

## Board of Directors Meeting

**DATE:** September 2, 2025

**LOCATION:** Google Meet

**TIME:** 20:00 hrs

**PRESENT:** Amanda Leitch, Amanda Watt, Meredith Walker, Lindsay Wilson, Angela Harvie, Emma Rossander, Joseph Toronyi, Lyndsie Armstrong, Matt Billinghamurst, Angie Wayland, Lindsey Lacombe, Jordan Sundher, Kelly Chaplin, Laura Reaney, Genai Loudoun, Geoff Dawson, Karla Easingwood, Chandra Berkan-Hozempa, Maegan Thompson, Ian Fleetwood, Jeff Bow, Jessica Werk, Andrea Carey.

**Regrets:** None

**Absent:** Jessica Wallace

1. Call to Order - 20:02 hrs
2. Declaration of Conflicts of Interest - None Declared.
3. Approval of Agenda: Moved by Angie Wayland/ Kelly Chapin - Carried
4. Review and approval of minutes from:
  - a. June 10, 2025 (Board of Directors Meeting): Moved by Angie Wayland/ Chandra Berka-Hozempa - Carried.
  - b. July 22, 2025 (Board of Directors Meeting): Moved by Angie Wayland/ Emma Rossander - Carried.
5. eVotes since last meeting
  - a. none
6. Business arising from Minutes:
  - a. July 16, 2019
    - i. Trademark the team name "Victoria Reign" (Lisa) - PENDING

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- b. August 11, 2020
  - i. i. Circulation of third party request guidelines (before the officers)- PENDING
- c. September 21, 2020
  - i. Hiring of Administrative Assistant (Ian) - on the schedule for this year now that we have the grant - PENDING
- d. November 21, 2023
  - i. Board approval of, Tournament, and Third Party Requests Policies (Donna) - PENDING
  - ii. Prepare EDI and Dispute Resolution Policies (Donna) - PENDING
- e. June 18, 2024
  - i. Get all policies currently in draft form into final form and adopted (Governance) - PENDING
  - ii. Consider adding a rule into the Manager's Manual about A's and C's (Laura) - PENDING
- f. July 21, 2024
  - i. Coach's Manual (Jordan) - PENDING
- g. September 3, 2024
  - i. BC Hockey Championships 2024 Sponsorship Recognition reminder (Ian) - PENDING
- h. November 26, 2024
  - i. Create a reference document for gifts for guests. and line items in the budget (Andrea) - PENDING
- i. January 21, 2025
  - i. Arrange for one coach from each team to take the online Goaltending Level 1 coaching course ( ) - PENDING
  - ii. Include info about compliance with rules/regulations for gaming licenses in Manager's Manual moving forward (Laura) - PENDING
  - iii. Source a permanent trophy or plaque for the Youth Volunteer of the Year award in advance of Awards for this season (Laura with Maegan) - PENDING
- j. March 4, 2025
  - i. Draft a roster rule regarding eligibility for District playoffs (Kelly)

- ii. Add a “Reign Raves” section to the website (Angela) - To launch this week
  
  - k. June 10, 2025
    - i. Consider the role for a “Players Voice” - Admin Committee - PENDING
  
  - l. July 22, 2025
    - i. Messaging to Reign families considering non-sanctioned programs (Hockey Ops / Ian) - DONE
    - ii. Update draft budget once ice contracts are completed, finalize and circulate for eVote (Kelly)
      - 1. Kelly presented the updated draft budget and highlighted important sources of revenue and expenses. Registration was treated conservatively with only a 10% increase. Shows a deficit, which may be balanced by a pro-rated Administrator expense. Overall, the Association finances are very tight. Cautionary note to all Board members, especially new Board members, so be financially accountable and avoid unnecessary or unplanned expenses. Approval for all expenses by Kelly first. Motion to accept the draft budget by Laura Reaney / Geoff Dawson - Carried with 16 votes in favour.
7. President Report
- a. Hockey Canada Update
  - b. BC Hockey Update
    - i. Usual annual updates
    - ii. BC Hockey hosted a coaching update on Aug 28 - attended by Ian and Geoff (Jordan was travelling).
  - c. VIAHA Update
    - i. InterDistrict approval forms will now be on HCR. Saves time. More efficient.
  - d. PCAHA Update
    - i. Interlock scheduling meeting on about Sept 13

