



TBWA Executive Board Meeting

Date and time: **Wed., July 10, 2024** – in person (at Chicago Joe's) and via Zoom

Present: Tammy, Chantal, Jessica, Sarah, Kaija, Brian, Shannon.

Regrets: Diana & Kelli.

Present from other TBWA Boards:

Competitive = Michelle, Dave, Stacey, Corey, & Liesa.

Junior = Kaitlyn, Melissa, Megan, & Kim.

Called to order at 7:07pm

1. Introductions of above Board members present at combined board meeting.

2. Committee Reports:
 - a) COMPETITIVE
 - i) Team Managers meetings were productive
 - ii) Coaches meetings to follow soon

 - b) SENIOR
 - i) July 8th SR Board held a Town Hall meeting which was successful
 - ii) Meeting served to gain feedback from members to continue to grow

 - c) JUNIOR
 - i) This is an entirely new JR Board which is working to catch up and learn
 - ii) Looking at trend of girls wanting to play, and play as much as possible (based on 23/24 survey results)
 - iii) Discussion on newly drafted JR Board values and guiding principles (*see *JR Board presentation handout for further points on below discussion items**)
 - iv) U13-U18 Convenors brought out that there are not enough girls to pull out a "stand alone" Fury team to leave enough for House level
 - House League teams U15 & U18 would travel twice to Nipigon and once to Kenora
 - House League would play with North Shore (Nipigon/Red Rock and Geraldton) and interlock games with Grandview league
 - U13 to U18 skills and goalie developments throughout the months



- v) Plan is that once registration is in place, the JR Board will set up to maximize opportunities for all
- vi) U11 & U13 Queens girls will not be allowed to play House League
 - for example, Sudbury and SSM competitive girls don't play House League
 - "bridging" of Queens and House has evolved from mandatory to optional in recent years
 - want to keep House strong to keep as a development towards Queens
 - because of conflicting schedules, don't want competitive girls on house so you don't 'lose' girls at practices or games due to dueling schedules
- vii) U11 & U13 House to aim to participate in LMHA exhibition play only, not playoffs (Queens are working to play consistently to include playoffs)
 - discussion if interlock with LMHA may not be the best because of skill differentials versus 'A' model of LMHA
 - JR Board aims to have season start sooner to try and keep at the LMHA level
 - discussion if maybe U13 House should play U11 LMHA?
- viii) All projected plans are based off estimated numbers based on trends from previous years. Lots of moving parts but need to start somewhere.
- ix) JR Board is potentially going to look at corporate sponsorships for House teams to contribute to travel, etc
- x) Discussion on newly proposed Fury model (**see JR Board presentation**)
 - Fury to follow development stream ("DS") model of OWHA even if not formally defined as such
 - up to 3 tournaments and up to 8 exhibition games
 - exhibition games would be up to the coaches, no specific leagues/teams to play against
 - practices start in November once teams are generated, and cannot start games until December
- xi) Discussion on goalie development plan (**see JR Board presentation**)
 - aim to have consistent goalie training once a month with Edge-work Goaltending (local, female-run goalie trainers)
 - will develop skills in current goalies, and teach newer goalies
 - some clinics will be held in Red Rock (cheaper ice and partnering with Nipigon/Red Rock programs)
 - likely will keep goalie incentive same as last year - 50% off for House League goalies who play the whole year
- xii) Discussion on skill development plan (**see JR Board presentation**)
 - discussion that maybe having U18AA Queens running these skill developments could be a taxing project for these girls



who always volunteer already - maybe also extend to U18A and U22?

- xiii) Discussion on key milestones for timelines (**see JR Board presentation**)
 - aim is to see interest with Fury upfront with registration
 - September 7th is first on-ice pathway skate
 - it was suggested that information on Fury program and model for the year should be released asap to help families decide what they are doing - JR Board confirmed it will be released when registration opens on July 24th.
- xiv) New coaching and volunteer application forms being created

3. Director of Technology - report/update on website changeover from SportsEngine to SportsHeadz

- i) Just a few changes to finalize. Main page will have links for “Queens”, “Junior”, and “Senior” to show connected with each other. Links on dropdowns being worked on.
- ii) Main site to have ‘News’ tab for each division and a link to Facebook streams right beside.
- iii) Sponsors to be posted (with quick links) and options for Queens for Alumni and all profiles to be posted.
- iv) Ice times, rosters and game details will be easily uploaded to main site and individual Apps for teams (similar to TeamSnap)
- v) Officials App available to notify refs/etc in event of weather cancellations/etc
- vi) Registration will be 1 step this year through RAMP
- vii) Recommended that each Board have one contact person to correspond with Shannon for updating information online
- viii) Coaches and Managers will be authorized to add off-ice events. Just one person per team will be authorized to add on-ice times.

