

ANCASTER MINOR HOCKEY LEAGUE

Executive Meeting

Monday June 16, 2008 @ 7:30 pm

Attendees: Paul Stephenson, Len Van Berkel, Jodi Rainford, Milan Legris, Bryan Walters, Dean Morrow, Tim Missios, Joel Hulsman

Regrets: Don Brown

Welcome

D. Morrow called the meeting to order at 7:40 pm.

1.0 Welcome

D. Morrow welcomed P. Stephenson to the board.

2.0 Items for Approval and Requiring Voting:

- a. Agenda and Minutes of May 5, 2008. Added item 2b. Grievance against L. Van Berkel. Motion by J. Rainford, seconded by D. Morrow to approve the Agenda. Carried unanimously. There were no minutes available to approve for the May 5, 2008 meeting.

- b. New Board member positions. P. Stephenson mentioned that he and C. Naylor exchanged emails and are trying to meet. It was noted that a key contact at OMHA for AMHL is B. Hill and this will be important with respect to the Major Midget AE issue. L. Van Berkel pointed out that D. Palango may be a helpful contact with P. Stephenson's research on this issue. D. Morrow indicated there are a number of board vacancies and that W. Urban has expressed interest in filling the role of Director of Special Events, and S. Wilson who has a son in IP may be interested in the position of Director of Initiation Program. While it was added that we have no prospects for Director of Sponsorship, however following the 2008 AGM (and the awarding of the jerseys tender earlier in the spring), Joel Hulsman, a long time AMHL member, indicated that with the shortage of board members he would be interested in assisting with the role of Equipment Manager. Joel and the board have noted this is a sensitive matter and there would be concerns as his business is a supplier of sports equipment to AMHL. It was added that in this role, both J. Hulsman and the AMHL will have challenges/issues, including the perception among the membership. The board noted that both J. Hulsman and it appreciate the negative impact this might have on Mr. Hulsman's business and on the board. The board discussed the important role of equipment manager and that it be properly carried out and that if J. Hulsman is approved for this role the board will ensure that every purchase of equipment will be put out for tender. The board additionally discussed the need for strong board members and there will be/are instances where his/her value to the board outweighs any negative perception and this is such a case. Motion by J. Rainford, seconded by T. Missios that the board offer J. Hulsman the position of Equipment Manager. Carried unanimously.

P. Stephenson asked if any spending threshold amount existed above which AMHL puts out tenders. Discussed that rep teams can purchase their clothing items from approved suppliers and further discussion of this and reference to the Manual of Operations be deferred to the July meeting.

- c. Requests for registration Subsidies. B. Walters reported he has 2 requests for players (families) that cannot afford AMHL registration fee. In assessing requests B. Walters receives confidential information on monthly income vs. expenses. If approved registration is free to these players (family). This year the requests are for 1 player from each family. These requests are from single parent families with monthly income of approx. \$2,000 per month (after-tax) and with no support. Motion by B. Walters, seconded by T. Missios, to support full subsidy for 2 applications for house league registration fees (not rep fees). Carried unanimously.

J. Hulsman, joined the meeting.

- d. AAA Player refund. B. Walters explained a family with 2 children plays rep hockey – 1 with AMHL and the other plays AAA hockey with Hamilton Bulldogs. Players have paid registration to home league (AMHL) and if they make AAA team they can apply for refund of registration fee. In this case the family has not applied for a refund the past 3 years, but have now emailed to request a refund from K. Viersen, Registrar) and D. Morrow. The family is asking the board for a refund now for the last 3 years AMHL registration of 1 player for approx. \$1,200. The board discussed the Manual of Operations requirement that families apply for a refund before the start of the season, and that it appears there was oversight of the refund policy by the coach and family and this refund would affect current AMHL budget (since prior years financial results are final). The board also discussed whether there may be ambiguity in the AMHL refund policy which is currently under review, and whether it covers AAA players. The board discussed the possible options and wording of motions on this issue to include: no refund; 1 year refund only; all 3 years' refund; 3 future years free registration; credit of the requested refund (\$ amount) towards 3 future years registration; any refund request capped at 1 year in arrears. Motion by B. Walters, seconded by P. Stephenson that the AMHL only refund AAA players for their 2007-08 registration fees regardless of the number of previous year's registration fee paid to AMHL. Carried with M. Legris, B. Walters, T. Missios, P. Stephenson and J. Hulsman in favour, D. Morrow and J. Rainford against, L. Van Berkel abstaining.
- e. Trial merger of SHL and JHL duties. The board discussed having 1 convener of House League (JHL & SHL) and this being easier this year without Interlock play in SHL. Motion by D. Morrow, seconded by T. Missios, that for this year only – 2008-09, the JHL Convener assumes the duties of the SHL Convener on a trial basis until decision is made on the formal merger of positions. Carried unanimously.
- f. In camera discussion by the board.

3.0 Items for Discussion

- a. Improper communications towards board members. D. Morrow discussed the issue of improper communication towards board members including, lawsuit threats, executive members being sworn at, accused of being dirty, email messages in lieu of face to face accusations, etc. and more recently an email sent June 5 at 9:25pm by a former board member to L. Van Berkel. B. Walters read the email for the board members. Discussion by board of what is unacceptable/inappropriate communication from parents to the board, unacceptable code of conduct (behaviour), what and why should board take abuse (particularly with the number of vacancies to be filled) and need for board to have a position (not allow this behaviour) and take a stand on this

issue. Discussion by board of possible sanctions/disciplinary action for such behaviour, including, verbal and/or written reprimand, written apologies required to member(s) and board, suspension, tracking behaviour in AMHL records, ban from bench staff in AMHL, post for AMHL members a reminder of code of conduct on website, etc. The board also discussed possible sanctions in this particular case as well as going forward being dealt with (discipline) on a case by case basis rather than having/applying a general discipline policy. Motion by J. Rainford, seconded by P. Stephenson, that in this particular case the child of person involved in writing the inappropriate communication be suspended until a formal written apology acceptable to the board is received and further the writer of this communication shall be banned for 2 years from being any team official or having any role in on ice activity in AMHL as per s. 4.1.16 of the OMHA rules. Carried, M. Legris, B. Walters, J. Rainford, T. Missios, P. Stephenson, J. Hulsman in favour, D. Morrow, L. Van Berkel, abstaining. Decision of board to be communicated by the Vice President of the league to the individual who wrote the communication.

- b. Grievance against L. Van Berkel. Board members were provided handouts/copies of materials to review including the outline of the grievance and its grounds by the griever, and the reply to each head/item of grievance by L. Van Berkel.

4.0 New Business

No new business.

5.0 Next meeting – D. Morrow to send an email to members to schedule next meeting date.

7.0 Adjournment – Motion by J. Rainford, seconded by T. Missios to adjourn. Carried unanimously.