



Bedford and District Minor Hockey Association

Annual General Meeting Minutes – June 9, 2022

Status: Unapproved

Meeting: Annual
Chair: Jason Foster
Invitees: General
Membership

The in-person meeting was called to order by the Chair at 7:05pm. Notice of the meeting and the business to be transacted there having been duly circulated in advance to all members and a quorum of members being present, the Chair declared the meeting to be duly called and constituted meeting of the members of the Bedford and District Minor Hockey Association.

Agenda Items	Update
A. Review of Agenda	Jason welcomed everyone to the meeting and explained the agenda and timing.
B. Roll Call	<p>Quorum present</p> <p>The following members were present:</p> <ul style="list-style-type: none"> • Jason Foster • Jennifer MacLeod • Greg Crowell • Kyle Schmeisser • Lawrence Baker • Mark McLeod • Lori Connors • Matt Oxford • Chris Perry • Don Ruiz • Chris Snide • Terry Juurlink • Jen MacKay • Ken Canavan • Trina Canavan • Tina Simpkin • Rob Begg • Mo Doucet • Brian Furdas • Vicki Sorhaindo • Rob MacLean • Ken Lenihan • Jennifer Turple • Lorelei Burgess
C. Approval of Past Minutes	UPON Motion duly made by Jason Foster, seconded by Greg Crowell and unanimously carried, the minutes were approved.
D. President Report	<p>All reports have been posted and were presented.</p> <p>Jason Hale's (Interim President) report presented by Jason Foster</p> <p>Jason Hale couldn't be here tonight and all HNS reps were unavailable to attend.</p> <p>Report thanks everyone for their support.</p> <ul style="list-style-type: none"> - Covid Update – shut down season from mid-December to end of January. Tremendous thank you to Lori Connors, Jason Foster and Jen MacLeod for their efforts. Jen received HNS Certificate of Merit. - Tryout Update – shoutout to the tryout committee who tried to improve the tryout process. The new executive is committed to seeing that through. - Staff Update – Big thank you to Shawn for his 15 years at Bedford. Welcome to Andre Lefebvre, our new HDP. Chris Nyers accepted the position of RIC when Gary Couch retired. Chris has the highest level of referee credentials.



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	<ul style="list-style-type: none"> - Season Highlights – Aidan Moore received the Jordan Boyd Leadership Award; Bravehearts completed their 2nd season; U13AAA won many tournaments; goalie development partnership with HNS; lots of success at all levels
<p>E. Vice President Operations Report</p>	<p>Greg Crowell (VP Operations)</p> <ul style="list-style-type: none"> - Thank you to Cory Nehily for work on coach certification as it's a big job - Worked significantly with Shawn on the retirement and transition plan - Led hiring process for HDP and onboarding - Thank you to Matt Oxford for all the work on ice and administration - Thank you to Gary Couch and welcome to Chris Nyers - Many complaints this year that involved legal work that were resolved - Thank you to Lori on all her leadership on Covid - Thank the remaining executive officers for their work this year
<p>F. Division Vice President's Reports</p>	<p>Jason Foster (VP Recreation)</p> <ul style="list-style-type: none"> - Covid hit everyone by shutting us down to just practices during late December through mid-February - 21 recreational teams – up 2 teams in U18 and down one in U15 - Thank you to the divisional coordinators – Ryan Lapointe, Mark Regular, Ken Lenihan, and Jen MacLeod who did a lot of work on both recreation and competitive - Lots of success: U11 won an MMHL banner and U15 won an MMHL banner and U18 won the MMHL Gold Division - Want to thank Owen Lamb, Lucas Johnstone, Max Perritt and Nathan Houle who all played for two teams all season – one in rec and one in Competitive – we couldn't have had a season without them <p>Denise Crowell (VP U7 and U9)</p> <ul style="list-style-type: none"> - Thank you to Lori Connors who really helped the U7 and U9 programs. Covid really hit this group hard and Lori made sure they could continue playing safely. Thank you to Matt Oxford for being flexible with ice times during the restrictions. Thank you to Jason Hale who stepped in and took on an incredible workload and was very committed. Thank you to Nancy Oldford U9 who coordinated the division, scheduling and more. Thank you to Kyla Burry U7 who provided tons of help. Thank you to Shawn MacKenzie for all the help with the U9 development teams and for pairing them up with CPA and the Barons. - CanSkate program (paired with Sackville) was successful until shut down by Covid and not enough instructors after reopening so it wasn't able to continue. Hoping to bring it back in 2022-2023. - Jr. Coach Leadership program wasn't able to get off the ground this year due to Covid cases and shutdowns and risk of cross-infection. - Bauer 1st Shift program – we applied and have been waitlisted for next year. It's for 6 - 10-year-old players and is a 6-week intro to hockey program that includes hockey gear. - U7 and U9 Jamboree on Family Day weekend wasn't possible due to no tournaments and ice has been requested for 2023 to try again



