

# *HOCKEY*



## ***2023 ANNUAL MEETING OF THE MEMBER REPORTS***

*Albatross Hotel, Gander, NL*

*June 23-24, 2023*



## **Treasurer's Report – 2022/2023 Fiscal year**

This report captures activities of the Audit and Finance Committee over the 2022-2023 fiscal year. I would like to thank the voting members of the Committee, George Bursell and Jesse Devilla, and of course Craig Tulk, our Executive Director and President Jared Butler for their attendance at committee meetings. All members of the Committee gave serious effort to meet, contribute and advance:

- the financial interests of HNL,
- policy review,
- budget review and planning,
- any other issues as arose throughout the year

It is also important to acknowledge the work of Tamar Hobbs and Krista Gale who keep the office running and on track from a financial perspective. This past fiscal year also saw the combination of HNL accounts with all the accounting for Minor Council which will facilitate overall accounting and accountability on a go forward basis.

Fiscal 2022-2023 had a projected deficit of \$97,000 with a plan to use surplus funds to maintain fees at their current level. The overall (unaudited) deficit for the year stands at just shy of \$78,000 – which will be balanced using prior years' surplus monies. HNL is still anticipating revenues from Hockey Canada which will further reduce the deficit for 22/23.

Fiscal 2023-2024 is also looking at a deficit with some difficult decisions to be made around fees and expenditures. This past year we saw significant expenditure increases due to inflation. In the year ahead, we expect even more as compensation to members for involvement way beyond what one would consider normal for a volunteer position is likely.

Yours in Hockey

*Derek Coffey*

Derek Coffey,  
Treasurer  
Hockey NL



## **2022-2023 MINOR COUNCIL CHAIRMAN'S REPORT**

Submitted by Gonzo Bennett, Minor Council Chair

The 2022-23 season marked the return of normal hockey operations with no interruptions. The season was a successful one with 265 teams competing in the provincial championships. I would like to thank all host associations and host committees for their tireless efforts to ensure these events were a success.

This season saw the return of the U15 AAA League and by all accounts it was a successful return. Congratulations to the St. John's Hitmen on winning the League championship and the Provincial Championship. They also had a very good showing at the Atlantic's winning the bronze.

The U13 AAA saw the addition of a third team from the Eastern zone this season. The exhibition tournaments were a success, and the provincial championships were also quite competitive. Congrats to the Eastern Knights on winning the Provincial Championship and finishing with the silver medal at the Atlantic's. The Eastern Hitmen also had a good showing at the Atlantic's, narrowly missing out on a bronze medal. I would like to thank Paradise Minor and their organizing committee for putting off a fabulous U13 AAA Atlantic Championship.

Of concern this season was the number of maltreatment, gross misconducts and match penalties. We need to get a handle on these infractions going forward. We will continue to work with Hockey Canada to more clearly define maltreatment and provide better education around these infractions. I would like to thank Ed Flood for all his support and guidance as we worked through some difficult suspensions. The referees have been very supportive of our efforts to clean up the game and that makes handling these suspensions easier for sure.

I would like to thank Minor Council for their support this past season. These volunteer positions are becoming more and more difficult, and we are fortunate to have this group who give selflessly of their time to ensure our players have a great experience.

A big thank you is extended to Craig, Tamar and Chad for their efforts this past season. The workload that the office faces on a day-to-day basis is huge and they handle it with the highest level of professionalism.

Finally, a thank you to President Jared Butler, Vice-President Trevor Murphy and the other members of the board of directors. I spent many hours attending discipline hearing with Jared and Trevor, and I can say without hesitation that the branch is in good hands under their dedicated leadership.

Please take time to recharge the batteries and enjoy time with family and friends.

Respectfully Submitted:

A handwritten signature in black ink that reads "Gonzo Bennett". The signature is written in a cursive, flowing style.

