



MTMHA GENERAL BOARD MEETING

Date: Wednesday June 19th, 2024

Time: 7:05 PM

Location: Courtright Firehall

in person and online.

Board members present marked with an 'X'					
Marty Passmore	X	Brad Ouellette	X	Mike Thompson	X
Jay Vandenberg	X	Angela Gibbs		Stacey Skeates	
Derek Gibbs	X	Kaylen Burgess		Brent MacDonald	X
Dustin McEvoy		Asa Stokes	X	Nadine Powers	
Jay Passingham	X	Jamie Bailey	X	Brad Ysebaert	X
Randy Pauling	X	Tonya Lahey	X	Stacey Mullen	X
Rick Harris	X	Macy Gauvin		Bob Gladwish	
Greg Armstrong		Jason Bourdage			

1. Call to order

Meeting called to order by Marty Passmore at 7:05 p.m.

2. Approval of agenda/conflict of interest

Approved by: Jay P

Seconded : Jay V.

carried

3. Approval of Prior Meeting Minutes

Jay V. pointed out a correction that needed to be made to the May 15th, 2024 minutes. The constitution states under the **Removal from Office section, (iii- Absenteeism)** Unless otherwise determined by the Board, the absence of a Board member from three (3) consecutive Board meetings or the absence of a Board member from any four (4) out of eight (8) consecutive Board meetings shall be deemed to be a resignation from the Board

Approval of prior meeting minutes- Derek G.

Seconded: Jay V.

carried

4. Directors' Reports

a). President – Marty Passmore

Marty said that with everything on the agenda for the night, he was fine with skipping over him.

b). VP of Hockey Operations – Jay Vandenberg

Not much to report, we need registration to close

Will look at participant numbers upon closing of registration

The hockey committee will look at the size of teams and will review if AE teams can run

c). Risk Management – Derek Gibbs

Set ground rules for all meetings. We are a board of directors and tasked with making decisions, even unpopular ones for the MTMHA membership. We need to be courteous with each other- no talking over each other. We need to respect everyone's opinion even if it is different from our own.

All voting will only be acceptable when a quorum is present

Motions can be tabled for a future meeting if necessary. All motions must progress in a clear and concise manner (allowing secretaries to record and read back)

Handout confidentiality agreements-uploaded in Onedrive- forgot to print off. I can print off for the next meeting or you can print your own and bring it.

There is an incident report- will discuss later on in meeting

Check where risk management emails are going. Have everyone confirm emails are proper before season starts

Set up a disciplinary panel VP Risk Management to chair- we had an external one, president on panel as well bring in a few others. Marty said OMHA allows it through this panel and the next step is an impartial group- Sarnia girls hockey-panel of 3, no bias, no connection to MTMHA, before being taken to an OMHA hearing panel. OMHA wants to know that the process has been followed through the organization. We learned a lot last year, police can be involved. If harassment is the issue, we need to put it out to the authorities. We follow up from their investigation. Bob- ex-police officer, has indicated that if an incident involves discrimination/ harassment we involve police

All OHF and OMHA links to be reviewed and updated as necessary and removed if not relevant in 2024-2025

POLICY REVIEW-

Uploaded to Onedrive

Jay P. wrote one up last year and it never made it to the binder.

Removing select team policy.

Brad Y. talked about a selection criteria for NRP trying out , but he couldn't find it on the website.

Marty said they do have one, he'll look and update it

They redid the discipline policy, but it was never voted on, stalled.

Needs VSS-police checks. OMHA process-through a portal in OMHA-OHF

Brad Y. had mentioned fundraising is different than the one online.

If you see your area not updated, please notify.

Dressing room may be removed because it is out of date. OHF takes precedent. The two deep, door open policy needs to be followed. We need due diligence to look after our kids and coaches. Marty stated that our organization can be put at risk if this rule is not followed and OMHA can put us through a review and shut us down.

Randy asked if we could have a liaison with the arena to set something up. Any coaches giving pushback let the executive know.

