



HOCKEY CALGARY

**Operations Committee
MEETING MINUTES
Zoom Conference Call
Apr. 13, 2020**

Meeting Chair: Kevin Kobelka

Recording Secretary: Jamie Henry

**1.0 Meeting called to order by K. Kobelka at 6:07 pm
(Committee quorum in attendance 22 of 28)**

2.0 Attendance/Introductions

Ryan Laverty - Crowfoot	Ian Corkin - HC
Cori-Ann Mogan - Southwest	Chris Brett - Glenlake
Craig Kipkie – Bow River	Cathy Gordon - McKnight
Jeff Beatty – Trails West	Georgina Anderson - Blackfoot
Janis Rogers - NWW	Tony Harvie – Bow Valley
Bob Betteridge - Saints	John MacDonald - GHC
Ward Stene – Hockey Calgary	Craig McGee - Springbank
Kevin Kobelka – Hockey Calgary	Jamie Henry – Hockey Calgary
Eric Carpendale - SVHA	Scott Tyson - Southside
James Mills – Rec Hockey Calgary	Jeff Edwards – Lake Bonavista
Bruce Swan – Mavericks	Steve Suto - NWCAA

- 2.1 Going to record the meeting so we can go back if needed
- 2.2 22 Members present, 21 voting members (Chair does not get a vote)
- 2.3 Guest: Jeff Campbell – incoming SW president

3.0 Acceptance of the Agenda

Motion: **It is proposed that the agenda be approved as written.**
Proposed by C. McGee Seconded by J. Beatty
Motion Passed
No Discussion.

4.0 Acceptance of Previous Minutes

Motion: **It is proposed that the meeting minutes from March 9 meeting, be accepted as written.**
Proposed by C. Gordon Seconded by J. Rogers
Motion Passed
No Discussion.

5.0 Review of Action Items from previous meeting

- 5.1 Action items attached
 - 5.1.1 PIM Threshold – sent out with pre-minute package on 10/04/20
 - 5.1.2 Provide feedback on ‘Hybrid Goalie’ Policy – done
 - 5.1.3 Provide feedback on League Structure changes – done
 - 5.1.4 Provide feedback on Boundary recommendations – done

6.0 Operations Report – J. Henry

6.1 Atom Hybrid Goalies

- 6.1.1 Thank you to those who provided feedback
- 6.1.2 Final policy sent out with pre-meeting package on 10/04/20
- 6.1.3 Association Level Template sent out with pre-meeting package on 10/04/20
 - 6.1.3.1 Recent feedback regarding the template – request for example with more detail that will include some best practices from Glenlake and Springbank – practices, tiering decisions, association choice vs. player choice, etc.

ACTION: Jamie to work with Glenlake and Springbank to provide ironed out sample of Association Level Policy with learnings from the past season. Document to be completed by next meeting, May 11, 2020.

6.2 PIM Accumulation Summary

- 6.2.1 Full summary of this past season sent out with pre-meeting package on 10/04/20
- 6.2.2 Accomplished what it was intended to do
 - 6.2.2.1 Few players hit accumulation targets
 - 6.2.2.2 Behavior seemed to be corrected
- 6.2.3 Learnings: lots of work for Governors from a tech standpoint – HC will address
- 6.2.4 Recommendation – leave thresholds as is and monitor for next year – need larger sample
 - 6.2.4.1 Change the initial warnings to PIM per game rather than total PIMs to account for players that haven't played in all games
- 6.2.5 Associations have ability to strengthen, but keep in mind that Association level discipline will not replace HC suspension. Players could be hit twice.
- 6.2.6 **DISCUSSION:**
J. MACDONALD – GHC have strengthened their policy to address concerns with Midget A & B leagues containing Bantam and Midget aged players

7.0 Executive Director Report – K. Kobelka

7.1 General Operations

- 7.1.1 See documents provided in meeting package

7.2 Review of League Structure – final copy sent out with pre-meeting package

- 7.2.1 Highlights include
- 7.2.2 Tournament planning – Beth worked with schedulers to draft tournament planning document to help address issues with lack of officials and too many tournaments of the same divisions being scheduled on the same weekend. Want to make sure we are more structured and avoid cancelling tournaments.
 - 7.2.2.1 **NEW:** in town tournaments during regular season – pilot for next season as we have ice on weekends

7.2.3 DISCUSSION:

- C. MCGEE – can we opt out of Timbit scheduling?
- K. KOBELKA – would like we can get as many as we can. Beth has had discussions with some Associations, and will work to address their individual needs.

ACTION: provide any feedback on Tournament Policy sent out with pre-meeting package on 10/04/20. Please provide feedback by no later than April 27, 2020 (2-weeks). Beth to circulate to all schedulers to get more feedback and finalize document.