Gonzo Bennett, Chairperson  
Hockey NL Minor Council Executive Committee



## **2022-2023 Junior Chair's Report**

Submitted by Charlie Kearsey

The season started off in September 2022. We had 2 new members added to the council - Steven Clarke and Boyd Hillier. I would like to thank Doug Tibbo for his work while on council. I would also like to thank our council members for their work over the past year. To Wally O'Neill and the Mt. Pearl Junior Blades, they were awarded the right to host the Don Johnson Memorial Cup in April 2024. Congratulations! What a great year for Junior hockey.

The CBN Stars won the St. John's Junior Hockey League final over the St. John's Capitals and the right to represent the St. John's Junior Hockey League and Hockey NL at the 2023 Don Johnson Memorial Cup, the Atlantic Jr. B Championship in Liverpool, NS. Hats off to the Players, Coaches, and Committee members and congratulations to Dawson Crane on receiving the most Sportsmanlike player award. You all represented Hockey NL 100 percent on and off the ice, great job.

Just a little over a month away from election time. Good luck to all running. Hope you all have a great summer. To the office staff, keep up the good work and have a great summer.

Respectfully Submitted:

Charlie Kearsey  
Chair  
Hockey NL Junior Council Executive Committee



## **2022-2023 Senior & Adult Recreation Council Chair's Report**

Submitted by Gary Gale, Chair

Overall, a great year for Senior Hockey in the province. The AESHL returned with a six team league. After a year of planning, the WCSHL hosted a three team set-up starting in January. The return of the West enabled our Senior and Adult Recreation Council Committee to plan for an East/West Showdown for the Herder.

After weeks of planning, a comprehensive Herder Memorial Championship Agreement was reached between both Leagues. As to fan attendance, it increased over the course of the regular season and play-offs in the East. In the West, near capacity crowds attended during the regular season and play-offs. The first game for the Royals at the Civic Center drew a full house. The Herder, which showcased the Deer Lake Red Wings and Southern Shore Breakers was a huge success with capacity attendance. In spite of a short season the performance of the Red Wings was commendable. A special thank you to all teams that participated and Congratulations to the Herder winners, the Southern Shore Breakers.

Outside of Provincial Play an opportunity unexpectedly arose to compete Nationally for the Allan Cup. Ivan Hapgood quickly assembled a committee to put together a team, the Clarendville Caribous, with local pick-ups to travel to Dundas, Ontario (Host). The Caribous with all local players advanced to the final game but unfortunately did not win. However, a spectacular performance by the Caribous and based on reports, all players and team management staff were great Ambassadors for Senior Hockey and our Province.

One new initiative of Senior Council this season was to enter into a one year contract with AO-Live to "Live Stream" the Herder. Due to the success of this initiative, Hockey NL will enter into a long term contract with this Company. Again, a Great Year for Senior Hockey!

Yours in Hockey,

A handwritten signature in black ink that reads "Gary Gale".

Gary Gale Chair,  
Senior & Adult Recreation Council Executive Committee  
Hockey NL



## **Officiating Program Annual Report 2022-23**

The year was very busy with some new initiatives implemented by the Hockey Canada Officiating Program. Revamping the clinic system to be consistent in content and delivery which was rolled out in August. We met with our 24 Instructors from across Newfoundland and Labrador, to share, review and analyze the clinic resources at the start of September. This helped ensure that our instructors and leaders were properly prepared with the tools required for clinic season. The weekend was very engaging, but also a key development tool for our program development. The Clinic season, always hectic, started immediately after, most of which were in person learning. David Crane, Danielle Mills and Ed Flood also completed 4 virtual clinics later in the season as a way to accommodate the officials around the province who could not attend the clinic in their area. This flexible approach to clinic instruction has allowed us to reach more officials throughout the province as they balance busy personal and professional schedules. All officials over eighteen had to get a Criminal Sector Check, which is now good for three years.

Aside from the task team on clinic delivery, Hockey NL were a part of the thirty member Master of Officiating Development (MOD) program. David Crane, Stephen Orr, Danielle Mills and Ed Flood were invited to join this Task Team. The sessions were intensive and consisted of meeting biweekly for approximately 10 months analyzing such topics as Mentorship and Coaching Effectiveness, Technical Leadership, Facilitating Learning, and Ways of Learning.