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- e. Local MHAs update
  - i. From adjacent local co-ed MHAs - RE: request to transfer CRFMHA players
    - 1. Significant discussion was held regarding this matter of tampering. Details of the emails were shared anonymously and any attributes that could identify the member were withheld (age Division, years with CRFMHA, any past volunteer experience with CRFMHA etc). Many Board members spoke and asked questions. Pros and cons of the duration of the suspension were discussed. Discussion regarding the intent (naive vs knowledgeable/purposeful); context of the action; timing; lack of consultation with appropriate CRFMHA personnel; geographic or ice allocation as motivators?; working alone or as part of a group; is there really support of 19 families?; limitations of the suspension - exclusion of visible roles such as spectator, timekeeper, scorekeeper; swift and direct responses (rejections) from co-ed MHAs; precedent setting; may have no impact if member does not want to volunteer; malicious attempt since sent to multiple MHAs; possibly pre-meditated; 'tip of iceberg' if other members like-minded and possible need for an educational component from the Board.
      - a. Motion to accept the suspension notice as presented in the anonymous draft version of the letter (suspension notice), including internal CRFMHA suspension and submission to BC Hockey/Hockey Canada for review according to their Tampering regulation (**Chaplin / Thompson**) - By secret ballot. Passed with 16 in favour; 4 abstentions and 1 against (two who were present did not vote; one Board member was absent).
- f. Correspondence
  - i. Conflict of Interest Concern
    - 1. A concern from a member regarding Conflict of Interest on the Board was reviewed at length by Officers. Allegations were speculative and without substantive evidence, although plausible. No action can be taken against Directors cited, but

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CRFMHA will revise standing Agendas for all Committee and Board meetings such that there is an opportunity to declare conflicts of interest at the beginning of each meeting and an opportunity to recuse oneself from each vote in the case of conflict of interest.

- ii. KidSport
    - 1. WHL Royals Game
      - a. KidSport may be responsible for a minimum ticket sales requirement for an upcoming promo and fundraising night at WHL Royals but does not have a clientele who can support it. If ticket sales requirement is not waived, CRFMHA can collaborate with some ticket sales.
    - 2. The Community Coach Program - Duff Gibson
      - a. Multifaceted coach education program. Will forward to Jordan for review.
8. Administration Committee Report (Laura Reaney - VP Administration)
- a. Governance
    - i. DEI Policy is under review by the Officers Committee
  - b. Safety and Risk Management
    - i. ePACT is complete for the competitive programs that have already started and underway for the recreational programs that start this week.
  - c. Managers
    - i. Managers Manual under revision
    - ii. Photo night will be Oct 21 at JDF Fieldhouse
  - d. Referee Assignor
    - i. Training is being supported by Donna Perman
  - e. Other
    - i. The concept of a Players Voice (player advocacy body) has been reviewed at the most recent Administration Committee meeting and a draft version of the Terms of Reference will come to the Board for review; expected to be available prior to the next meeting.

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9. Hockey Operations Committee Report (Geoff Dawson - VP Hockey Operations)
  - a. Coaches
    - i. Coaching portfolio is currently “super busy”
      1. Extensive contributions to the evaluations/tryouts
      2. Contributions to the upcoming U11 Development evaluations
      3. Coaches placed for all competitive teams excluding U15-A2, which has multiple Assistant Coaches in place and in search of a Head Coach.
      4. Many/most recreational squads have trained coaches in leadership roles, but coaches will be named after the balancing process.
  - b. Development
    - i. SPRING/SUMMER
      1. Beginner Programs were successful
      2. Reign Elite Skills Camp - well subscribed; good feedback from Lead Instructor for improvements to next season’s camp
      3. Rep Prep - relatively low attendance; approximately 50% of anticipated; perhaps too many options for U15 Division; perhaps followed RESC too closely
      4. Bust The Rust - relatively low attendance; announced late due to shifts in the ice contract may have contributed.
    - ii. FALL/WINTER
      1. Shooting Clinics announced for Sept 7
      2. Ice schedule under development to allow for longer term mapping of in-season development programs
  - c. Goaltending
    - i. The U11 Division is short of goalies - 2 goalies for six U11-C teams; will need to rotate players through the goaltender position; our current loaner sets for players this size should be adequate - may need to buy a few items to complete these sets.
    - ii. Competitive teams - three of four have had one goalie selected to the team; the risks of ‘burnout’ and injury have been considered; plans in place to promote Affiliation and attendance of other goalies at competitive practices for development purposes

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- iii. A strong plan has been developed for in-season goaltender development; in collaboration with Leighton Williams; will launch pending ice allocation.
- d. Recreational Hockey
  - i. Recreational hockey is extra busy currently!
  - ii. Organized in squads during the process of balancing and team formation; Balancing scrimmages at U13 - U18 are underway starting tomorrow
  - iii. U7 Division - two teams
  - iv. U9 Division - five teams
  - v. U11 Division - six House teams plus one U11-Development team
  - vi. U13 Division - four recreational teams
  - vii. U15 Division - four recreational teams
  - viii. U18 Division - three recreational teams
  - ix. U21 Division (Ian reported) -
    - 1. Likely 3-4 teams
    - 2. Registrations - Currently 23 plus at least 8 manual registrations yet to be processed; more than usual prior to ThunderFest.
    - 3. Senior Female Team - its possible that a Senior Female Team composed primarily of former Reign U21 players may form; reviewed with Island Pacific Female Hockey Association (PFHA) for approval/membership and Adult Safe Hockey League (ASHL) for insurance - no concerns raised; in the past seasons Reign U21 teams have played VIAHA/BC Hockey approved games vs several ASHL Senior Teams - Surge, Phantoms, Breakers, Thunder; ASHL insurance is common to BC Hockey and Hockey Canada programs so they can complete in the U21 league as an 'exhibition game' team. Advantage to the players is that it keeps them in hockey and many of them have not been able to get on to an established senior female team. Advantage to CRFMHA is that it creates a more robust experience for the U21 teams; keeps some senior players in the mix for possible volunteer opportunities; creates some revenue for ice and officials cost (but the team will be charged actual cost - no markup or profit for CRFMHA).