8.0 COVID-19 Response Plan – K. Kobelka (document provided in meeting package)

- 8.1 **AGM** – Government says you can do online if your bylaws don't prohibit. Also allowing delay for a temporary period, see links in document provided in meeting package
 - 8.1.1 Associations need to do their own due diligence and make informed decisions
 - 8.1.2 HC AGM – scheduled for June 16 as of now – HC Board will officially decide at next board meeting and communicate to members
- 8.2 **Registration** – will not open prior to July 1 – reasons listed in document sent out in pre-meeting package on 10/04/20
 - 8.2.1 HC and all Associations need to be prepared
 - 8.2.2 Working on developing fee assistance programs – time is needed to plan for this
 - 8.2.3 Registrars meeting on Wednesday, where HC will provide more details
- 8.3 **Flames Foundation Funding**
 - 8.3.1 Have been very generous in the past. In discussions, they want to support, but they want us to look at alternative ways of channeling the money (financial assistance programs). No details as of now, but there is money available – working with HA and HC to provide programs.
 - 8.3.2 **No money available for Novice Jerseys – plan accordingly**
 - 8.3.2.1 Approximately 5-8k per association
- 8.4 **Considerations for Associations**
 - 8.4.1 HA expecting 10-20% decline as a best guess
 - 8.4.1.1 HC suggest Associations plan for various scenarios
 - 8.4.2 HC feels Associations should all look at ways to lower the cost
 - 8.4.2.1 Strip some extras
 - 8.4.2.2 More flexible payment plans
 - 8.4.3 HC looking to spread out HC fees across the year to help
 - 8.4.4 Cash calls- do you limit the amounts
 - 8.4.5 Limiting team budgets?
 - 8.4.6 Will you use as much ice if registration is down?
 - 8.4.7 Start dates – HC drafting 3 scenarios
 - 8.4.7.1 September start – mid June will likely be trigger point to decide
 - 8.4.7.2 November Start
 - 8.4.7.3 January Start
 - 8.4.7.4 Pecking order – City Arenas, HC, HA, etc.,
 - 8.4.8 Streams of hockey?
 - 8.4.8.1 House? Growth or decline?
 - 8.4.8.2 Elite? Community?
 - 8.4.9 **DISCUSSION:**
 - J. MACDONALD – what is the early indication of the city of Calgary? Layer in increase for new rate?
 - K. KOBELKA – City closed till end of June. Already announced increase (2.7%?) – should stay in place. City was extremely kind to us and didn't charge us for any of the ice after COVID-19 HC announcement
 - J. MACDONALD – waterfall decision, when to start the season. With Quebec and Ontario in worse shape, if Hockey Canada doesn't allow opening. Is HA able to override in our province?
 - K. KOBELKA – Need to be approved by Hockey Canada. But HA already lobbying for separate decisions based on location. Thinks municipalities will play a bigger role in terms of allowing gatherings and such
 - J. BEATTY – caps in House League? Thoughts? Not capping House League
 - K. KOBELKA – in the next point for a group discussion. Easier if we stick together and make group decision.
- 8.5 **Operations Committee decisions**
 - 8.5.1 Travel – should we limit out of country? Out of province? Limit until Christmas?

8.5.2 DISCUSSION:

J. MACDONALD – Association leadership should outline at the start of season the rules of engagement. Will BC allow us to go to Canal Flats and Invermere? Need to have some answers and tough policies in place.

K. KOBELKA – should they come from HC or from Association level?

J. MACDONALD – Both

J. ROGERS – need to take leadership from provincial jurisdictions on restrictions. Secondary, does the partnering organizing accept what we are going to do, are we going to let outside teams into our events?

K. KOBELKA – part about health, part about affordability. HC can draft if Ops Council wants it.

J. BEATTY – Supports no out-of-country next year & no out-of-province until XMAS

J. EDWARDS – too early to make decision?

K. KOBELKA – Yes – but we can start drafting document for review in the event we decide to implement

J. BEATTY – draft would be good

J. MACDONALD – reciprocal – we need to look at which teams we allow into our events

K. KOBELKA – HC will create template/draft. Not trying to take away fun, but address safety and cost.

8.5.3 Tournaments

8.5.4 DISCUSSION:

K. KOBELKA – go hand in hand – do you want HC to draft? Agreeance

ACTION: Hockey Calgary will draft document on Travel and Tournament restrictions. No final decisions made as of now, but good to have a draft in place where dates and restrictions can be added, taken away, or changed. Hockey Calgary to have completed by next meeting for review, May 11, 2020.