Hockey Canada also launched a mentorship component to its High Performance Officials. As officials from across the country once they participate in a National event at any level with either the Male or Female program, are assigned an Officiating Coach/Mentor. The concept behind this program is to meet with the official discuss and analyze past performance, think critically about their work, and look at things they are doing well, along with identifying how they can get better and fulfill future goals. We were fortunate to have Danielle Mills, Stephen Orr, Justin Day, and David Crane asked to be Hockey Canada Officiating Development Coaches for the National High Performance Program.

We had eight ( 4 male and 4 female) officials travel to the Atlantic Challenge Cup and represented the Branch well. Two males officiated the Gold medal game and one of the females was awarded a gold medal game as well. The females took part in an Atlantic OPOE Camp instructed by the Manager of Officiating for Hockey Canada, Dan Hanoomansingh and a coaching staff of which David Crane was a member. A very busy camp with instruction, fitness, games, and evaluations.

In late October, I attended the first National High Performance Camp and National Referee in Chief meetings. RIC's from across the country shared information on programming, services, and delivery as well as strengths and weaknesses in programs in other Branches. I found that Hockey NL are limited in High Performance Programs due to the levels of hockey available to officiate. Every other branch has Jr. B, A, AA and Major Jr. as well as ECHL, AHL and they are very busy with high level leagues. I have more information on how to develop and prepare officials to get to these levels. The NHP requirements are becoming more available as well. The

NHP Camp was the first for the rearranged system and the first for females and for linespersons with classroom sessions, on-ice sessions, and a grueling fitness test.

We had two officials invited to the Eastern Male OPOE in Sherbrooke, Que. These two were very pleased with the information and evaluations and coaching they received, and they represented themselves and the Branch very well.

In January, in conjunction with the St. John's Minor Hockey Association, we had two officials travel to Ottawa as part of an exchange with Hockey Eastern Ontario. They officiated Jr. A Hockey and they again represented the Branch very well. The coaching they received was great and the reports from supervisors were very good as well.

At the ACC in Moncton, I told the Atlantic region that I had budgeted funds to have two officials and a supervisor travel to the Ice Jam Tournament in January. They officiated and were supervised by other coaches and the Hockey NL supervisor coached officials from other provinces. This was to compare notes on consistency and to ensure growth with our coaching program as well. The other Atlantic Provinces thought it to be a great idea and sent officials and supervisors as well. This is something that will continue moving forward.

Hockey NL had an official attend the 2022 Telus Cup and in February we had two referees attend the Jeux Du Canada Games in PEI in 2023. The exposure we are getting through the Hockey Canada Programs is starting to show the effects of hard work by the officials, supervisors and coaches in our program and the enhanced relationship with the Hockey Canada Officiating Program. We will continue to work toward the development of officials and the possibility of more officials at the Canada Games and other events.

The U-13 AAA Atlantic Tournament hosted by the Paradise Minor Hockey Association was well done. A great tournament and we used 16 officials and they again represented themselves and their associations very well. The teams were impressed with the officiating for the event.

The Female Program is working in conjunction with our Provincial Zone Coordinators and Local Referee in Chiefs, under the leadership of the Female Coordinator of Officiating, Danielle Mills and they are busy as well. We are getting many of the tournament games throughout the province, officiated by female officials and full crews when we are able.

The St. John's Jr. League was a highlight in that they saw the first female official do the lines and shortly afterwards, the first female referee handle their games. I would like to thank the Jr. League for their support and the female officials and the Metro Officiating group for their works as well.

Danielle is also on a Hockey Canada Task team for the Growth of Female Hockey and is working with HC to grow the Officiating program within Hockey NL.

Provincials for Female and Minor programs always prove to be an extremely busy time. It is amazing that for the Female and Minor Provincial Championships there are in the area of 75 tournaments all over this province and we all make it work. The smaller Associations work together with each other to ensure that officials are there for all games. With a few glitches each year we work to get it done. Thanks for all the cooperation from Zone coordinators, local RIC's and all associations for making these things happen.