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- x. Friendship requests
  - 1. Allowed per our Registration Policy and posted on the website
  - 2. Currently no mechanism in Spordle to collect these at the time of registration
    - a. If not possible in the future, we could include appropriate language or an embedded link
  - 3. Many requests are coming in quite late, after squads have been formed
    - a. In many cases they are implicit as kids from the same neighbourhood are usually on the same team since teams are primarily formed geographically
    - b. With evolution of the MHA and more teams in each Division, some past teammates will naturally become separated
  - 4. For next season: need to either eliminate this altogether or develop a mechanism such that it is embedded in registration platform
    - a. Lyndsie mentioned that a mechanism is available in Team Snap Tournaments platform
- e. Competitive Hockey
  - i. Tryouts for Competitive teams completed
    - 1. Minor 'hiccup' as Impact withdrew from scheduled games on short notice and intrasquad scrimmages were substituted
    - 2. U18 Division was unable to support an A2 team
      - a. Small Division - number of players was tenuous
      - b. No viable option for regular opponents/competition
      - c. Distribution of evaluation scores did not support an A2 team
    - 3. U15 Division - A1 and A2 teams formed
    - 4. U13 Division was unable to support an A2 team
      - a. Lower than expected numbers for tryouts (several late withdrawal to non-sanctioned programs)
      - b. Distribution of evaluation scores did not support an A2 team

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- c. Very large cohort at U11 this season - looks solid for the future that we would host A2 in all Divisions as the larger cohorts age
    - 5. Appeal - one appeal was filed
    - 6. Individual player reports from Skill Shark software will be distributed over the next week or so.
  - f. Referee in Chief
    - i. Geoff welcomed Jessica Wallace to the Hockey Operations Committee
    - ii. Noted that in addition to upcoming qualification and certification clinics, there is also an effort to enlist the work of previous CRFMHA Officials who have not done games recently and Officials in the broader community who have not previously done CRFMHA games.
  - g. Angie Wayland gave praise to the volunteers who ran tryouts stating that the general feedback "on the street" from membership was that it was very well organized and well executed.
- 10. Public Relations Committee Report (Maegan Thompson - Secretary)
  - a. Communications
    - i. Reign Raves will 'go live' later this week
  - b. Special Events
    - i. Survey held to poll membership about preferences for this event.
    - ii. Welcome Back BBQ/Picnic at Bullen Park on Sun Sept 21
      - 1. Not using Lions Club for food services
  - c. Promotion
    - i. Press on tattoos acquired for promo events
    - ii. Planning an event for IIHF World Girls Ice Hockey Weekend (WGIHW)
    - iii. Other upcoming events:
      - 1. ThunderFest (Sept 5);
      - 2. Formation Day (Sept 6);
      - 3. Westshore Rebels Women in Sport Night (Sept 27) with free entry to players in Reign jerseys
  - d. Recruitment & Mentorship
    - i. August Esso Fun Days at Panorama was a success
    - ii. Meeting to follow this one regarding three upcoming NHL/NHLPA First Shift programs



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1. Ice time request will be submitted to Jessica
  
11. Financial Report (Kelly Chaplin - Treasurer)
  - a. Budget - See above
  - b. Registration
    - i. Registration is still >5% above same time last season, but trend is slowing; still expecting a boost from upcoming U21 registration and a handful of late registrants still in the process of transfer or registration.
  - c. External Funding
    - i. Hockey Pool - Geoff Gair (external volunteer; former Reign coach and parent) has started planning this year's pool
    - ii. Bottle Drive (Sept 6-7)
      1. Glanford Bottle Drive
      2. Several Social Media posts
      3. Nothing has gone out to membership - needs to be submitted to info@
      4. Chandra will make some laminated copies of the sort instructions
  - d. Tournaments
    - i. Thanksgiving Competitive tournament
      1. U13 - Reign plus North Shore A1; Vancouver A2 and TriCities A2
      2. U15 - One Reign teams plus TriCities A2, Seattle SnoKings A1 and new interest from Girls Hockey Calgary team (clarify level)
      3. U18 - Reign plus Seattle SnoKings A1; Richmond A2 and Langley A1
  - e. Ice
  - f. Equipment
  
12. New Business
  - a. None
  
13. Google Calendar Review

Sept 5	Thunderfest
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Sept 6-7	7th Annual Bottle Drive
Sept 6	CFB Esquimalt - Formation Day
Sept 7	VIAHA Exec Committee - Final team declarations
Sept 15	Finance Committee
September 16	Public Relations Committee Meeting
September 21	Welcome Back BBQ
September 23	Officers Committee Meeting
September 30	Hockey Operations Committee Meeting
October 7	Administration Committee Meeting
October 14	Board of Directors Meeting
October 20	Finance Committee
October 21	Association Photos

14. Adjournment 22:10 h Moved by Laura Reaney/ Angela Harvie - Carried.



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