and who they would like on the at large. A reminder will be sent out regarding who can be on the bench during games to avoid any other coach suspensions for unqualified bench staff.

**OMHA Rep - Alex Taggart** - OMHA wants every centre to apply for the "try hockey" initiative: equipment, ice rentals subsidize. Complete application for consideration. Ensure roster changes are submitted with enough time to allow for changes. If AP form is submitted and uploaded to roster, Adam will consider them able to play. \*\*\*form must be uploaded to players profile\*\*\* email Adam / Nita if there is an urgent add, etc. AP form address should be the same as that is on the profile. If it does not match they will lose right to AP. Travel permits - do not need for any league games (specific to U8&U9). Ensure practices are 2-1 ratio for games for U7-U9. Appeals and suspensions: None for anything 5 games or less: Basically has to be a match penalty. If you have video of your injured player and it should have been a match penalty, video can be sent to request penalty upgrade. Video cannot be submitted to request lower penalty. Tournament: document, not a link should be submitted 15 days before start of tournament, with all travel permits and rosters etc. Bench staff: Make sure any staff are on roster, Make sure they are qualified and on at large roster; There will be no more grace period on this - the head coach will receive a suspension if it occurs. AP deadline is Jan 15. Championship weekend: Mar 29-31 / April 5-7. Locations and team numbers per division TBD and will be finalized by Dec 2, they are aiming for 8 team tournaments instead of 12 teams, so more then likely 1 team per division age group, U9 select cannot join and MD division tournament. Next year all championships will be B level, if you win your division you will be in Tier 1. This year Second season will be 8 games- based on time left before playoffs. Head contact and hit from behind penalty are showing on One DB as OHF rules instead of OMHA (2 games vs 3 games). If they notice they will add an extra game to match OMHA - is a recent issue that was noticed, was not that way earlier. Coach suspensions for player penalties- majors, fights, match penalties etc and any combo of them. These coach suspensions are accumulative as season progresses. Can only have 5 on a bench max per game, not 6. System will allow 6 but OMHA only allows 5. So far there have been no fines for game sheets and suspension uploads, but they will be starting now. Suspensions must be entered within 24 hours. If there is a game sheet issue or if clarification is needed, email Nita and/or Adam. Bench staff only gets a bench minor or game misconduct. If it is listed as a regular misconduct there will likely be a game misconduct added after. Players cannot serve coaches game misconduct. Game lengths - north teams are playing longer games. It will be based on what centres allow. Playoff games will be more consistent. Second season schedule to hopefully be done by Dec 16 approx. will get all info together by Dec 11 and take a few days to get schedules done. All star game - Wasaga Beach is considering. They are doing LL All Star Game, new arena open in February.

**Still don't have an answer re: a COC with a parent. Lots of conflicts in policies and by-laws, 12.4 (not done); 10.2 not multiple content; review of OHF; further multiple conflicts and not following policies. Ultimately, policies need to be**

**Jr. Coordinator - Travis** - Would like to spend no more than \$400 for 2 goalie sticks and 2 billy-goats. **Motioned by Travis, Seconded by Veronique. CARRIED**

**Local League Contact - Kim Chittenden** - COC's - 1 game suspension has been served on Dec. 3rd by a parent who received a Second Offence Breach. Another COC First Offence was given on Nov 27th. Tonight Dec 14th Veronique and myself issued U11 LL2 player a verbal warning (3 game suspension was already issued and served as per the coach Kyle Lowe). As per GBTLL meeting on Dec 5th I scheduled meetings with coaches for U11 LL's, U13 and U15 to provide them with a handout which included reminders and updates (gamesheet rules, 2 deep in dressing rooms and when conducting any type of meetings/displine, bench staff requirements 5 only and must be rostered or face suspensions, COC reminders, submitting travel permit requests, time keepers properly trained, correct penalty codes entered, etc. and upcoming dates of events). GBTLL next meeting will be Jan 2nd, a vote will take place that day for the LL All Star Day, proposals by Wasaga Beach, Coldwater and Osprey - date will be 1st or 2nd weekend in April. Meeting held with U15 LL coach Mike Rebelo regarding parent concerns with coaching and lack of development. Email sent to EMHA Executive with details of said meeting. Waiting to hear back from U9 manager regarding parent complaints about the coaching staff, this should be handled first at bench level between parents and bench staff. I was approached by a parent who advised me they would like to help out but is on a 12 month suspension from volunteering - this is inaccurate. Clarification is yes, he can volunteer.

