**Meeting Summary:**

SFHA.sept.25.meeting

Sep 16 2025,

Present: Frank, Chelene, Kim, Dylan, Beverly, Sydney, Morgan, Anthony, James

Missing: Chantal, Justin, Margaret

Meeting called to order at 6:10 PM

Past Minutes (August)- Approved without revision

**1) Player Eligibility & OWHA Compliance: SPW “A” carded players**

Critical regulatory issue with dual-registered U13A players creating potential tournament complications and policy conflicts

Three U13A SPW players currently registered for both boys A-level and SFHA HL, raising eligibility questions for tournaments and call-ups

OWHA clarification pending from Pat Nichols/ OWHA regarding restrictions on house league tournament participation versus "association tournaments"

Tournament risk assessment - teams could travel to out of town OWHA tournaments only to be disqualified if carded A-level players discovered, resulting in lost hotel bookings and travel costs, and cancelled games

Call-up implications unclear - unknown whether these players can play DS or be called up to Junior Greyhound teams while maintaining SPW “A” status

Verbal guidance insufficient - board requires written OWHA policy confirmation before making final decisions on player participation

**Action: Frank to liase with OWHA regarding HL players who are carded A at the SPW and to get written clarification**

**Action: Justin to lead the updating/ creation of SFHA player movement policy with the help of VP HL and VP JH to address the above- in particular, players who are carded A at the SPW who continue to play HL at SFHA**

Noted by the board that player movement policy framework established with minimal disruptions compared to previous season requests

Single approved transfer - one goalie moved from U11 (3 goalies, 2 teams) to U13 (0 goalies) based on roster balance needs

U7 movement requests denied - maintained league integrity by rejecting multiple transfer requests that would disrupt team balance

Player pathway philosophy adopted in alignment with OWHA emphasizing minimal within-house-league movement except for board-approved competitive or numerical balance reasons

**2) Financial Management & Compensation Structure- Ice Scheduler and 50:50 Lead**

Ice Scheduler compensation doubled reflecting true value and preventing historical financial losses from mismanagement

**Motion passed to adopt a new payment structure: $3,000 October 1st and $3,000 June 1st totaling $6,000 annually**

Budget justification: Managing approximately $200,000 annual ice costs across City, Echo Bay, and Sault Michigan ice facilities with $25-30,000 monthly expenditures

Historical context: Previous ice management resulted in thousands of dollars of unused ice billing and significant operational disruptions for coaches and teams

Performance improvement: Current professional management of ice allocation has minimized/eliminated scheduling conflicts, ensures proper ice utilization, and maintains accurate financial tracking

50/50 Operations restructuring to comply with constitutional requirements while maintaining revenue generation

Board acknowledged that Chantal had previously volunteered to take on the role of 50:50 Co-Ordinator but as per constitution/ best practice if this role provides a stipend, the board needs to put out an open and transparent call for applicants and the payed role has to be seperate and outside of current board duties.

Position duties and requirements:

Must be posted publicly as non-board role with $1,000 annual stipend to avoid constitutional conflicts regarding board member compensation

One year term, but can be extended at the discretion of the SFHA board

SFHA member in good standing

Attend all games where SFHA runs the 50:50 (plan for 11 this season)

Organize and oversee volunteers- Handle basic accounting of funds raised

Maintain contact with the Soo Greyhounds organization

VSC check required

Over the age of 18

Posting will remain open for 5 days and will be posted on the website

If more than one suitable applicant comes forward, the SFHA board will convene a selection committee of its choosing

**3) Treasurer Update**

Dylan has yet to meet up with Gabe to complete on-boarding, but this meeting is anticipated to occur shortly

Account closure: Eliminating separate 50/50 bank account as Greyhounds handle all transactions and provide direct payment to association

Currently Chantal and Dylan are the designated SFHA board credit card holders

Budget process modernization proposed to streamline operations and reduce administrative burden

Departmental allocation system: Establish annual budgets for House League, Ice, and other major cost centers to eliminate frequent motion requirements for routine expenses

Threshold management: Create spending limits where department heads can operate independently within approved budgets, requiring motions only for overages

AGM approval required: Constitutional changes needed to implement budget authority delegation from current motion-required spending model