- Communication policy to be updated (current 2017)
- Social Media policy to be updated (current 2017)
- Discipline policy to be updated (current 2017)
- Screening policy Path does not exist on website
- Travel team guidelines policy (review needed)
- Affiliated Player guidelines (review needed)
- Exceptional player policy (review needed U5 & U7)
- Dressing room guidelines updated (current 2018)
- Late player movement policy (current 2018)
- Team Official expense guidelines (current 2018)
- Extra team funding guidelines (current 2018)
- REVIEW Fundraising and corporate donation policy (2022)
- Financing team tournament policy (current 2018)
- Banners policy reviewed (current 2018)
- Select teams' policy (current 2018) possibly remove
- Travel team tryout policy reviewed (current 2018)
- Coach grievance policy reviewed and updated (current 2018)
- All VSS information to be updated and VSS letter changed and updated for 2024/2025 season,declaration updated.
- update gender identity page on website

d). **Registrar – Dustin McEvoy** (not present)

No updates

It was discussed that we are currently 200 players light

Registration closes in a week

As of June 14--26 more participants were registered

e). **Director of Communications – Kaylen B.** (not present)

No updates

f). **Director of Travel Teams – Brad Ouelette**

Waiting on numbers and not rushing into making an AE Decision.

Shamrock meeting next month in person. Jay P. (ice scheduler) and Brad O. to attend, in person is every other month

Once we have the number of participants and the hockey committee meets about whether we will run AE teams, there will be a meeting with coaches, going over OMHA expectations

g). **Director of Resources – Angela Gibbs**

Door codes for 2024/25 season available on OneNote, please keep codes confidential at this time as per instructions.

Jersey Care Committee Update: 12 volunteers applied to help, a group of 6 have met once so far and were able to prep 3 sets of jerseys for repair in 3hrs. There are 15 sets of jerseys in total that need to be prepped (sponsor bars removed, C&As removed, repairs identified and documented for the sewers), Three people have signed up to sew, we may need to reach out to members to assist or we will have to pay for sewing repairs. The committee will meet again June 21,23,24 and possible dates at the beginning of July to complete the work, so that sewers can complete the repairs by the beginning of August.

There are still some outstanding jersey's from a few teams. Marty will follow up with those coaches to gather up the jerseys. Players can bring jerseys to the reception area at the arena anytime to drop off. Thank you to the arena staff for allowing this central drop off location.

Resources draft budget posted in OneNote for review and approval. Still needing to obtain quotes for shooter tutor replacements.

U21 team only has black jerseys, should the organization purchase a set of whites or should they be required to purchase their second jersey as part of their team fees? Tonya stated that the U21s didn't have white jerseys last year and that they purchased the red jerseys as part of their team fees. Derek G. put forward a motion for the U21 team purchasing a second jersey through MTMHA resources was put forth:

Approved by: Jay V.

Carried

Derek said that bringing in these jerseys for the U21s will let us display them for teams wanting to purchase a third jersey.

Brad Y. said that teams are going to buy a third jersey anyways

Derek G.-would like to offer this option to every team to add to their budgets this season for the same \$96 price point that was removed from registration. This would give teams an affordable option and allow the board to keep the organization's uniform consistent across all teams. There is a 6 week delivery time after ordering, name bars will be placed across the upper back and jersey sponsor placed across the bottom back. Red jersey, \$96 includes sublimated jersey and matching socks. Angela will bring designs, the board will approve which design. Kids love the name on the back and the red has not seemed to conflict with other teams. These jerseys are nicer because they are printed and lighter.

Randy P. asked if there will be a fundraiser out of this-Derek G. said there was a small amount.

Marty stated that we have rights to our vector image.

Derek G. stated that teams don't have permission to change everything (Planet Stitch and Dynamic Grafix have had permission before)

Derek G. put forth the following motion:

Every team will be given the option to purchase a third jersey for the upcoming season, including socks, through MTMHA

Approved by :Jay P.

Seconded by: Randy P.

Carried

Do we want to raise it to \$100? Optional for goalies to wear them or not. We need to amend the motion to:

Every team will be given the option to purchase a third jersey for the upcoming season, including socks, for \$100, through MTMHA.

Approved by: Marty P

Seconded by: Randy P.

Carried

Randy P. asked if this should be added. Will have to write up a third jersey policy.