January saw the introduction of the Green Arm Band Program in the province. This is to indicate that the young official is under the age of eighteen and is working to gain the necessary training to grow in the game,

as are all players and coaches. A great program and we will continue to grow this program during the 2023-24 season.

I had a conversation with David Crane, Supervisor of Officiating in Moncton and he said we have to get going to work with the Local RIC's and Senior officials within the Branch to build skills to help our Officiating Program grow and develop in each area of the province. We started to have regular virtual calls with the Minor Associations RIC's, and this was met with great success and this process gets us to learn of the strengths and gaps of the programs. This is something that will continue moving forward as we work with your Local RIC's and our Senior officials to help support the needs of your area. The virtual sessions sent a clear message to our officiating leaders that they are not working alone, and that there is a full team of leaders who are capable and anxious to help them develop their officials in their local area.

The mentoring program is starting to grow where we put an experienced official on the ice to guide younger less experienced officials throughout the season. We will continue to grow this aspect of the program for the 2023/2024 season.

The Program will continue to work with Sr. and Jr. Hockey to strengthen the relationship to ensure the further growth of the game for officials and the leagues.

I would like to thank the councils and associations around the province.

I would like to thank the Officiating Team, Zone Coordinator, Supervisors, instructor and coaches for their hard work and the many hours they give to the Hockey NL Officiating Program. Supervisions have increased from approximately 400 six years ago to the approximately 1200 we do presently as well as the many coaching moments not recorded. These are the stars of the program.

Yours in Hockey

A handwritten signature in blue ink, appearing to read 'Ed Flood', is shown on a light-colored background.

Ed Flood  
Referee-in-Chief  
Hockey NL





## **Appeals and Dispute Resolution Committee Report 2022-2023**

The Appeals and Dispute Resolution Committee is a very active group, and the 2022/23 Hockey Season was no exception with another increase in the number of Appeals. This of course stands to reason especially with the number of suspensions handed down from the increased number of games and tournaments played at all levels of Hockey within our Province.

Our Committee members are Phil Warren, Wayne Russell, Arnold Kelly, (Alternate) and myself, Garry Dove (Chair). As well, during each Appeal meeting, either Craig Tulk or Tamar Hobbs served as the Staff Resource person and acted as our support and technical individual. We would like to thank each of them for their time and professionalism.

The Key duties of the Appeals and Dispute Resolution Committee are:

- Determine if there are special circumstances to grant dispensation from a Hockey NL Governing Document.
- Determine if a Member Decision conflicted with their own or Hockey NL's Bylaws, Regulations or Policies.
- Determine if a Member committed a procedural error or failed to provide the aggrieved party with a fair hearing.
- Determine if the Member had the authority or jurisdiction to make the decision.
- Determine whether or not statements made by any interested party of the appeal were misleading or false.
- Provide a hearing of the appeal and make a decision based on the evidence presented.
- Provide the interested parties to the decision with the opportunity of one reconsideration of the decision.

- Provide a hearing of the appeal for the registered participant who is refused a release by a team.
- Such additional duties as may be delegated to the Committee by the Board from time to time.

Within this Hockey season we heard 17 different Appeals, and many fell under “failure to provide a fair hearing” section of the Committee’s Duties. A breakdown of the Appeals submissions are:

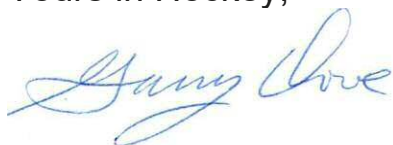
Minor..... 12  
Female..... 2  
Senior..... 1  
High School..... 1  
Boundaries..... 1

The last of our Appeals concluded on May 12, 2023.

We consider our Committee most professional and each of us considers each Appeal in its entirety before rendering a decision. We pride ourselves on dealing with all appeals in a timely and efficient manner. Each Member reviews all of the submitted details of the Appeal, writes some notes and then we meet to discuss and debate what we have written or seek answers to questions that may have arisen. Once all is complete, we deliberate and then come up with a unanimous decision as to reject or uphold the Appeal. Please note that our Committee receives the Appeal based on a decision made by one of the Councils or the Maltreatment Committee.

