



**Board of Directors  
Minutes  
D5-17**

**Date:** Saturday, May 5<sup>th</sup>, 2018

**Location:** Hilton Garden Inn  
Toronto, ON

**Start Time:** 9:00 AM

**End Time:** 7:13 PM

**1. Roll Call:**

President	John Voss
Vice President Technical	Kelly Sitland
Vice President Communications	Heather McTavish Taylor
Vice President Administration	Janet Logan
Vice President Finance	Robert Crandall
Central Region Director	Colin Deans
Northeast Region Director	Terry Ablett
Northwest Region Director	Vacant
Southern Region Director	Jim File
Western Region Director	Brian Breckles
Eastern Region Director	Mike Lester
Athlete Director	Karlee Sutton

*Invited Guests:*

Executive Director	Pamela Julian
Technical Director	Karla Xavier
G & T Chair	Kathy Noxon
Elite Chair	Harry Hirsimaki
Office Manager	Bill Dressing (recorder)

**2 Adoption of the Agenda**

**2.1 Motion D5-17-01 THAT:** The Board of Directors approved the Agenda (with changes and additions).

**Moved:** VP Communications

**Seconded:** VP Finance

**Carried**

### 3 Adoption of the Previous Board Meeting Minutes

**3.1 Motion D5-17-02 THAT:** The minutes of the January 27, 2018 Board of Directors Meeting, as amended, is accepted.

**Moved:** Western Region

**Seconded:** VP Technical

**Carried**

### 4 Correspondence

4.1 None

### 5 Regional Directors Reports

5.1 Western Region

5.1.1 No questions arose from the report.

5.2 Northeastern Region

5.2.1 G & T Expressed concern players were playing on AAA, AA and A teams causing difficulty in scheduling tournaments for Northeast Teams. NER Director stated NER players cannot compete on both AA and AAA teams during same season. AA and AAA teams do exist in the same years.

5.2.1.1 **ACTION:** G and T to review the eligibility of NER to create a U19AA development team during AAA seasons due to scheduling difficulties.

5.3 Southern Region

5.3.1 No questions arose from the report

5.4 Central Region

5.4.1 No questions arose from the report

5.5 Eastern Region

5.5.1 No questions arose from the report

5.6 Athlete Director

5.6.1 No questions arose from the report

The President noted there were two common themes among the reports:

1. Boundary issues are an important Strategic Planning topic, which would be included in a Strategic Planning approach to be discussed later in the meeting.

2. Website issues are an Operational Planning topic, which would also be discussed later in the meeting.

**5.7 Motion D5-17-03 THAT:** Athlete and Regional Director's Reports are accepted.

**Moved:** VP Administration

**Seconded:** VP Technical

**Carried**

## **6 Executive Committee Reports**

### **6.1 Vice President, Finance**

- 6.1.1 A wrap up of fiscal 2017 was presented. While the books were not closed on 2017, all categories were substantially complete. The final numbers are not available until the Auditor's work is finished. Overall, it was a good year. Spending was less than expected.
- 6.1.2 Regions would like to have a report on the financial results of the Provincial Events. The VP Finance noted there was a reluctance to share this information by the previous Executive Director and he had rarely seen results himself. G&T added they would also like to receive financial reports from Provincial Events.
- 6.1.3 VP Technical expressed concern with the large number of Officials not accepting invitations to Provincial Events. The most common reason given was the per diem rate being so low, that Officials could not afford proper meals to compliment the lighter fare provided at the venues. This is one of many issues Officials face when participating in Provincial and Regional Events. Any financial matters would be discussed between Officiating and the VP Finance as part of the budget process.
- 6.1.4 The President commented in general that money is not the constraint it has been in the past. The constraint is now the manpower to implement needed programs and desired changes. The collective mindset is on cash and needs to change.

### **6.2 Vice President, Administration**

- 6.2.1 No questions arose from the report.

### **6.3 Vice President, Technical**

**6.3.1** Expressed thanks for the opportunity to attend Canadian Ringette Championships where she attended many games. Ontario teams did well but returned with only one medal. Players behaved well, especially when playing head to head. The experience of playing in an NHL rink, with replays and electronic logos circling the rink was enjoyed by all. Nine Ontario Officials were selected for medal games.