4. On-Boarding registers for JR and SR

- i) Liesa and Shannon to help Kim for JR Board
- ii) Leslie to be added for SR Board possibly?

5. Questions/Discussions from Combined Boards meeting:

- Discussion that JR Board has presented lots of viable options for moving forward, but need to remember that it is tough to keep asking the older players to



THUNDER BAY WOMEN'S HOCKEY contribute their time when they may not have any time with everything else during the year.

- Discussion that proposed Fury tryouts are so late - you may lose girls to mixed hockey who are expecting more than just a House League level of play for the year.

END OF COMBINED BOARDS MEETING.

6. Previous Meeting Minutes - approval/errors/additions

- Motion made by Chantel to approve Minutes of June 18, 2024 meeting as presented. Seconded by Brian. AIF.

7. Financial report

a. Treasurer

- Jessica has received a bankers box from Anita and she will go through it.
- Chantel is still dealing with the City for the Lottery Licence - we are owed money from the City.
- Executive Board receives money from all JR/SR/Comp divisions to run
 - this has been voided in previous years by Comp Board
 - Board offer own scholarships now so no need for money to come through Executive Board
 - to be reassessed once figures are gone through by Jessica - used to be \$25/player from each Board

b. Status of account updates with Copperfin?

- Tammy has reached out to Copperfin contact who is currently on holidays - to return July 10th so will follow up soon

c. Further discussions re potential other banking options?

- Michelle has some Scotia details to bring to Jessica.
- Still in the works.

8. Ice Update

- Kaija reported information on behalf of Diana:
 - Carey at City has updated the mailing address for the ice billing.
 - Chantal was looking into Ice Insurance for TBWHA - was she able to get any? Yes, Chantal has, but date is incorrect (still says 2024). To be updated and put out.

9. Equipment Update

- Brian has the key to the TBWHA storage unit and has gone through the equipment
 - 7 sets of jerseys for House with socks from TKO



- still has to go to Tournament Centre and get Timbits stuff and socks for U9
- going to need goalie equipment for all sizes
- recommended to have a bag of gear for each size and assign a “Team Bag” of gear to each team - Shannon has a form for loaning equipment to be used this year to track properly
- Jerseys for U15? Petrie’s loaning jerseys again as in previous years?
- pucks and pylons needed for all programming for U7 and U9?
- budgets for JR teams to be discussed with Megan
- Brian to attend next JR Board meeting to discuss
- lock at Tournament Centre to be changed
- Waterloo storage location is \$2,300/year - to assess what’s in there and if it’s worth it & Brian to make some calls re prices for comparables

10. Old Business

- a) Status of Executive Board members’ bios for website
 - i) Shannon to sent out form for reminder/completion
- b) Executive RAMP registration (and upload of CR checks)
 - i) RAMP registration now up with VSS now live (VSS portion wasn’t open previously)
 - ii) Several completed and uploaded already - others to go in, again, and complete with VSS uploaded
- c) Laptop Quotes - Motion made by Jessica to purchase 1st laptop option as presented in quotes or Executive Board use. Seconded by Brian. AIF.
- d) Discipline Committee - 5th member determined?
 - i) No one from Competitive Board open to join
 - ii) To be presented to JR Board for interest to join Committee
- e) Scholarships
 - i) Recipients:
 - 1) Avery Olenik - to be attending University of Wisconsin - Superior
 - 2) Ariana Veneziano - to be attending Lakehead University
 - ii) Eligibility is Grade 12 graduate of TBWHA
 - iii) Motion made by Jessica to accept applicants above with a \$500 scholarship each for this coming school year. Seconded by Brian. AIF.
 - iv) Funds to come from SR and Competitive, to be paid by Executive Board to recipients.
 - v) To be announced on social media once they are personally notified of scholarship win



11. New Business

- a) Referee in Chief appointment -
 - i) Barry Caland willing to accept position for this year again. \$200 to be paid from each Board as an honorarium.
 - ii) Motion made by Chantal to appoint Barry Caland as Referee in Chief for all Boards for TBWHA for 24/25 season. Seconded by Jessica. AIF.
 - iii) Shannon to contact Barry re referee portal online with new website.