Marty P-said that no team will be able to purchase any additional jerseys

Randy P. put forth the following motion: Any team purchasing an additional jersey will need the board's approval

Approved by : Jay P. who also commented that this would have to get out to coaches soon.

Carried

h). Director of Development – Asa Stokes

Hockey school dates are August 26, 27, 28, and 30. We are considering the weekend before Labour Day or the weekend of August 24/25. However, the 24th is the golf tournament, and we don't want to affect it. The hockey school will feature Jeff Perry and Flags players. The total cost for all 8 skates is \$200 for players and \$25 for goalies. We will put this information on the gift tool once registration closes.

Checking clinics- trying to reach Total Package Hockey, having a hard time getting a hold of them. Also looking into Snipe Academy- contact's name is John. Alliance uses them for their clinics. He charges \$100 an hour and 40 cents for mileage. He has a "Before the Season" video he has parents watch., wondering if a checking clinic could be incorporated into a skill skate.

The question was asked if we had run one at the end of June last year. We did hockey school first and then the skills skates were completed by the travel coaches. This has to be approved by hockey Canada.

Brad Y. said this could be for the hockey committee to discuss. Could we not have the checking clinic after the golf tournament on Sunday, August 25. We need two hours for the U13s and the U15 majors could be put together. We could run it Sunday from 7-9:00 pm or 6-8:00 pm. We could also start the skill skates on that Sunday as well.

i). Director of Fundamentals – Jamie Bailey

Waiting for registration to close and to get participant numbers.

Several people reaching out to coach, tentatively set

Some waiting to see where their kids will land

U7 playing in Lambton Middlesex loop

Reach out to Brent

Jay V. mentioned that the U5 registration stays open and is not subject to a late fee

Jay P. - brought to the executive's attention that Point Edward, Petrolia and Wallaceburg are going to be part of the Lambton Middlesex loop.

j). Director of Tournaments – Randy Pauling

Nothing to report at this time. Randy is connecting with Jay V. for some guidance as he is new to the role.

k). Director of Fundraising – Stacey Skeates (Not present)

No updates

l). Director of Sponsorship – Mike Thompson

Looking for costs on updated pricing

Pulled up updated letter on screen, not much change to corporate sponsorship , new different sponsorship levels, pulls in all other sponsorship opportunities prices are higher a little bit.

Discussion:

Brad Y. - stated that we are almost losing money because of jersey bars

Marty P. friendly organization, township dictates a price we do the same, jersey pricing to remain the same for everyone.

Sponsorship opportunity letters-tabled for a week

Derek G. -Friends \$250 donation

Brad Y.-team title sponsor from organization sponsor we are looking for second PDF

Package for teams to get specific sponsors

Can only solicit with companies made with the parent group

Brad Y. team not company ownership what can we do?

Mike T. -we can amend to provide board with a list of who was asked to avoid duplication

Randy P.-we don't need that detail, goal isn't to not have rich teams, goal is to have all rich teams, this is foolproof/cookie cutter.

Mike T.- internal team social media you count, sponsors are internal only

Proposal for community organization doesn't go back to our organization

Derek G.-I'm concerned with what you do with a large budget spending, example \$13,000 team budget?

Randy P- Tournaments, Christmas gifts for players,etc.

Brad Y.-Watch other teams' budgets, canvas, don't take away from corporate sponsorship.

Marty P.-need list to not double dip

Derek G.- Sarnia Sting makes a percentage from sponsorship.

Jay V. -can't have teams with this kind of money and give gifts and not have MTMHA do jerseys.

Talked a lot about jerseys at AGM

Randy P. -we need jerseys

Brad Y.- The primary purpose is team cost, sponsorship to affect tournaments and development which offsets the team costs.

Do we need a cap? Then percentage goes to MTMHA, needing a total cap not individual caps, but total cap.

Marty P asked Mike T-can you get a new policy on sponsorship and send it out in a week to review and then vote on

Randy P.-need to have some framework for coaches

Conversation about Dynamic Graffix and payments received

Mike T.-will check with Planet Stitch

m). Director of Four Counties – Brent MacDonald

New to role

Not sure how to proceed

Would like to have a date for 4 County coaches, prior to Sept. to avoid scrambling for them. We have people indicating they would like to help coach. He would like to open it up in July.