**Risk Manager - Mike Scott** - nothing to report.

**Association Head Manager - Krystal White** - nothing to report.

**Director of Development - Ardra Scott** - request approval for second session of goalie clinics as there has been a lot of interest. Sunday mornings starting on January 7th and running for 8 weeks is available on Base, we won't have ice in Essa. There were 12 goalies in the first session. Would need minimum of 10 goalies and 12 maximum again. Base ice costs more, charge of \$200 for the session ---16\$ per session the association to cover any additional costs associated with ice rental and instructor fees. **Motioned by Ardra, Seconded by: Adam. CARRIED.**

**Equipment Manager - Kayla Otten** - I am slowly starting to go through the EMHA equipment room and files. There is a lot of old junk in the room and lots of files that need to be shredded. Summer Skates arrived yesterday and will be handed out this weekend. I collected the majority of the fundraising money on Sunday (all but 6 teams and a few single ones from teams). I have been in contact with all managers and singles from teams to collect their money. I'm hoping to have this done by this weekend or the weekend after.

**Association Fundraiser - Natalie Burleigh** - nothing to report.

**Bond Director - Kerri Muerrens** - Bond tracker sent to Julianna. \$1000.00 sponsor from Scotiabank.

**Public Relations - Vacant** -

**Tournaments - Adam Collins** - Still waiting on final total from Weekend Hockey regarding final numbers (adding in vendors contribution) however we at minimum have gained \$9,900 in revenue from October tournament, weekend hockey commitment to us is \$150 per out of market team. HDIE (schedule, events, volunteers) We will have a registration desk for the day that needs to be patrolled by minimum 2 people under tournament director supervision. This is another volunteer/bond opportunity for the membership. Volunteers for 50/50 sales will be confirmed by Veronique and draw will take place during the Gran Finale showcase. All head coaches are expected on the ice with their teams (other bench staff not needed) head coach can pass off obligation to the assistant coach if they are unable to attend. Expecting executive members to be present throughout the day as well as looking for on ice help. Alex and Travis are the point people for HDIE on the Friday evening. Will update them prior to the event on what the skills will be and how they are to be scored. Radar gun and targets are already purchased. JAMBOREE: Feb 17 is U7 and Feb 18 is U8, Bryan are the trainee refs wanting to be on the ice (they cannot be paid but they can use it towards their families bond points or to high school community service hours. U7 division is full with 12 teams, U8 is at 6 teams will run the day with 8 teams as minimum. All Essa teams are registered, missing payment from one Essa team U7 Light Blue, more than likely no snack booth this year for Jamboree as the concession stand will be open by then. We will still provide lunch Kerri/Natalie please let me know if we can get the same deal at Little Ceasers again. A and W has confirmed they can do kids meals with proceeds back to Essa Minor Hockey. U15 Rep team to help with skills contest and moving barriers during floods will confirm if we are going to have them all day for one day or split them for half day on both days. There will be more bond opportunities for the association at the Jamboree will provide those duties closer to the event, need a count on how many DOG TAGS left from last year and order more to make up the difference, Trophies needed for 1st, 2nd and 3rd (X2) Kerri I can email simcoe trophy directly if you want or I can leave it to you. JOHN PRINCE MEMORIAL March 8-10, I am leaving the country on March 9th but will be available by phone. I am looking for a point of contact person to be Weekend Hockey's contact should they need anything From March 9 1pm until end of tournament March 10. Who from executive wants to be present on March 10 at Angus arena for the Trophy presentation to the winning teams. Currently 45 teams registered for the event, looking to confirm what the solution will be for U11 LL 1 team, Pam has asked for EMHA to request an exemption to OMHA for one of the U11 rep goalies to play for LL team for the tournament ONLY. Tournament bank account has been set up with TD Bank to keep all tournament expenses separate, at years end all money remaining in account will be transferred over to EMHA main account and Tournament account will be at \$0 balance to start each year going forward. Tournament account requires signatures from Mark Julianna and myself before any money can be transferred. It is a personal account not business as its a secondary account and a business account is \$150+ per month for service fees (checked with both ScotiaBank and TD) - Need an update/more specific on how Adam Parent wants roster/permits/rules sent to him. All other OMHA directors are okay with the tournament website link and the roster/permits being hand delivered or a PDF sent via email. I do not have time to sit and scan upwards of 80 Rosters and permits and individually email them to Adam Parent. If he wants hard copies

**RIC - Bryan** - the U8s have expressed interest in having officials present for their games - the prospective officials program will accommodate (pending availability). I would like to have the Executive consider 350\$ (or less) for 6 ESSA referee jerseys (much like what Innisfil have done). Pres has the example.