ADDITIONAL DISCUSSION RE JR BOARD PROPOSAL:

- Need to decide asap or have another meeting very soon to decide the format for the JR Board teams for the 24/25 season
- Executive Board needs to make a decision on how proposal best fits ALL girls of Thunder Bay
- Chantal - should a DS model be supposed by Queens or does Queens need to pivot?
- House will be better with the proposed format, but cannot be that way with a Fury program like it has been in the past years. Just like Fury cannot compete with Queens.
- Families know the TBWHA programming as it has been for many years - so need to be very clear off the bat for all to be knowledgeable at the time of registration.
- Kaija - are we trying to change so much so soon at all age levels at one time? Especially so close to proposed registration opening dates.
- Chantal - leery at U13 level for this proposed DS model. Maybe effective at U11, but use current style of Fury team at U13 level for LMHA interlock in place of U13 House?
- Chantal - if no movement by JR Board, then Competitive Board may need to move current U13 Queens to a 'AA' team and roster a new 'A' team at this age level. This will pull these players from House in reality.
- Potentially recommend using current JR Board proposal at U7, U9, & U11 levels and keep "same as last year" for U13, U15, & U18 levels?
- Executive Board can make recommendations to model and send back to JR Board for amendment.
- Tammy - **It is the recommendation of the Executive Board to leave interlock for U13 ages and up with the Fury program and have interlock at U11 for House League.**
- This recommendation should ensure flexibility of games and tournaments and is the style known for the older age groups, so not interfering with House League

12. Next Meeting - **TBD** - not finalized at end of current meeting.

Adjourned time: Adjourned by Tammy at 10:21pm. AIF.



Action Items Summary:

- 1) JR Board to formally present direction and plan for 24/25 season.
- 2) Finalization of website changeover to SportsHeadz.
- 3) Brian to look at storage site comparables and options.
- 4) MOTION by Jessica: Kaija to purchase laptop for Executive Board use.
Seconded by Brian. AIF.
- 5) Each Executive Board Member to provide a brief bio and photo for posting to website. (outstanding item)
- 6) All Executive Board members to register on RAMP and upload Criminal Records Checks online. (outstanding item)
- 7) Discipline Committee - final member of Committee to be determined.
(outstanding item)
- 8) MOTION by Jessica: Scholarships to be presented to 2 recipients from TBWHA.
Seconded by Brian. AIF.
- 9) MOTION by Chantal: Appointment of Barry as RIC. Seconded by Jessica. AIF.

JUNIOR DIVISION

DRAFT

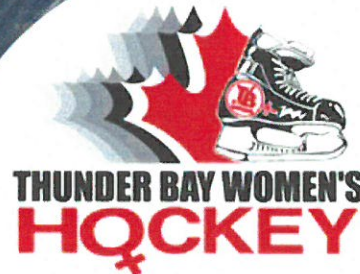
2024-2025 OPERATIONAL PLAN



July 10, 2024



**80% OF THE
GIRLS
CHOOSE TBWHA
BECAUSE THEY
WANT TO PLAY
WITH GIRLS**



- 2024 Junior Division Survey

JUNIOR DIVISION VALUES & GUIDING PRINCIPLES

2024-2025 GUIDING PRINCIPLES:

- The ultimate focus is on development, and encouraging sense of team, aspects of fitness, fair play, cooperation and fun
- Opportunities will be maximized
- All girls will have equal opportunity to participate
- Girls will be made to feel equally valued within the Junior Division





OVERVIEW OF KEY PROGRAMS & ACTIVITIES FOR 2024-2025

- Operation of a house league with a focus on expanding & strengthening its programming
- Operation of a development program known as the Fury program
- Introduction of development initiatives to address critical operational components (ie goalies, skills development)
- Formalize partnerships with other leagues & associations to maximize playing opportunities

WHAT DO WE MEAN BY HOUSE LEAGUE AND DEVELOPMENT PROGRAM?