Derek G. said that Brian who formerly held this position, did open it up in mid August whoever applied, he did look at it. This allowed him to make the team structure and to have a 4 county meeting in Aug. We need to be preventative, every year it is a scramble.

n). Director of Volunteers – Nadine Powers (not present)

No updates

5. Financial Report

a) Director of Finance – Mark Perrin has resigned and Jamie Bailey is going to be helping (he is considering) this role. He would like to work with Quick Books, an online platform that allows for 3-5 users. It costs around \$50 a month.

Derek G. brought forth the motion for this:

MTMHA will start to do our finances in Quick Books for a cost of approximately \$50 a month for 3- 5 users

Approved by: Brent M.

Carried

Marty spoke about how they are looking for an auditor, the cost will be \$5000-\$10,000. The auditors need to see something to perform the audit. The finances were completed on spreadsheets, we need to input current data from bank accounts. We want to pick someone that is local.

Copies of all accounts and financial were passed around, this has been added to the agenda, under **Finance Now**

Marty stated that the following bills have been paid:

The coaches night was \$600 (25-30 people came out)

Pucks: \$800

Jerseys-\$594

The current balance is \$242, 691

Operating is \$300, 000 approximately

By Oct. 15th - 60 percent of our ice bill is due

Derek G stated that we should keep a nest egg of \$100, 000 because of ice bill , tournaments, etc.

Marty stated that the number will be based on registrants and what we need moving forward. He is going to come up with an electronic process that will be an efficient way to approve all purchases (he will present back for review)

6. Committee Report

a). **Hockey Committee – Jay Vandenberg**-will meet once participant numbers are in.

7. Unfinished Business

There was no unfinished business

8. New Business Arising / Motions

a. **Meeting dates**-motion

Approved by: Derek G.

Seconded by: Jay V.

Carried

b. On Onedrive-review next week

c. **Change in Constitution:**

Members coming to meetings

Need to figure out closed meetings based on confidentiality/ disciplinary action

Could be here for director reports and close meeting after reports, Marty will re-write this

d. **Township Meeting**

Minutes form this meeting are posted

New this year-10 free amendments

Reference minutes and add document link

We are reviewing ice times, we had slightly too much, cheques and balances were printed. We have a calendar now and we can check what we are using and what we have paid for. Prime time ice is \$168 and non prime is \$104.

They really have stressed that they do not want pucks, balls, sticks, it's a liability and will come back on our organization

They can't bump private rentals

We are looking into insurance swapping with the Lady Junior Flags

The music room is off limits

Flags have put in “HockeyTech” for recording of games
There will be no free ice for picture taking
They have added a couple more hot spots due to spotty wifi

e. Already discussed

f. Already discussed

g. Complaint reviewed

The original motion was for all goalies U11 and up to receive a discount, U9 was not included in this motion. Doing this for U9 Goalies would promote U9 goalies to be full-time, which would go directly against Hockey Canada's direction for no full-time goalies in U9. We will continue to promote shared goaltending at this level.

h. NRP Discussion

Brad Y- informed the board that he is aware of U13 and U15 players that have been cut from AA / AAA that are wanting to come to MTMHA. They didn't try out for BB, will it be allowed?

Derek G. stated that he believes according to the OMHA that it is not allowed because it is a lateral move.

If BB gives a release, they were cut from BB / B

Brad Y. said that he knows of 3 U18s, 2 U15s and a U13 goalie that have indicated they are coming

Derek G. stated that they must meet certain criteria, a document does exist , only allowed to take 3 NRPs per travel team, according to OMHA travel team policy for NRPs

Jay P. -OMHA rep. will check into this

Derek G. -stated that we don't want to displace our own kids.

They need to be registered with MTMHA before trying out for insurance purposes

Marty P. -stated that he will rewrite that document and will have it reviewed.

9. Any Other Business

No other business

10. **Adjournment**

Meeting adjournment motion made by: Derek G.

Seconded: Jay V.

CARRIED

Meeting ended at 9:31 p.m.