Regarding Essa Referees: I can assure you, all officials that officiate in ESSA are authorized and approved by OMHA. Moreover, if Avery was there supervising (supervisions occur throughout the year) and observed something unsafe/unfair, I have no doubt in my mind, it would have been addressed post game and I would have been advised.

ESSA referees can absolutely officiate local rep games. The inconsistency in having a 3-Official vs. a 2-Official system is availability and official levels. To have a 3-Official system, you need a Level 3 to wear the red bands (be the ref), whilst Level 2 Official can only be a linesmen. ESSA presently has **limited capacity** for this, but we are working on it - it takes time. As for consistency, I wish I had a magic wand to make every official call the same way, unfortunately this isn't the case.

As for addressing specifics, when any Executive Member brings up a complaint to me from Players/Coaches/Other Teams directed at ESSA Officials, I kindly request the following:

1. Date and time of game played
2. Level
3. Official in question (if name is unknown, a description).

If there are further questions, I will be happy to discuss with the concerned Coach via telephone.

**PREVIOUS BUSINESS:**

**NEW BUSINESS:**

- 1) Regarding the correspondence received from the U15LL family who is requesting a review of their original refund request - refer to "Correspondence" above.
- 2) By-law One, ROO's and Policies - Will be worked on for additions, deletions, corrections. Veronique will take lead of this project and form a committee.
- 3) Request from member was received for the financial report of EMHA for their review. The Treasurer dealt with this request and has been satisfied.
- 4) There needs to be a Manager's meeting held with all team managers to provide information on processes.

**ONLINE VOTES:**

Motion to spend \$160 on a new radar gun for hockey day in Essa. Motioned by Adam, Seconded by Julianna. **CARRIED.**

Motion that a committee of no less than 3 people is created to update and amend the current bylaws, roos and policies of EMHA. Motioned by: Krystal. This motion went stale and was dealt with at the meeting. Refer to "New Business 2)" above.

MOTION: to spend \$80 on magnetic targets for the accuracy shooting for HDIE this year and future years. Motioned by: Adam, Seconded by: Krystal, **CARRIED.**

MOTION: to spend \$140 on a Santa Suit for our Association. Motioned by: Travis/Melissa, Seconded by: Kayla, **CARRIED.**

Meeting Adjournment: 10:11pm

**Future Meeting: January 14, 2024 @ 7pm Location: Banquet Room, Angus Arena**









[1] U15 LL coach  
External  
Inbox

Rob\_Angela kerr <rob\_angela05@hotmail.com>  
Sun, Dec 3, 9:20 PM (2 days ago)  
to Shannon, me, Jonathan, Brandon, Graham, Amanda, risk@essaminorhockey.com, phancock321.  
PH@gmail.com, jaymedennis@live.ca

Good evening members of the executive,

The practices for the U15LL team have not improved since my last correspondence.

Myself and my wife, Angela, met with the coach & his assistant coach (Matt Rebelo) & manager (Mark Gardiner).

The conversation happened before one of our practices.  
The overall feeling both myself & Angela received from the coach, was that our comments & concerns about how the season is going, how the coaching isn't going well, are, "our opinions".

Where the tone on our side is one of frustration, the tone we received was one of, we are a nuisance and are unqualified to be bringing our concerns to such knowledgeable volunteers.

Yesterday for instance, December 2, our practice was cut 20-25 minutes short, due to the U11 Rep game VS Clearview, running long.

The coach and his bench staff had all that time to discuss the plan, for the very short practice.

The coach ran a drill where three players skate down the ice, two cut in front of the net while the other player picked up the puck and made a breakout pass. Then they skate down the ice and shoot on the goalie.

Over approximately 12 minutes, the coach had 9 skaters, (who showed up for practice), run that drill, the players made it through the drill twice.

Two practices before yesterday, the coach was on the ice, however he had his on ice help run the practice while he watched (I have pictures and videos as proof).

The players were very attentive when listening and executing the on ice helps directions.

This coach seems like someone who has never coached before, even though we were told he coached for 6 years, at a high level in Toronto.

At our meeting, myself & Angela brought up that at the beginning of the season the coach ran practices without a trainer identified.