In closing I would sincerely like to thank Phil, Wayne and Arnold for their time, commitment, and professionalism throughout the year. You people most certainly keep me on my toes and make chairing this Committee challenging, because of the nature of the Appeals, but most enjoyable and interesting.

Yours in Hockey,



Garry Dove  
Chair, Appeals and Dispute Resolution Committee  
Hockey NL



## **Governance Committee Report 2022-2023**

Committee Members include Brandon Baird, Jack Casey, Rod Churchill, Tracey Hatcher, Iain Hollett, Trevor Murphy, Stephen Orr, and me as Chair.

We have been meeting monthly since late Fall 2023. I would like to thank all the Committee members for their commitment and expertise given the Committee's important mandate.

The Committee identified the following 6 priority areas of focus that have been guiding the meetings and work over the last 6 months:

- Social Media Policy
- Board Orientation Manual
- By-law Template for Minor Hockey
- Discipline and Ethics Policy
- Review of HPP Policy Manual Section 5.2.3
- Life Membership Policy

Life Membership Policy and Social Media Policy have been finalized. Work is ongoing on the other identified priorities.

The Committee also worked on the submission of 18 Notices of Motions for this year's upcoming AGM.

Yours in Hockey,

Gillian Sweeney  
Chair, Governance Committee  
Hockey NL



## **Grow The Game Committee Report**

**Prepared by Trevor Murphy, Committee Chair**

The Grow the Game Committee met at various times of the season and reconvened in recent weeks as smaller subcommittees to discuss the four areas of focus which had been previously identified by the committee. The following is an overview of the discussions which have been taking place.

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### **Grow the Game – Recruitment and Retention**

#### **Player Discussion**

- Para Hockey is a real opportunity for growth, but proper programming and affiliations will be required as a starting point.
- Assisting new players to join the game through programs such as Bauer First Shift, Esso Fun Days
- When looking at barriers and concerns, the following were discussed:
  - Data – we need to look at data and not just make assumptions as to why families are not participating.
  - Create a survey this summer via athletes and families from competing sports.
  - Cost
  - Access
  - Time
  - Culture
  - Knowledge
- Are there benefits by having players as a part of larger associations – merger of smaller associations?
  - Larger associations may give better options for programming and opportunities.
- Utilize HNL / NHL Connections
  - May not recruit players but may assist with retention.
  - Could have real appeal to the 5-9 age group.
- Need to determine what is our goal when we say, “Grow the Game.”
  - Where do we want to be?

#### **Coach Discussion**

- Need to find a way to keep educating coaches – experienced and inexperienced.
- How can we recruit more parents / non-parents who have been involved with the game, are at the rinks, but decide to stay in the stands?
- Create incentive plans to get more people involved.
- U18 program is an opportunity for new coaches, officials, volunteer hours.
  - Opportunity to provide them with exposure for opportunities when they can stop playing.
- Look for ways to “sell” people because coaching/officiating is a good thing to do.

#### **Officials Discussion**

- Need to increase recruitment amongst U18/Junior players.
- 80% of officials quit after 3 years.
- If they feel support, being a part of something, they are more likely to stay.

- They want to feel as they are a partner in the game.
  - Gaps in age of officials being involved.
- 

### Grow the Game – U18 to Junior Hockey Age

- Is there an appetite for juvenile leagues?
  - There are leagues and skates out there who may be able to benefit from HNL insurance.
  - Could HNL assist rec leagues with this age group of players to receive better ice rates?
  - Is there an opportunity to do some sort of special event each year for this age group of players – would need to be registered with HNL to be a part of such event.
  - Does a U25 recreation type of set up provide any opportunities.
  - Next steps
    - Talk with players in that age group who are organizing skates to discuss opportunities and get feedback from them regarding the age group, what they want from a skate, season, etc.
    - Look at other branches for any best practices.
    - Determine if there are any programs in the province which may provide some information for programming that worked in the past.
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### Grow the Game – Junior High, High School, and Para Hockey

There are some real opportunities for these three segments of the game. Need to identify the concerns, the barriers and provide education to partners of the game to ensure there is knowledge for decision making.