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G. VP Finance Report

Jeff Christian (VP Finance) – presented by Jason Foster

- Registration for the season in 2021/2022 was 1,089 players and we had 1,068 the previous year. These numbers do not include the Bedford Barons, Armada and Metro West. These are independent organizations. Forecasting 1,075 this year which is what our budget is using.
- Our revenues are forecasted to be \$1.1M; families with 3 or more players had discounts that equaled \$10,000
- Couldn't run as many camps as we'd like so that impacted our revenues; usually \$180K in revenues
- Ran at a loss because we had a grant the previous year to offset the loss
- Presented the balance sheet for the past 5 years; pretty consistent. We do present this to HNS and the government as required on a regulatory level.
- 2 years ago, we had a number of grants totaling \$100,000 and we spent \$21,000 of that this year. We never make a profit

Discussion around the finances:

Where are the legal fees incurred by the association?

None – Greg did the work as he is a lawyer.

Can we get the finances posted?

Yes. After this meeting.



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H. Presentation of next season's budget and fee structure

Jason Foster presented the registration fees for next year

- Projecting \$950K in registration revenue
- \$13K in family discounts (for families with 3 players or more)
- Tryout fees should be \$69K
- Projecting interest income of \$2K (vs \$4K last year); two years ago we used one of the grants and put the money in a GIC and we use the GIC to pay back the loan and that's where the interest
- \$166K in development camps (\$150K last year) this year
- \$1.174M this year – very consistent with last year

Discussion on fees:

Can we get more detailed accounting on expenses and revenue streams?

Per the BDMHA Constitution, Financial Statements will be provided. Any member can request additional information.

Can we post the financial documents in advance of the meeting, and can we do the budget information as a handout next year?

Jason Foster agreed to posting the financial documents prior to the meeting next year and providing handouts.

One of the biggest complaints in recreation, especially at U11 and U13, is that competitive teams get more ice than recreation. U11 and U13 get 1.75 hours a week

We are going to allocate 2 hours a week for recreation to make it even with competitive; that's a full hour, full ice practice a week

Jump Into Hockey is decreasing (first year skaters older than U9) – it's 11-13 weeks and will still be run by Shawn MacKenzie; it's a break even

Competitive fees for U11 – U18 will go up \$5 per player

U23 – costs are going down so we can bring in more players to this program. We want to give Bedford kids a place to play until they move into gentlemen's league

Will this not make less ice available to buy?

Yes, there will likely be less in inventory, but competitive teams can source ice at non-prime times.

Did the ice time budget go down even with the extra cost to rec?

We are using the ice we saved to reallocate to goalie development and other programming

We need to make this information available before the meeting; we need to see where our membership fees get allocated within the expenses of the association

When does the budget get approved?

We believe it is at the first new executive meeting. Trina Canavan shared her experience with us and pointed out that the previous executive officers approve the budget and present it to the membership at the AGM. The membership must approve the recommended financials. Given that we were not able to do so at the AGM, a Special Meeting will be called for the membership to vote on the budget.



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What if the new HDP wants to change tryout process and increase costs?

Costs are already allocated for tryouts.

Expenses

- Ice rental costs went down \$20/hour so projected ice rental costs are projected to go down \$120,000 overall
- HNS insurance - \$88K last year and we project \$92K for next year
- Project ref fees to be about \$91,000 this year
- Jersey replenishment and equipment \$10,000
- \$107,000 for development and equipment in 2021/2022 and projecting \$148K this year
- \$219K last year and \$236K for next year for office and admin

Projecting \$16,500 net surplus, assuming we can get camps to run

Discussion on expenses:

Can we get an association corporate credit card and get the money back for using it?

We looked at it in the past and it wasn't something we were able to do; we do know other associations do it and we are looking into how we could do this.

Do we pay rental fees for the rooms we use?

Yes, we pay for HDP/Resource room, Matt's office and room 10

Do we still need office space in this new virtual/hybrid environment? Do the Barons cost-share?

Yes, we need it for storage and for office space. Barons do not cost-share and sticker will be pulled down.

Why do we need to break even every year and not build a war chest?

We actually do have this – it's \$150K – we don't like to dip below \$100K because we may need it some day

I'm a goalie parent and would like clarity around goalie development and we need a budget line-item to focus on goalie development.

The new budget has a line for an \$18K full-time goalie development professional in addition to ongoing goalie development programming; this is largely the outcome of Mark Regular's goaltending committee work

How many jerseys are we replacing?