8.5.5 House League

8.5.6 DISCUSSION:

K. KOBELKA – concern is that there will be a greater need this season.

Recommendation is no caps and Peewee House League across city

J. HENRY – thought is to offer the low and fixed cost programs across the city. We acknowledge we have 2 competing programs (REC and House). Long term goal for 2021-22 is to have a peewee program for the recreational customer only exist in one place. But we need to better understand what that customer wants. Less travel, more games, some practices, no practices, EMHW, etc. Goal for 2020-21 is to run both programs, survey membership, and merge programs for 2021-22. Undetermined at this time where the program would exist (REC or House with Community Associations).

J. BEATTY – concerns about capping. Ice and Jersey concerns?

J. HENRY – multiple scenarios – 6 teams, 8 teams, 10 teams, etc.

R. LAVERTY – will there be enough ice if the NW doubles

J. HENRY – appears to be enough ice to support some extra teams. If it grows exponentially, HC may be able to help with ice.

E. CARPENDALE – if people go from community to House, won't we have more ice? Kids can wear community jerseys if need be in short term

J. HENRY – Agreed. Ice will probably be little concern if registration drops.

C. MOGAN – is HC mandating?

K. KOBELKA – we will say no, but we strongly encourage that our associations offer the program

C. MOGAN – SW Board determined they did not want to operate PW House

K. KOBELKA – What is the rationale?

- C. MOGAN – SCHHL hasn't run efficiently. Reluctant to take on another program when it hasn't run well in the past. There was a petition, but no volunteers.
- K. KOBELKA – House should have volunteer bonds just like community programs. Hoping we can do that, but at this point in time HC will not mandate.

ACTION: Jamie will reach out to Associations for more discussions. Target next meeting, May 11, 2020 for final decision from each area.

8.6 Hockey Calgary Actions following Pandemic

- 8.6.1 Marketing/Advertising - want to launch campaign. Highlight programs, financial assistance, etc.
- 8.6.2 Rebate program
 - 8.6.2.1 Hope to provide a rebate program for anyone that can show that they lost income or was on financial assistance during the pandemic. Trying to make access to funds as simple as possible
 - 8.6.2.2 Trying to get FF to fund \$100 per player in need
 - 8.6.2.3 Hard to plan when we don't know how many people will qualify for program – is it 30% that qualify or 80%??
 - 8.6.2.4 Working with various organizations to find money

8.6.3 DISCUSSION:

- C. BRETT – given start time is going to be dictated by COVID-19, and given structure changes predicated on September start. When would some decisions be made regarding the go ahead for all of the League Structure changes?
- K. KOBELKA – work in progress. Waiting on HC and HA – hoping to make announcements on changes mid-June when we are aware of start date

9.0 New Business/Tabled Items

9.1 Boundary Update- Final Recommendations Document dated April 8, 2020 distributed

- 9.1.1 Recommendations attached – only recommendations until someone motions them. If they are motioned and seconded, there will be discussion and a vote
- 9.1.2 Reminder of Motion from August to move towards 900-1100 sized associations.
- 9.1.3 Couple of changes to recommendations regarding grandfathering in SE and SW
- 9.1.4 Chris Brett (Glenlake) sent out email to Operations council (distributed by HC)
- 9.1.5 Process - Open table for discussion, Motions, Seconds, Discussion, Vote

9.1.6 DISCUSSION - OPEN THE FLOOR:

- C. BRETT – given COVID-19 uncertainty, league structure change, is there too much change for one year? Glenlake's thought is to push it to next year and abide by NW process. After grandfathering it only moves 30 kids.
- E. CARPENDALE – finds this disappointing. Started this process in August and here we are in April with this. Lots of change in the NE and we support because it's right for hockey. We did it with McKnight for only 80 kids a few years back.
- C. GORDON – agreed. Feels like there's always an excuse.
- C. BRETT – Fair, it was introduced for consideration. Appreciate both viewpoints. Do not agree Glenlake is hiding behind Covid-19. Not as if it's a minor impact on society. But the point is taken and if this isn't a path to go down and people don't want to support the decision to delay. Fine with that.
- J. ROGERS – good sense in what you say. To force a decision through doesn't do any service to anyone. Concerns about Dec 15 deadline that would send us into a forced decision. Doesn't feel our discussions have been productive, feels the conversation hasn't changed, and that Associations haven't negotiated in 'good faith'. Stuck between rock and hard place – feedback is our association is good and that we don't have a problem to solve. Not an improved solution for our members. Trying to force something through when we can't work closely together. Doesn't feel it will go well.

J. MACDONALD – GHC made hard decision to pull teams (22) out of Rocky Mountain league not knowing what would happen the following season. Board worked hard to restructure. But it worked well. Some growing pains. We impacted a lot of teams and family lives but did it for a reason that was best for the overall program. Worked out well with hard work, my personal experience.