**6.3.2** Poor treatment of Officials by spectators, particularly at the younger age groups is affecting retention and recruitment of young officials.

**6.3.3** No questions arose from the report.

### **6.4 Vice President, Communications**

**6.4.1** No questions arose from the report.

**6.5 Motion D5-17-04 THAT:** The Executive Committee Reports are accepted.

**Moved:** VP Communication

**Seconded:** VP Finance

Carried

## **7 Strategic Initiatives**

**Motion D5-17-05 THAT:** The Board move into an In-Camera session to receive confidential reports

All non-board members were asked to leave the meeting except for the Executive Director and Technical Director.

**7.1** Presentation by Executive Director (Pamela Julian)

**7.2** Marketing Plan Development (Pam Julian and Heather McTavish Taylor)

**7.3** Strategic Planning and Operational Planning Process

**7.3.1** There was nothing to report from the In-Camera Session.

**7.4** Ringette Canada Competition Restructuring Plan and Implications for ORA (Karla Xavier)

**7.4.1** A PowerPoint presentation outlined Ringette Canada's intention to launch a U7-U8 Half Ice Program and Right Sized Nets. Benefits

include more ring touches, more opportunities for skill development, and more ice time for players.

**7.4.2** Implementation involves purchase of bumpers and right sized nets. An opportunity to reduce costs exists by negotiating with Municipalities to provide, or with other ice sports, to share the cost and use of equipment.

**7.4.3** Ringette Canada has launched pilot projects in PEI and Guelph as well as other locations. ORA will consider developing a similar pilot implementation for the 2018-2019 Season. Southern Region Director suggested Richmond Hill would be interested in participating.

**7.4.3.1** **ACTION:** Region Directors to see if any Associations are willing to try Half Ice Ringette and to inform Technical Director

**7.4.4** The key is to start the process of introducing Half Ice Ringette as it will be expected of us

**7.4.5** Other key recommendations include:

- Adopting Guiding Principles for competition and events
- Monitoring meaningful competitive experiences of athletes
- Aligning program offerings to meet the needs of Adult participation
- Recognition of high quality daily training environments supporting the development of high performance athletes
- Developmental and Elite Tiers in the NRL to provide more opportunities for athlete development

**7.4.5.1** **ACTION:** Members should share what will work or will not work with the Roll out of competition restructuring and half ice implementation

**7.4.5.2** **ACTION:** If financial hardship results, Associations should consult with VP Finance

**7.4.6** Western Region Director pointed out the opportunity for growth in University Ringette. University Ringette is a strategic item which we should be addressing.

**7.4.7** The changes proposed to the NRL will have a ripple effect throughout the competitive model, which must be considered. The effect will be

different from province to province. It is important that we have a voice on the Leadership Team.

## 7.5 Budget Priorities

**7.5.1** Budget numbers presented are a draft, pending the audit. Numbers include a \$2 fee increases, \$1 of which will go directly to Ringette Canada.

**7.5.2** Government grants will be actively pursued for specific projects but if successful these funds are prescriptive, and the timing of the funds is unpredictable.

**7.5.3** Spending requests from Committees need to be thoroughly reviewed to determine needs. A plan for use of funds should be presented along with the request.

**7.5.4** Considerable clarity is required in three areas:

- Grants
- MMS
- Marketing Initiative

Northeast Director left the meeting.

## 8 Administrative Initiatives

**8.1** Games & Tournaments, Membership Services and Adult Development:  
Presented by VP Administration:

### Games and Tournaments Motions

**8.1.1 Motion D5-17-07 THAT:** Initial seeding of Provincial A 7 AA teams is the responsibility of the respective region. The Provincial G & T Committee will give advice.

**Moved:** VP Administration

**Seconded:** VP Technical

**Carried**

**8.1.2 Motion D5-17-08 THAT:** Effective the beginning of the 2018/19 season teams may carry up to four (4) substitute players in total per tournament. The maximum number of lateral players permitted as part of the four (4) substitutes will be two (2).

**Moved:** VP Administration

**Seconded:** Central Region  
**Carried**

**8.1.3 Motion D5-17-09 THAT:** That host not submitting substitution summary by specified date be fined the amount of \$500.