#### Junior High and High School

- Some schools are hesitant with registration costs – let's educate them on why it benefits them to be involved with HNL.
- Showcasing that the connection to HNL is important and the right thing to do.
- Encourage schools to avoid "rogue/outlaw" teams and leagues.
- HNL officials would only work sanctioned hockey.
- More girls' teams/players getting involved – but still seeing resistance to register.
- Have the various partners work together on scheduling – after season events.
- Start teams earlier in the season – don't need to play, but get teams and players registered.
- Supply education and explain benefits.
- Feeder schools
- Metro league opportunities – girls
- Stay within the spirit of the rules for player pick ups.
- Can we include "school attending" on HNL registration forms?
  - May assist with monitoring.
- School tournaments vs. minor hockey tournaments
- Coaches – governance, structure

### Para Hockey

- There was some traction after the Worlds were hosted in Paradise, but Covid took away from the traction that had started.
- Currently there are no leagues – no games.
- Promotion to have more able-bodied players to try para hockey.
- Growth vs development – need to get players playing and introduced to the game to start building a foundation.
- Higher end players have to leave province for games.
- Would be beneficial to strike an affiliation with a local association to assist in securing ice times, multiple programs.
- There have been “Try It Events” but no real follow up.
  - Need a program similar to Esso Fun Days where there are multiple sessions.
- There needs to be ownership of the program.
- Promote to those in the community who don’t play traditional hockey.



## **Human Resource & Personnel Committee Report 2022-2023**

Committee Members: Gary Gale (Chair), Ed Flood, Tina Martin, Arnold Kelly and Geoff Eaton

The main focus of the HRP Committee this year was a review of the HNL Personnel Policy Manual. This was completed and a draft prepared and ready to go to the Board for approval.

The salary scale for Employees was reviewed by a Special Sub-Committee consisting of Gary Gale, Geoff Eaton and Finance Chair, Derek Coffey. The Executive Director provided input on the salaries of other staff members. The target date for Approval is June 2023.

Other items dealt with include:

- Gifting Policy - Draft proposal prepared and ready to go to the Board.
- Employee Evaluations (Yearly Appraisals) - Executive Director to be completed in June. Other Employees to be completed in June by the ED.

Yours in Hockey

A handwritten signature in black ink that reads "Gary Gale". The signature is written in a cursive, flowing style.

Gary Gale, Chair  
Human Resource & Personnel Committee  
Hockey NL



## Hockey NL Risk Management Report

Prepared by: Trevor Murphy, Committee Chair and Craig Tulk, Staff Resource

This committee has been very dedicated and diligent while working on the areas of focus. The group is comprised of individuals who bring with them a variety of skill sets which have been beneficial for discussion. Their passion and knowledge for this subject matter is appreciated and we are thankful for their contributions.

The committee has had four meetings since January.

The committee has established five subgroups to work on the following tasks on behalf of the Board:

1. **Risk Management Manual Review:** the subgroup is reviewing the current manual for any deletions of material that is now covered in our other policies, and the addition of any new information and suggestions to be included. We need to capture a risk assessment process for the organization.

The committee will need direction should the Risk Manual become policy or guide for members. We will also need to identify in the policy both Reputation Risk to the Organization vs Risk to the participants and stakeholders. We may need the Summer to get this draft completed.

2. **Crisis Management:** The document of Hockey Canada and Hockey New Brunswick has been reviewed, and we hope to have a draft for board input for the AGM.
3. **Respect in Sport:** The committee is currently reviewing the number of programs that are offered by the Respect in Sport Inc; respect for officials, keeping girls in sport, stay in the game programs age 11-13. Upon review we will determine any recommendation or suggestion for board consideration.
4. **Maltreatment:** The committee would need direction from the Board in relation to how to manage maltreatment complaints against parents and other stakeholders that are not currently defined as participants in the policy.
5. **Screening:** The committee is still reviewing the legal opinion on reinstatement and rehabilitation, the current policy wording in relation to criminal code requires updates, and any improvements on the application for membership questionnaire and ten steps for screening.