Hopefully 6-7 sets with a focus on U18. We looked at an initiative to replace all jerseys with a company called Clutch until they found out it was \$80K to replace all. We take a cautious, cyclical approach to replacing them. It's about \$65 a jersey so 6-7 sets is about \$11,000.

Can I pay out of pocket to get a goalie jersey that fits my kid?

Yes, you can buy your child their own jersey; Chris and Jason can facilitate it.

Can we look at buying our own jersey that stays with our skater every year?

We're open to suggestions, but we've looked at this a number of ways to make this work and there isn't a perfect option.



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<p>I. Resolutions and Discussions</p>	<p>The fees and budget were not approved pending a Special Meeting where the membership can vote.</p> <p>Open discussion:</p> <p>Brian Furdas shared that per the Constitution, the Nomination Committee should recruit for and accept new applicants but they aren't doing that now and this is something that should be changed going forward; Brian recommends that the term should go back to 2 years; Brian points out that too many people were acclaimed; Brian feels that applicants shouldn't require two years on the Executive Committee before running for an Executive Officer position. Brian withdrew his resolutions based on Jason Foster's promise to create a committee to review the Constitution and amend it for the betterment of the Association.</p> <p>Jason Foster replied that the new Executive Officers are committed to making it better and easier for membership to access the executive officer role; there will be multiple Special Meetings throughout the year to fix the constitution via amendments.</p> <p>Tina Simpkin shared that the term "year" in the Constitution should not be defined as 365 days and that the membership shouldn't have to accept people who are acclaimed; Tina feels that the membership was not provided with enough time to put in resolutions; Tina is frustrated that Secretary position wasn't filled when posted midway through the 2021/2022 season; Tina requests that the Executive Officers provide timelines for when all issues will be fixed</p>
<p>J. Introduction and Election of New Executive Officers</p>	<p>The nominations for the 2021-2022 executive are as follows:</p> <p>President – Jason Foster (acclaimed) Secretary – Jennifer MacLeod (acclaimed) VP Operations – Greg Crowell (acclaimed) VP Development – Christien Lefebvre (acclaimed) VP Finance – Vacant VP Competitive – Vacant VP Recreation – Vacant VP U7/U9 – Vacant</p>
<p>K. New Business</p>	<p>New business was general discussion around multiple topics. The membership was visibly frustrated, and the discussion was heated, hopping from member to member with responses from Executive Officers. Given the nature of the discussion, it was difficult to always capture who made which points, but care was taken to track the flow of the discussion. For clarity, the discussion has been reflected here under common threads instead of chronologically as the discussion circled back repeatedly.</p> <p>Ice time:</p> <ul style="list-style-type: none"> • CMHL has the worst ice in the province. • Working with HNS (with all the other CMHL teams) to get the U13AAA on the ice earlier – we've been pleading with them to let us start earlier. We have 1100 kids who need to be part of an evaluation process. We can not get on the ice before November 1 per HNS and Minor Council has no say in that. We are trying to work hand in hand with HNS because being confrontational in the past wasn't effective. The resistance is because we are the big association and they are focused on all 40 organizations and they need to find something that works for all associations. <p>Meeting Notice:</p> <ul style="list-style-type: none"> • Why wasn't the membership provided with 14 days' notice for meeting? • It was noted that 14 days' notice was provided, per the Constitution. The first time that Matt Oxford shared that the AGM was on June 8 was in an



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April 28th news article; a second notice was posted on May 26, 2022.

- Lack of communication – not enough notice is why people aren't here

Eligibility to run for an Executive Officer position:

- We want an election, and we want all approved candidates to be able to run; 365 days is wrong.
- We need all membership to vote; people shouldn't be acclaimed
- Why did the Executive Officers overrule nomination committing and we can now appoint someone without any qualifications?
- Jason Foster responded - The nominating committee has 3 times in the past 2 years ruled that people weren't eligible and people were disqualified but for some reason had a different ruling this year. The executive had to vote to uphold the precedent.
- Trina Canavan - Special meeting should be called and held prior to filling vacant positions so that the Constitution should be amended to allow for people to run without 365 days experience. We need to elect this VP Comp role and can't appoint. The kids suffered so much after their experience last year and hated hockey because of his experience last year. Our reputation needs to change in the eyes of the children, not just the membership.
- Jason Foster – the only priority I have is making the kids have a positive experience again. VP Comp – if we make the changes and anyone comes into the position they could make a mess of tryouts. You are asking me for answers I don't have.
- Whoever is appointed to fill those vacant spots that weren't filled can't run next year. We need to make this about the kids again and not allowing parents to create negative experiences for personal gain.