**Motion: Treasurer to draft a yearly budget to present to membership at the AGM for the following hockey season**

Transparency enhancement: Monthly financial reporting and budget variance analysis to be presented to the board to ensure proper oversight and accountability

**4) Value added programming: Strong Minds/ KBX/ Perlini Program**

Strong Mind offering six-week program focusing on emotional intelligence and performance mindset

Kim advised the board she is against proceeding with association wide programming with Strong Minds due to the prohibitive cost

Although she did allow that the program did appear worthwhile and individual members/teams would be welcome to participate at their own cost and board members should feel free to share this information with our members

Dryland will continue to be offered as promised to the HL teams this season

Current provider assessment: KBX contract already signed for post-Thanksgiving start, but concerns about U18 team attendance and program engagement effectiveness

Although not yet official, many board members were under the impression that due to the current economic climate at Algoma Steel, they are expected to place their annual donation to our association on hold this year

Power skating program restructuring due to funding loss and performance concerns requiring competitive bidding approach

House league development initiatives focusing on skill standardization and coach support

Coaching quality variability: Need for power skating instruction to supplement volunteer coaches lacking technical hockey expertise

Goalie development priority: In season instruction needed beyond summer clinics, with dedicated instructional time during regular season

Coach education opportunity: Power skating instructors can demonstrate proper technique to volunteer coaches, improving overall program quality

Player progression pathway: Standardized skill development supports house league players transitioning to competitive levels or simply improving enjoyment

**Motion: Frank to research local development programs and bring back some proposals for discussion at the board meeting next month.**

**Competitive bidding mandate: Starting 2025-26 season, all development programs (power skating, stick handling, goalie instruction) will go to tender for transparency and cost optimization- to be placed in parking lot, consider multiyear and staggered RFPs**

Perlini- Justin was absent, but more information will be forthcoming. Tentative date for Dr. Perlini’s talk will be the evening of Septbember 30th.

**5)Jersey Management & Equipment Operations**

Comprehensive jersey rental system optimization balancing revenue generation with member value and sustainability

Current JH jersey pricing maintained: $50 per season for red and white jersey sets, generating substantial replacement fund revenue

Bulk purchasing efficiency: $99.99 plus tax per jersey (approx. $113) when ordering in bulk versus $150+ for individual purchases, demonstrating cost savings for rental model

Replacement program active: Approximately 100 damaged jerseys replaced annually across all age groups and team types

**Motion: Jersey bag inclusion: Starting next season, rental fee will include generic red Sault Female Hockey Association bags to address team manager requests and improve equipment protection**

Sustainability concerns: Individual jersey purchases create waste and number conflicts when players change age groups or leave organization

Graduating player accommodation with revised pricing structure balancing member goodwill and cost recovery

**Motion: New pricing: $75 for graduating players (reduced from $150) recognizing rental fees already paid throughout career**

Long-term member consideration: Players with 5-10 year organizational tenure have contributed significantly through annual rental fees, justifying discounted purchase option

Memorial opportunity: 25th anniversary celebration could feature silent auction of retired jerseys for families wanting keepsakes/ memorabilia

Revenue optimization: Maintain balance between member appreciation and equipment fund sustainability for ongoing replacement needs

**6) Communication & Transparency Enhancement**

Public accountability initiative through meeting documentation and member engagement improvement

**Motion: Meeting summary publication: Website posting of meeting summaries with one-month delay (post once approved at the following meeting) to balance transparency with sensitive discussion protection and to allow board members an opportunity to review and potentially edit the meeting summary**

Executive identification program: Morgan creating board member profiles with photos and role descriptions for website and social media to improve board accessibility

Decision tree implementation for member complaints: The board will adhere to and publish/share clear escalation process for member complaints - parent rep/manager → coach (24-hour rule) → VP → SFHA board - eliminating confusion about proper channels

Communication protocol enforcement: Board members must redirect inquiries to appropriate portfolio holders rather than handling matters outside their jurisdiction

Conflict resolution framework addressing recurring issues with member complaints and authority confusion

Chain of command clarification: Injuries go to trainer first, team issues to manager/parent rep, coaching concerns to head coach after 24-hour cooling period