**Moved:** VP Administration  
**Seconded:** Western Region  
**Carried**

**8.1.4 Motion D5-17-10 THAT:** The proposed ranking system be implemented for all "A" level round robin games.

**Moved:** VP Administration  
**Seconded:** VP Communication  
**Carried**

**8.1.5 Motion D5-17-11 THAT:** Effective the beginning of the 2018-2019 Season, the rules outlined on the next page be adopted.

**Motion:** VP Administration  
**Seconded:** Eastern Region  
**Defeated**

**8.1.6 Motion D5-17-12 THAT:** If a team is reseeded to AA mid-season, every effort will be made to accommodate ranking games. If there are 2 tiers, the team will place no higher than the McCarthy division.

**Moved:** VP Administration  
**Seconded:** VP Technical  
**Carried**

**8.1.7 Motion D5-17-13 THAT:** The revised expedited appeal process become effective the beginning of the 2018-2019 season.

**Moved:** VP Administration  
**Seconded:** VP Finance  
**Carried**

**Membership Services Motions:**

**8.1.8 Motion D5-17-14 THAT:** Two Team Agreements for U19 and younger age groups only be permitted where the resulting number of skaters on the Regional team does not exceed 12. The maximum difference in Level of Play permitted is one level.

**Moved:** VP Administration

**Seconded:** Eastern Region

**Defeated**

**8.1.9 Motion D5-17-15 THAT:** Two Team Agreements for U19 and younger age groups will only be permitted where the difference in Level of Play is one level (for example B to A is acceptable, B to AA is not)

**Moved:** VP Administration

**Seconded:** VP Technical

**Carried**

**Adult Development Motions:**

**8.1.10 Motion D5-17-16 THAT:** Add New 3.5.4: A University team looking to participate solely at the University Challenge Cup (UCC) will register their player roster with ORA using a Composite Team form; the player restrictions in 3.5.1 do not apply. Renumber remaining clauses to 3.5.5 to 3.5.8

**Moved:** VP Administration

**Seconded:** Eastern Region

**Carried**

**8.1.11 Motion D5-17-17 THAT:** Change 4.3.8 as follows (changes in bold):  
4.3.8.1 Players may play as a substitute for two (2) tournaments in a season. If a goaltender substitutes as a skater, she is then restricted to two (2) tournaments a season. 4.3.8.2 **For BB level and lower, a goaltender substituting, as a goaltender is restricted to three (3) tournaments in a season.**

**Moved:** VP Administration

**Seconded:** Athlete Director

**Carried**

**8.1.12 Motion D5-17-18 THAT:** The number of players required before player affiliation be increased from 7 to 9. Therefore, changing the 7<sup>th</sup> bullet under 3.6.3 to read as follows: **3.6.3. A minimum of nine (9) players must be registered before an affiliate player may be added to the team registration form.**



**Motion:** VP Administration  
**Seconded:** VP Technical  
**Carried**

**8.1.13 Motion D5-17-19 THAT:** 3.4.6 under Section 3  
(Membership/Registration) be revised as follows:

3.4.6 Independent Player

3.4.6.1. An independent player is a player who is registered with ORA and is not affiliated with a specific team. The independent player shall not be allowed on the ice until the adult independent player registration form (ADP-F-06) and the registration fee is submitted and received by the ORA office.

3.4.6.2: The ORA office, to the Adult Committee for skill level eligibility determination, shall submit All Independent player registrations.

3.4.6.3: Any independent player registration received after January 8th of the playing season must be approved/accepted by the Adult Committee.

3.4.6.4: All independent players shall be provided a document with their skill level eligibility and ADP contacts identified

Independent player registration form (ADP-F-06) revised (see attached) to include player history

**Moved:** VP Administration  
**Seconded:** Central Region  
**Carried**

**8.2** Elite Development, Officiating Development, Sports Development and Coaching Development  
Presented by VP Technical

**Sport Development Motions:**

**8.2.1 Motion D5-17-20 THAT:** There be an Addition of row to the Fair Ice Policy Chart specifically for Provincials and Regionals. (See Attached, amendments highlighted in GREEN)  
Discretion 4 (D5) Is defined as equal ice time for every game, however, there is the ability for a coach to use select players in the last ten (10) minutes of regulation time, overtime and any situation that does not require five (5) skaters vs. five (5) skaters. Further, coaches have the ability to use players anytime during post round

robin play as they decide (post round robin play includes mini games).