R. LAVERTY – thinks it's offensive that it is viewed that Crowfoot and Bow River are not working in 'good faith'. Knights went full steam and we are just dragging our feet. We have an obligation to the collective community in hockey, not just our associations. I don't think there is any sense in drawing out negotiations. Crowfoot has always said that if the ice is equitable with the 2 associations in the NW, then we would be fine to 'blow up' Crowfoot. Not first choice but would be willing. Want to be on record that I don't agree with your 'Good Faith' comment.

J. ROGERS – Would like to retract 'good faith' wording, not what was meant by that comment. But trying to force this will not work. Our communities are concerned that they won't get to define any of the rules of the engagement for the arbitrator. They feel like their major revenue source (membership fees) would not be included. They are concerned about jeopardizing that. Want opportunity to define the terms of the arbitration.

K. KOBELKA – wants to acknowledge that the NW brought up the arbitrator idea. We have verbiage in the motion, but at no point did we say the associations wouldn't have a say in the terms of the arbitration. Need an end point, can't go on forever. Half of you weren't here when we started. Going back to lawsuit – judge said 1. Couldn't expel association 2. Recommendation needs to come from ops council. That's what we are trying to do here. Direction is to try to move forward.

K. KOBELKA – any other comments? No. Call for motions. Please reference Boundary document dated April 8 in your motions, and any amendments. Discussion if any. Then vote. Opposed. In Favour. Abstain.

B. BETTERIDGE – any changes to original documents?

K. KOBELKA – Recommendations 3 and 4 – added grandfathering board families

Motion: It is proposed that Operations Committee approve Recommendation #2 regarding the NW Zone boundaries stated in the Boundary Recommendation 2020-21 Document dated April 8, 2020 as distributed by Hockey Calgary, with the amendments noted below: (document attached)

Proposed by R. Laverty Seconded by E. Carpendale

Motion Passed (19-0-2)

Amendment – date to come to an agreed upon solution be changed from "*December 15, 2020*" to "***October 1, 2020***" in the first bullet point.

Amendment – wording in sub-bullet point 1 changed from "*pre-determined criteria as set out by Hockey Calgary and Operations Council*" to "***to be determined criteria set out by the Operations Council and the 3 NW Associations (Northwest, Bow River, Crowfoot)***"

Discussion: There was discussion around the 'date to have an agreed upon solution' and 'pre-determined criteria' and it was agreed to make amendments to the motion to ensure we were all parties were aligned with the motion.

Motion: It is proposed that Operations Committee approve Recommendation #1 regarding the NE Zone boundaries stated in the Boundary Recommendation 2020-21 Document dated April 8, 2020 distributed by Hockey Calgary as written.

Proposed by E. Carpendale Seconded by B. Betteridge

Motion Passed (19-0-2)

No Discussion

Motion: It is proposed that Operations Committee approve Recommendation #3, regarding the SE Zone boundaries stated in the Boundary Recommendation 2020-21 Document dated April 8, 2020 distributed by Hockey Calgary as written.

Proposed by G. Anderson Seconded by C. Gordon

Motion Passed (19-0-2)

No Discussion

Motion: It is proposed that Operations Committee approve Recommendation #4 regarding the SW Zone boundaries stated in the Boundary Recommendation 2020-21 Document dated April 8, 2020 distributed by Hockey Calgary as written.

Proposed by C. Mogan Seconded by G. Anderson

Motion Passed (16-2-3)

No Discussion

KEVIN – any other motions? Seeing none, this concludes the boundary discussion of the meeting. At this point these are approved recommendations from Operations Council to the HC Board. Please note the next step in approval must come from the HC Board, there should be no communication to the membership until this is complete. The recommendations will go to the HC board for approval at the next HC Board meeting on April 27, 2020. Any Questions?

10.0 Next Meeting: May 11, 2020

11.0 Meeting adjourned by K. Kobelka at 7:54 PM

1.0 Action Items Generated from April 13, 2020 Meeting

Action – Jamie: Work with Glenlake and Springbank to provide ironed out sample of Association Level Policy with learnings from the past season. Document to be completed by next meeting, May 11, 2020.

Action – All: provide any feedback on Tournament Policy sent out with pre-meeting package on 10/04/20. Please provide feedback by no later than April 27, 2020 (2-weeks).

Action – Jamie and Kevin: Draft document on Travel and Tournament restrictions. No final decisions made as of now, but good to have a draft in place where dates and restrictions can be added, taken away, or changed. Hockey Calgary to have completed by next meeting for review, May 11, 2020.

Action – Jamie: Reach out to Associations for more discussions. Target next meeting, May 11, 2020 for final decision from each area.