HOUSE LEAGUE

A House League is one in which the eligibility of players to participate is not restricted by skill level. Typically, a House League accepts all individual registrations and divides the players into equal teams based on age and ability.

IT IS THE INTENT OF JUNIOR DIVISION TO EXPAND AND STRENGTHEN HOUSE LEAGUE TO OFFER A WHOLESOME HOCKEY EXPERIENCE TO ALL GIRLS

DEVELOPMENT PROGRAM (“FURY” PROGRAM)

Junior Division recognizes that girls many girls may be looking for an expanded experience beyond that being offered by House League either as a development bridge to competitive hockey or just to have more skills and development opportunities than that afforded by the house league alone. In accordance with interest and pending registration numbers, Junior Division will look to offer Development Program teams called **Fury Teams** that will be classified in accordance with OWHA.

This may include classification of teams as Development Stream (DS), or application of DS program policy guidance where applicable. The DS Program was established by OWHA and operates as a subset of the House League with specific requirements defined under OWHA’s DS Policy.

To ensure that all girls benefit from a wholesome hockey experience, a different strategy may be employed by the Junior Division for each age category. Final program offerings, including classifications of teams in each age division will be driven by registration numbers with the aim to maximize opportunities for all girls.

U7 / U9

Expanding upon the success of the previous years while building additional opportunities:

- ✓ Ice 2-3 times/week starting in September
- ✓ House League Play Against other U7/9 girls
- ✓ Adheres to Hockey Canada U9 Requirements
- ✓ Participation in 2 Jamborees with potential for 3-4
- ✓ Opportunity for goalies to participate in new goalie development program
- ✓ Option for U9 girls to participate in the Fury Development Program, pending registration numbers

U11/ U13

- ✓ Ice 2-3 times/week starting in September
- ✓ Play against other each other and other associations/leagues
- ✓ Potential for interlock with Lakehead Minor
- ✓ Participation in two tournaments (Nipigon & TBD),
- ✓ Potential for collaborations with Nipigon/North Shore (1 team anticipated at U13), Lakehead Minor, Sault Ste Marie, Kenora, Fort Frances
- ✓ Opportunity for U13 girls to participate in new skill development program
- ✓ Opportunity for goalies to participate in new goalie development program
- ✓ Option for girls to participate in the Fury Development Program, pending registration numbers

U15/ U18

3 teams anticipated as well as 2 Northshore teams

- ✓ 2 Practices/month, 6-8 games/month,
- ✓ Play against other each other and other associations/leagues
- ✓ Participation in two tournaments (Nipigon & TBD)
- ✓ Potential for collaborations with Nipigon/North Shore, Lakehead Minor, Sault Ste Marie, Kenora, Fort Frances
- ✓ Opportunity to participate in new skill development program
- ✓ Opportunity for goalies to participate in new goalie development program
- ✓ Potential option for girls to participate in the Fury Development Program



FURY DEVELOPMENT PROGRAM

THE PROGRAM:

- Offered for girls who may be looking for an expanded experience beyond that being offered by House League either as a development bridge to competitive hockey or just to have more skills and development opportunities than that afforded by the house league alone.
- Offered if registrations numbers and interest are adequate. Junior Division will consider OWHA policy for DS team establishment even if Fury teams are not classified as DS.
- Initial interest will be gauged during House League Registrations. Operational plans will be adjusted based on anticipated interest.
- Costs of the Fury Program is additional to House League.

ANTICIPATED FURY ACTIVITIES:

- Formation of teams in October/November following establishment of House League Programming
- U9: Anticipated 4 Additional Ice Times/Month. 2 Tournaments; Regional Exhibition Games
- U13-18: Anticipated 4 Additional Ice Times/Month. Up to 3 Tournaments provided they do not interfere with house league; Up to 8 Exhibition Games.
- Program offerings, and associated fees will be refined once registration numbers are assessed.