**Moved:** VP Technical  
**Seconded:** Athlete Director  
**Carried**

**8.2.2 Motion D5-17-21 THAT:** There be an Addition of row to the Fair Ice Policy Chart specifically for Provincials and Regionals. (See Attached, amendments highlighted in GREEN)

Discretion 4 (D5) Is defined as equal ice time for every game, however, there is the ability for a coach to use select players in the last ten (10) minutes of regulation time, overtime and any situation that does not require five (5) skaters vs. five (5) skaters. Further, coaches have the ability to use players anytime during post round robin play as they decide (post round robin play includes mini games).

**Moved:** VP Technical  
**Seconded:** Athlete Director  
**Carried**

**8.2.3 Motion D5-17-22 THAT:** Coaches may use reduced ice time as a team disciplinary action as long as;

- A) The team rules are clearly documented
- B) The team rules are shared with every player/parent at the start of the season
- C) The repercussions of violating the team rules are clearly documented
- D) The team rules are in alignment with the Association rules

Refer to attached Fair Ice Policy – changes for this motion are highlighted in **RED**

**Moved:** VP Technical  
**Seconded:** VP Administration  
**Carried**

**8.2.4 Motion D5-17-23 THAT:** The following 2 sections are added to the Sport Operating Manual:

7.8.2 Grievances that are received during regular season games and/or tournaments will follow Sport Development Grievance Process A and can be filed by players, parents, coaches or spectators.

7.8.3 Grievances that are received during Provincial Events or Regional Championships will follow Sport Development Grievance Process B and can only be filed by a player or a parent of a player that feels their Fair Ice has been violated. No complaints will be received by opposing coaches or spectators during these events.  
See Attached Sport Development Grievance Process A and B

Changes to the Fair Ice Policy document are noted in GREY.

**Moved:** VP Technical

**Seconded:** VP Administration

**Carried**

**8.2.5 Motion D5-17-24 THAT:** The following disclaimer be added to Section 8.2: Players that are not offered positions on their Home Association U12P team(s) in the spring are not permitted to accept offers from another association U12P team until they have officially been released in the fall.

**Moved:** VP Technical

**Seconded:** Southern Region

**Carried**

**8.2.6 Motion D5-17-25 THAT:** The following statement be added to the end of Section 8.2: Associations found to be non-compliant with the U12 Team Formation Policy will have their U12P Team not sanctioned by ORA and will be ineligible to participate in any ORA sanctioned events including the U12P Year End Event.

**Moved:** VP Technical

**Seconded:** Southern Region

**Defeated**

#### **Coaching Development Motions:**

**8.2.7 Motion D5-17-26 THAT:** Managers must have proper qualifications by November 1<sup>st</sup> of the playing season.

**Moved:** VP Technical

**Seconded:** VP Communication

**Carried**

**8.2.8 Motion D5-17-27 THAT:** Team Managers will no longer be permitted on the bench for U14AA and U19AA during competition.

**Moved:** VP Technical  
**Seconded:** Athlete Director  
**Carried**

**8.2.9 Motion D5-17-28 THAT:** By November 1, 2020, all U9-U19 teams must have a qualified and dedicated Trainer on their bench. The Trainer must be present for all competitions. It is strongly recommended that all other levels have a Trainer on their bench.

**Moved:** VP Technical  
**Seconded:** Athlete Director  
**Carried**

**8.2.10 Motion D5-17-29 THAT:** All coaches must be qualified by the “Registration Date”, as specified by ORA Staff. CI Certification deadline is January 15. Qualifications can be found on the Coaching Pathways on the ORA website.

**Moved:** VP Technical  
**Seconded:** Western Region  
**Carried**

**8.2.11 Motion D5-17-30 THAT:** New U12 regional coaches have the option to take a CSI or CI coaching clinic.

**Moved:** VP Technical  
**Seconded:** VP Communications  
**Carried**

**8.2.12 Motion D5-17-31 THAT:** Remove the option of taking Design a Basic Sports Program to complete the CI training.

**Moved:** VP Technical  
**Seconded:** VP Administration  
**Carried**

**8.2.13 Motion D5-17-32 THAT:** For Volunteer Recognition for Coach of the Year, the nominations be considered for the current year plus one previous year.