VP portfolio responsibility: House league issues to Kim, Junior Greyhound matters to Anthony, ice scheduling to Sydney - no cross-portfolio interference

Past president transition challenges: Past President retaining president email access and continuing to handle inquiries creates confusion about current authority structure

If Past president is going to maintain access to the president email, her role is to direct these emails to the most appropriate board member and not to attempt to address the emails directly. And if addressing the email directly is deemed necessary, the most appropriate SFHA board member needs to be included on all correspondence

Decision-making protocol: All major decisions require proper board motions, at our executive meetings not group chat approvals which lack documentation and full member participation

Emergency motion limitations: Group chat motions only acceptable for time-sensitive, routine matters with automatic review at next meeting

Member communication expectations: Parents must use proper channels rather than contacting multiple board members seeking preferred responses

Operational authority clarification preventing decision-making conflicts and ensuring effective management

VP autonomy protection: Anthony experiencing interference in Junior Greyhound decisions despite having clear portfolio responsibility and OWHA relationships

Committee structure compliance: All committees must have proper executive oversight rather than independent operation to maintain board accountability

Constitutional review implications: Current operational challenges may require constitution amendments at next AGM to clarify role boundaries and authority delegation

**7) House League Operations & Future Planning**

Successful draft implementation despite challenges demonstrating improved organizational capacity

Multi-age group coordination: U7, U9, U11, U13, U15 drafts completed successfully with only one hiccup at U13- which resulted in an extra day for completion

Volunteer appreciation: Five board members present for 12-hour draft day showing commitment to program success and member engagement

Equipment readiness: Adequate goalie equipment availability with one full set remaining plus individual pieces ensuring no program delays

Team formation success: Balanced rosters achieved across age groups with minimal player movement requests compared to previous seasons

Growth and retention strategy development focusing on recruitment timing and program enhancement

Christmas recruitment window: Optimal timing for U7 recruitment when other programs experience decreased engagement and families consider alternatives

Jamboree planning: December 5th-7th weekend event utilizing available ice during Snowflake tournament for skills showcase and recruitment opportunity

Competition strategy: Frank's objective is to encourage all female hockey players in Sault Ste Marie to join SFHA programs over joining the SPW by making SFHA programs superior and more attractive

Program quality enhancement: Mixed-age practice opportunities allowing U7 majors with U9 minors progression up age groups for skill development and interest maintenance

Action items

**Chelene**

Follow up with SK Group for outstanding money collection

Implement jersey bag inclusion for next season's rental program

**Frank**

Clarify with OWHA regarding U13A SPW players' eligibility for house league tournaments, call-ups, and DS restrictions

Research alternative power skating and skill development providers for competitive bidding process, including skating, stick handling, and goalie instruction

Create decision tree for conflict resolution process covering parent concerns, injuries, and escalation procedures

**Dylan**

Meet with Gabe to transition financial reporting and establish monthly P&L reporting system

Maintain comprehensive list of third-party funded players (Jumpstart, Dream Catcher) to ensure proper refund protocols are followed

Review and present budget process proposal at next AGM to establish departmental spending limits reducing motion requirements

**Morgan**

Create job posting for 50/50 Coordinator position with $1,000 annual stipend for 5-day application window

Develop executive member profiles for website and social media to improve board visibility and contact/role clarity

Publish meeting summaries on website with one-month delay for transparency while protecting sensitive discussions

**Kim**

Organize house league jamboree for December 6-9 weekend during Snowflake tournament using available ice time

Coordinate mid-season recruitment initiative targeting Christmas timeframe for new U7 players and potential transfers from Ringette/ other associations.

**Sydney**

Continue current ice management with increased compensation structure: $3,000 October 1st and $3,000 June 1st

**Justin**

Bring back working document with the assistance of other appropriate board members by December meeting outlining policies for players competing in multiple organizations within same season

**Board Collectively**

Update refund policy to eliminate refunds once draft rosters are posted, regardless of ice participation- **parking lot**

Each board member to develop a season plan summary of their role and duties to SFHA and be prepared to submit prior to our next AGM- **parking lot**

Consider hosting an end of the season volunteer appreciation night or year end survey for our volunteers- **parking lot**