

# Cambridge Minor Hockey Association



<b>Minutes for:</b> CMHA Special Board Meeting		<b>Date</b> Jan-16-2024	<b>Time</b> 7:00 PM	<b>Location</b> City Hall
<b>Meeting Called By</b>	John Morton			
<b>Type of Meeting</b>	CMHA Special Board Meeting			
<b>Attendance</b>	John Morton Shona Majuery Ken Brown Chris Miranda	Jason Pembleton Bryce Butler Stephen Penney Cheryl Podger	Ted Jefferies Gord McGrath Chris Rose	
<b>Regrets</b>	Elisa Brewer-Singh Wayne Mears	Larry Kitzman	Shawn Dekker	
<b>Absent</b>	Ashley Morton			
<b>Guests</b>				
<b>Special Presentation</b>				
<b>Welcome</b>	John Morton	called the meeting to order at	6:59 PM	
<b>Minutes from Previous Meeting(s)</b>				
<b>Business Arising from the Minutes</b>				
<b>Correspondence</b>				
	<p>2 Proposed Rule Changes were tabled that required some more in depth discussion that would be possible within the regular board meeting, so a special board meeting was held in order to allow for a detailed discussion</p> <p><b>Proposed Rule Change #1</b>  <b>Representative Travel Teams Section</b>  <b>Page 12 - General Rules, Regulations, and Guidelines</b>  <b>Addition of wording at the end of the paragraph: Coaching Selections for 'AAA', 'A', and 'Minor Development' teams will be made by the Representative Coaches Selection Committee which shall not be limited to the Past President, Jr. Vice President, Supervisor of MD coaches, and the Vice President of Travel and two neutral non-affiliated individuals who must meet the same qualifications as the Vice President of Travel and Jr. Vice President, Travel. As well, no members of the Coaches Selection Committee shall be an applicant or appointee for a coach position.</b></p> <p>Rationale: To avoid any conflicts in the coach selection process and avoid anyone participating in the coach selection committee coming out with a team.</p> <p>Discussion:</p> <p>*There are concerns about setting such strict limitations such as: when we do not have any applicants, when the applicants aren't suitable or qualified, people will always choose to serve on the board rather than to coach, we are already short members for vacant roles, this is very restrictive</p> <p>*When the coach selection process is properly followed, this shouldn't be an issue; we know that last year was an anomaly and not a true representation of how it typically runs</p> <p>*We need to ensure when there is a conflict, people continue to be recused of the discussion at that age group</p> <p>*Maybe we need to reevaluate our documentation to provide a clearer picture about what we deem as qualified in a quantifiable matrix including weighting on different parts of the selection process (experience, feedback, training, history, record, etc.)</p> <p>*Following discussion, an amendment to the wording was put forward to remove the word appointee to allow the coach selection to appoint a coach if necessary where appropriate conditions exist (for example, no coaches apply at an age group, the applicants are not a good fit, etc)</p> <p><b>Proposed Rule Change #1 - AMENDED</b></p>			

**Representative Travel Teams Section**

**Page 12 - General Rules, Regulations, and Guidelines**

**Addition of wording at the end of the paragraph: Coaching Selections for 'AAA', 'A', and 'Minor Development' teams will be made by the Representative Coaches Selection Committee which shall not be limited to the Past President, Jr. Vice President, Supervisor of MD coaches, and the Vice President of Travel and two neutral non-affiliated individuals who must meet the same qualifications as the Vice President of Travel and Jr. Vice President, Travel. **As well, no members of the Coaches Selection Committee shall be an applicant for a coach position.****

**Motion**

*to accept the amended wording change for proposal #1*

**Defeated with consensus of the board**

**Proposed Rule Change #1**

**Representative Travel Teams Section**

**Page 12 - General Rules, Regulations, and Guidelines**

**Addition of wording at the end of the paragraph: A coaching position is for a 1-year term. The coaching Selection Committee also reserve the right to offer a coaching position for a second-year term to a coach of a representative team they feel best serves the players, the teams prospective interests, first before opening the coaching position for general applications. The Coaching Selection Committee shall not appoint a coach for more than 2 consecutive years unless there is no other qualified candidate available. **No person shall apply for a coaching position for the same birth year, if that person has coached the same birth year for 2 consecutive years unless there is no other qualified candidate available. Special considerations for more than 2 consecutive years will be considered for AAA coaches only.****

**No officers, Directors, or board members shall apply for a coaching position for AAA, A/AA, or B/BB teams.**

Rationale: To avoid any conflicts in the coach selection process.

Discussion:

\*The part about 'No officers, directors, or board members shall apply for a coaching position' was already brought forward at the AGM and defeated by the members so we won't be readdressing this

\*It is typically an unspoken rule that we try to avoid having coaches coach must in excess of 2 years at any age group however there have been exceptions to this

\*Implementing a 2 year restriction would interfere with the movement of the development program; when you have people coming in after a year and changing philosophy, systems, approaches, language, etc. it can become confusing and hinder development

\*We need to consider that we are paying for training for these coaches which can be a significant expense if

\*We try to find as many non-parent coaches as possible which is difficult given the coaching environment; we have a healthy number of options usually at AAA, less at A/AA, and struggle around the B/BB level

\*Every coach receives a one year term, however, most coaches are usually awarded a second term unless there are significant issues, feedback, etc.

\*We also need to consider that if it's a good coach, with good feedback, the players are progressing, they're having success, we should not change things just because there is a rule in place that says we must

\*We are losing coaches every year, we've had a significant decrease in applicants over the last 3 years from 60 in 2022, 45 in 2023 and now less than 40 for 2024

\*When considering feedback from the members, we need to rely on the wisdom of the people on the board; they have been voted into their positions to represent CMHA's best interests and we need to allow them to do that; they have been present, can provide insight, and not everyone is privy to all details of all discussions to make the same decisions

\*We cannot consider a tiered system; if considering 2 year limit, it would need to be from the AAA level down through house league

\*Following the discussion, an amendment was put forward to remove the word apply

**Proposed Rule Change #1**  
**Representative Travel Teams Section**  
**Page 12 - General Rules, Regulations, and Guidelines**  
**Addition of wording at the end of the paragraph: A coaching position is for a 1-year term. The coaching Selection Committee also reserve the right to offer a coaching position for a second-year term to a coach of a representative team they feel best serves the players, the teams prospective interests, first before opening the coaching position for general applications. The Coaching Selection Committee shall not appoint a coach for more than 2 consecutive years unless there is no other qualified candidate available. **The coaching selection committee shall not appoint a coach for more than 2 consecutive years for the same birth year unless there is no other qualified candidate available.****

**Special considerations for more than 2 consecutive years will be considered for AAA coaches only.**

**Motion** *to accept the amended wording change for proposal #2*  
**Defeated with consensus of the board**

**New Business / Open Discussion**

**Adjournment**      **Motion to adjourn**      Ken Brown      **Second**      Gord McGrath      **Carried**

**Next Meeting**      **Feb-27-2024**      **Location**      **Meeting Room**