**Moved:** VP Technical  
**Seconded:** Western Region  
**Carried**

**8.2.14 Motion D5-17-33 THAT:** To mandate that at the U12A and U14A level, a qualified female head or assistant coach must be on the bench staff by the “Registration Date” as specified by ORA Staff by 2019

To mandate that at the U16A and U19A level, a qualified female head or assistant coach must be on the bench staff by “Registration Date” as specified by ORA Staff by 2020.

**Moved:** VP Technical  
**Seconded:** VP Administration  
**Carried:**

**Officiating Development Motions/Comments:**

**8.2.15** No motions were brought forward by the Officiating Development Committee.

**8.2.16** Abuse of Officials is a big concern. Problem is most pronounced at U12 and lower age levels, where Officials are also younger and learning their craft. Retaining these new officials is harder as they are often unable to cope with the situation. A Respect in Sport webinar for adults/parents could help the situation.

**8.2.17** Parent Code of Conduct is not enforced raising the questions why and how? Young officials may feel intimidated by adult coaches and spectators. Possible solutions include expelling spectators and penalizing teams with abusive or unruly fans.

**8.2.18** It has become difficult to attract Officials to Provincial events. Officials feel the per diem is too low, as food costs are not fully covered.

**8.2.19** A Strategic Planning item for developing Officials to Level 4, should be considered. Officials are leaving the sport as they do not get enough

games to develop their skills and/or make it financially beneficial to continue.

## **9.0 Operating Initiatives**

### **9.1 Financial Status and year-end outlook**

Nothing to add to previous reports

### **9.2 Membership Management System project update:**

**9.2.1** The Goal Line product is no longer a consideration

**9.2.2** Ramp Interactive has come forward as a possible solution. They have a system with the basic infrastructure in place and open to making changes to suite our needs. They are motivated to work together with us as they see an opening in the marketplace for a product like we envision.

**9.2.3** A proposal is expected from Ramp in mid-may with an expected cost of about \$1.25 to \$1.50 per player

**9.2.4** System availability for 2018-2019 season, will depend on the proposal. It is possible that a basic installation this year with second and third year enhancements will be feasible.

### **9.3 Inclusion Policy:**

**9.3.1** Coaching to implement our Inclusion Policy. It was felt we have not done all we can do support our coaches.

Additional support tools might include:

- Video Training
- ORA Position Statement
- One of a series of webinars
- Situational awareness training

The goal of the Board is to be ahead of the curve and to set the standard in implementing inclusion policy. Coaches need to know they are supported.

### **9.4 Concussion Policy:**

**9.4.1** Staff will implement and enforce

- 9.4.2 Information is needed to provide evidential documentation and provide trend lines
- 9.4.3 Injury report as it currently stands is cumbersome
- 9.4.4 Many injuries go unreported, particularly head injuries because players want to play not have to sit out 10 days or more due to a head injury.
- 9.4.5 A structure for reporting injury statistics is required
- 9.4.6

## **10.0 New Business**

### **10.1 AGM Details:**

**10.1.1** Plan is on schedule

**10.1.2** The President's reception will be replaced with a catered cocktail event in appreciation of Mike Beaton's 20 years of service with the ORA.

### **10.2 Awards:**

**10.2.1** Awards for Provincial Builder, Community Builder and Special Contribution will be determined during a conference call in the very near future.

**10.2.2** Staff will notify the award winners and Regional Directors. Winner biographies will be provided to presenters before the presentation.

**10.2.3** There will be no head table this year. Instead, it is encouraged that a Member of the Board will be seated at each table to facilitate discussion and feedback.

## **11.0 Next Meeting**

**11.1** Next Meeting will be held the day after the AGM:

- Annual General Meeting: June 9, 2018
- Board of Directors: June 10, 2018

## **12.0 Meeting Adjournment**

**12.1 Motion D5-17-34 THAT:** The meeting be adjourned.

**Moved:** VP Communications

**Seconded:**

**Carried**

**Time: 5.02pm**