The trainer for our team was in Alberta on holidays for over 2 of our practices.  
I even asked if he had the trainer at one of the practices and was told "no".  
I asked if the coach needed help on the ice and he said "no".

I have asked the executive and was told that I'm on the trainer at large list.

It was brought up in our meeting that coaches have their own change room in the main hallway.  
The head coach and his son have been using 1/2 rooms assigned to the players.  
Example, if players have 1/3 on the board, they all go into 3 and when the room is full, they have to share

with the head coach and his son who use room 1, (instead of the coaches designated room in the main hall).

As a result, some players have been changing in the room with their coaching staff.

When Angela requested that our minor son never be in the change room changing with the adult bench staff, Mike Rebelo said it wasn't a "big deal".

The coach and his son moved to the coaches change room in the main hallway that evening of the meeting.

Since that one night they have returned to the change rooms designated for the minors.

So if it isn't a "big deal", how about we call it, inappropriate.

Inappropriate for grown men to be in the change room while younger players are trying to get dressed and/or undressed.

In closing I am stating once again, respectfully, that not just my son, but all the players, will not improve and/or develop to their full potentials this season, with the way the coach runs practices and attempts to coach games.

The coach seems to put all the onuses on the players.

"They can't run a simple horseshoe drill",

"They aren't really trying",

"I don't know why his parents pay for hockey when he doesn't show up".

The statement about not showing up was made about a player, and was heard by several of the players before our game in Collingwood.

The statement was made by Mike Rebelo and was/is extremely inappropriate and unprofessional.

Whereas the players should arrive ready for practice and games, ready to listen and follow instructions, it is not the fault of the players if there isn't proper coaching.

Thank you  
Robert Kerr, CD  
705-305-9544

[2] Hi All,

I have gone to the OHF site to get the proper codes to ensure that our policy is accurate. The changes I have proposed and a motion is at the bottom of the email. If everyone can please vote to adopt the change to our codes it will make this policy current. We made the change last year and it should have been ratified at our AGM but we missed this one.

OUR CURRENT POLICY ON THE WEBSITE:

PN – 3 Discipline – Team Officials

Background

All team officials within EMHA are considered to be representatives of our association as a whole, not just of their respective teams. As such, team officials are expected to conduct themselves at all times in a manner consistent with the values of good sportsmanship, fairness, integrity, understanding and mutual respect. They are expected to lead by example and support the direction and mission of our Association.

The mission of our association, in part, is to instil good sportsmanship, correct and proper behaviour on and

off the ice, respect for authority and team play. Furthermore EMHA is committed to compliance with the OMHA "Code of Conduct" which identifies the standard of behaviour expected of all those involved in minor hockey. Generally, team officials are expected to avoid behaviour, which brings EMHA or the sport of hockey into disrepute. In light of the significant importance EMHA places on the conduct of its Team Officials and in consideration of the impact their conduct has on players and the manner in which other stakeholders view our association, EMHA deems it prudent to implement measures to ensure that deterrents are in place for matters of inappropriate conduct.

## Policy

Effective 01 September 2005, it is the policy of EMHA to impose its own suspension on any team official receiving an OMHA suspension under the following infractions:

- ◆ GM20 – Disputing Call of Official;
- ◆ GM 21- Disputing Call with Official – Verbal abuse of a Game Official;
- ◆ GM64 – Trash Talking;
- ◆ GRM60 – Travesty of the Game;
- ◆ GRM61 – Obscene Gesture; and,
- ◆ GRM63 – Discriminatory Slur.

The duration of the suspension imposed by EMHA will be equal in time to the duration of the suspension imposed by the OMHA. (for example, OMHA suspension 3 games. EMHA will impose an additional 3 game suspension)

All suspension are to be served consecutively starting with the next game play (regardless of whether its tournament, regular season game or playoff)

All suspension will be served in accordance with Regulation 8.2 of the OMHA Manual of Operations.

Nothing in this policy is to be interpreted as limiting the rights, remedies, or disciplinary action which EMHA at its sole discretion may otherwise be entitled to or deem prudent given the nature of any specific infraction

## PROPOSED CHANGED

### ORIGINAL:

The policy would remain the same other than the changing of the codes.

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### REVISION:

#### Rule 11 – Maltreatment

- ◆ Unsportsmanlike Conduct Game Misconduct 11.1 (e)
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Tiffany Hart  
2023-2024 Ice Convenor  
Essa Minor Hockey