GOALIE DEVELOPMENT PROGRAM (PROPOSED COLLABORATIVE CROSS DIVISION/ASSOCIATION PROGRAM)

A GOALIE DEVELOPMENT PROGRAM IS NEEDED BECAUSE:

- Each team must have a goalie to play. Currently, the number of anticipated teams within TBWHA far exceed the number of known goalies.
- Goaltending is a specialized position that requires different training and instruction. Most teams do not have access to this specialized instruction.
- Goalies are hard to retain. The position can be stressful, difficult and overwhelming for most players, especially absent consistent ongoing instruction.

THE STRATEGY:

- Offer preliminary recruitment sessions in early September
- Offer a consistent (monthly), ongoing goalie clinic for all goalies. Goalies will sign-up at least one week in advance so that sessions can be planned based on numbers.
- Alternate programming between Thunder Bay and Red Rock to offer to a larger assembly of girls and to leverage additional operational benefits
- Instruction led by EdgeWork Goaltending, a local wholly female owned goaltending school.
- Actively recruit volunteers, including preferably goaltenders from older divisions to support the programming as supporting goalie coaches & volunteers,

SKILL DEVELOPMENT PROGRAM (PROPOSED COLLABORATIVE CROSS DIVISION PROGRAM)

THE PLAN:

- Optional program available to girls in U13-18
- Participation in the program is through sign-up.
- U15-18: 1 Session/Month led by ***For the Girls*** (Kaity Howarth) & Proposed 2 Sessions/Month led by Queens Alumni (October – March)
- U13: Proposed 2 Sessions/Month led by U18 AA Queens (October – March)*

*SUPPORT NEEDED:

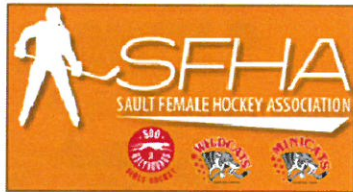
- Queens girls, and 1 Queens Coaching Staff to support skill development program at U13. Proposed time commitment would be 1 session per month per girl.

Benefits:

- Inspirational to girls
- Collaboration between divisions
- Girls possibly get introduced to coaching and are supported in pursuing coaching if it is of interest (supported by TBWHA)

KEY MILESTONES



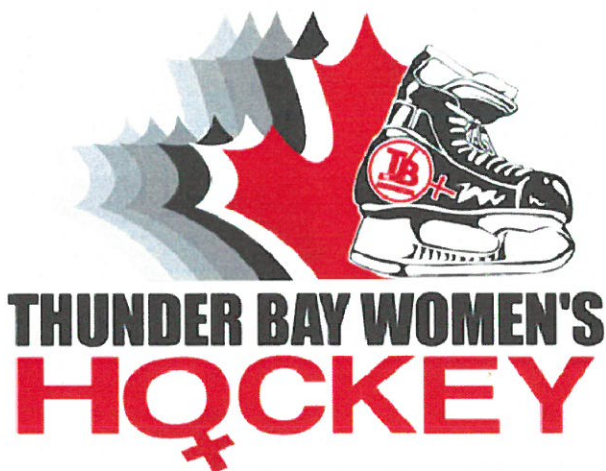


FORMALIZE PARTNERSHIPS

- Securing opportunities for our girls to play, and places they can travel to

FUNDRAISING & SPONSORSHIPS

- To maximize opportunities and benefits to the girls while trying to reduce costs to members



COACHES

It is important that the girls in Junior Division are supported by the right team and an application and evaluation process will be undertaken to select all Junior Division coaches. Evaluation criteria will relate to selecting coaches that

- **Embody and promote the core values of Fair Play, Fun, Excellence, Good Citizenship, Integrity & Honesty, and Equity;**
- Understand and abide by league activities being the mandatory priority and that the Fury Program is a supplementary Development Stream intended to give more to ALL girls who chose it;
- Understand and will work to support the Junior Division's vision to strengthen, enhance and grow the league and make more opportunities available for all girls;
- Who meet or exceed the minimum qualification requirements;
- Understand the importance of developing more coaches, and in particular female coaches for girls in hockey and who will support the training and development of those ladies in addition to the players;
- Who embrace and embody the vision that all girls are valuable and who will work hard to cultivate that environment within the Junior division;
- Who understand that they are part of a coaching team and who will be dedicated to communications and collaboration with all other coaches within Junior Division.

Convenors will work to facilitate, support, foster and enforce the criteria listed above.