Constitution committee:

- Constitution committee didn't do what they should – they didn't meet; the Constitution is broken because there were too many vacancies; the Executive Officers must hit low hanging fruit on budget and Constitution reform.
- Votes means the membership has a say; nominating committee said you can run but it was too late to run for another position; 4 members on the committee but it only had 3 members
- Jennifer MacKay stated that we need an Ethics officer and wants to know if that will be done this year.
- Jason Foster responded that ee don't know but will focus on transparency and doing the right thing. We are going to create an Ombudsman position – likely a parent of a former player.
- The room is in agreement that the constitution needs to change.
- Committees – should not be made up of executive and committees should be formed of members who apply through an open process
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Special Meeting:

- Article 23 – we should be able to have a special meeting right now – we



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should wait until the full membership is notified

- It was pointed out that 20 members at large should not have the voice and a memo should go to the full membership for the Special Meeting.

Communications:

- Rob Begg shared that he had two issues of concern – timing and communications. He requested that we lay out a timing plan and communications plan so that we can be aware of what's coming: election, tryouts, constitution reform and here's how you get involved and that we write it in a way to make sure people know how to participate. People are frustrated because promises were made but not delivered on. We need to get more participation from the larger membership.
- Jason Foster responded - I can't commit to a date right away but will commit to doing research and getting it out there to get feedback from the membership and then hold the special meeting. I want this to be a reset and I need time to learn how to do this the right way and to research better options to present back. I want to focus on learning and doing better but I'm dealing with the fallout of the historical drama. Part of moving forward is recognizing what direction to move in.
- The previous EO didn't listen and lost the trust of the association because we didn't communicate and prove that you true to your word.
- Time sensitivity around some of these issues – we need to have a time frame for the first meeting – we need a commitment to make this happen quickly.
- An update on next steps will be provided no later than Friday, June 17

Executive Committee Support:

Jennifer Turple – worried about our association moving forward and we are volunteers and we need to get people in to help us – communications people, governance people - we want to help lessen the burden on the EO – we need to get more help

Budget and Fees:

Jason Foster reminded all present that the fee structure has to be nailed down immediately and we will do what Constitutional changes we can in short order. He has been in touch with a media person and contacted HNS who is bringing in support from Sport NS to help us

Tryout committee

- The executive will follow up on this report and execute on the recommendations. We have a framework with Hockey Canada and Andre' experience. Andre will work on evaluators – has already reached out to at least a dozen. Transparent tryouts. We need better skills to evaluate them on and have drills that make sense based on what we are evaluating. The drills will be posted 10-12 days out so that players and parents can see them; volunteers on the ice will know what the concentration points are; and the more time you give people the time to prepare properly, the more you eliminate fear.
- The membership would like the tryout process committee report shared with the membership and Jason will have it shared as soon he has an electronic copy. Further promise that the process will be transparent over the course of the summer. We need to commit to an action plan.
- Where is the tryout investigation report? We deserve to know what was in it. We don't have a copy anymore. We asked for an independent review



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committee to do an investigation for the EO. None of the people on the committee had a child currently in BDMHA. That report took forever to come to us. The communication around the timeline was horrible. Apologize for the lack of communication to the membership around this report. That report was never for public consumption. It was for the EO only. No one on the EO group – to our knowledge – had anything to do with tryouts. There was no conflict on that committee. “Insert Bewsher email read by Jen MacKay”. Paper copies were distributed to the EO – with a watermark – and then returned at the end of the meeting.

- HNS has a copy of the report and any member of the membership could request it through FOIA. HNS is investigating it.
- The membership want a copy – black out the kids names.
- Chris Bewsher follow up email to Jen MacKay.
- Can we at least see the recommendations? Jason will agree to publish the recommendations without names – we followed the recommendations. Anyone named in the report should not be allowed to be near tryouts. The only thing that would be served by distributing the report in its entirety is to personally go after individuals named in it. If you want the conversation to stop, put it out there and let the conversation be done and don't let it be an anchor around your neck. One of the recommendations was that the constitution only needs tweaks.

Historical Issues – tryout process

- Brian Furdas – I will own anything I did but there's nothing I can do about it. JF and Andre are driving the bus now. Perry's kid didn't make U13AA because Hale and MacKenzie moved kids around.
- Andre – players develop at their own level and some grow in skill or physical sense at different points. The worst thing you can do is put a kid in a bad situation by parking them.

Diversity

Don Ruiz - Change – what are the plans on diversity and inclusion within the association at the player, coach and volunteer levels? Are we striking a diversity and inclusion committee? I'll be part of it.

L.

UPON Motion duly made by Greg Crowell , seconded by Rob MacLean and unanimously carried, the meeting was adjourned at 10:49 pm on June 9, 2022.