

# FREDERICTON YOUTH HOCKEY ASSOCIATION

## ANNUAL REPORT 2012-13

Presented at the Annual General Meeting  
May 16, 2013



900 Hanwell Road, Suite 13  
Fredericton, NB E3B 6A2  
Tel: 506 451-1333  
Fax: 506 451-1325  
ed@fyha.ca  
www.fyha.ca

<b>BOARD OF DIRECTORS 2012-13</b>
<b>EXECUTIVE COUNCIL</b>
John Saunders, President
Tim Clark, Vice President
Rick Forrest, Director of Operations
Nancy Didiodato, Treasurer
Shelia Grondin-Lyons, Secretary (Currently Vacant)
Sterling Brown, Director of Coaching Development
Raymond Curtis, Director of Property and Equipment
<b>DIRECTORS</b>
Derek Kitchen, Director of Female Development
Chris Hickey, Director of Officials
Tara Hodgins, Director of Special Events
<b>COORDINATORS</b>
Paige Betts, Timbits Coordinator
Brian Ashfield, Novice Coordinator
Chad Farrell, Atom Coordinator (Currently Vacant)
Heidi Allaby, Peewee Coordinator
Al Underhill, Interim Bantam Coordinator (Currently Vacant)
Al Underhill, Midget Coordinator
<b>MANAGERS</b>
Adam Humphrey, Atom Rec Division Manager
Jared Randall, Equipment Manager
<b>EMPLOYEE</b>
Jonathan Brown, Administrative Coordinator

## **PRESIDENT'S REPORT, BY JOHN SAUNDERS**

### **HIRING PROCESS ADMIN COORDINATOR**

The year started with the search for an Administrative Coordinator. The FYHA formed a Hiring Committee which was made up of the longest serving board member Raymond Curtis, myself as President, and to show transparency Michelle McClare; a parent, was approached to be part of this committee. 16 very qualified applicants had applied, with 8 receiving interviews. 4 of the 8 were asked to come back to do a presentation in front of the Executive Board. Votes were cast and that successful candidate was Jonathon Brown; and I am happy to say that this was a great decision. This process has since been adopted in our operation manual so that transparency will always be a part of the process. We achieved that goal.

### **Appendix 15 - (16/07/12)**

#### **FYHA Employee Hiring Process**

FYHA believes in maintains a fare and transparent work environment that promotes equal opportunity when addressing the hiring for the position of FYHA Administrative Coordinator. The responsibility for hiring for the position falls on the hiring committee established by the President, who will narrow down the applicants to three finalists. From there the Executive committee will vote on the selection for the position of FYHA Administrative Coordinator FYHA Executives must attempt to hire the very best person for the position, and in doing so, candidates will be chosen on but not limited to the following: Administrative Capability, Fundraising & Sponsorship Concepts, Approachability, Verbal Communications, Computer Skills, Experience and Résumé.

To ensure that FYHA meets these obligation the hiring process for current or future paid Employee positions will be completed in accordance with the following:

1. **Identifying Staffing Requirement.** Three months prior to Employee term expiring, the employee will be notified that FYHA has decided to run an open competition for the position of FYHA Administrative Coordinator. *(NOTE: This will only occur after the Employee has completed two (2) consecutive two (2) year terms totalling four (4) consecutive years in the position of FYHA Administrative Coordinator or if the employee has been terminated from his/her position due to performance, attitude, skills and other employment-related attributes and characteristics of the Employee).*
2. **Hiring Committee Formed.** The President will immediately establish a Hiring Committee to include:
  - a. President FYHA;
  - b. Longest serving member of the Executives; and
  - c. Independent Association Member (must be a current member)
3. **Hiring & Job Notification.** To ensure that FYHA maintains transparency, the Hiring Committee will attempt to publish and notify as many within the boundaries of FYHA by posting the position criteria, as a minimum, on the following:
  - a. FYHA website;
  - b. Local Papers;
  - c. two (2) public websites that deal with hiring employees. (Examples are. Workopolis, Monster.ca and Career Beacon);
  - d. Kijiji; and
  - e. Association members will be notified by email. *(NOTE: It is understood that not all members will be contacted by this means due to the potential of members changes their IPS providers, however current emails list will be utilized and understood as valid.)*

All interested Candidates will be provided with a minimum of fourteen (14) days to respond with desired criteria for the FHYA hiring process. These fourteen (14) days will commence on the day the hiring poster was published on the FYHA site.

4. Initial Applicant Selection. The Hiring Committee will reduce the applicants to a maximum of eight (8) but no less than four (4) by reviewing all submitted résumé from the candidates to determine who complies with the hiring criteria established by the Hiring Committee.
5. Interviews. Successful applicants will be notified that they have been selected to move onto the next round of the hiring process. Successful candidates will be required to:
  - a. Conduct an interview consisting of a Question and Answer period lasting no longer than maximum of forty-five (45) minutes with the Hiring Committee;
  - b. Interview will consist of Experience, their individual Fundraising & Sponsorship Ideas/Concepts; and
  - c. Question & Answer period by the Hiring Committee.

Those individuals who were NOT successful in meeting the criteria for the first round of the hiring process will be notified both verbally and in writing by the President of FYHA or a member of the Hiring Committee to ensure timely response to the applicants.

Upon completion of all interviews, the Hiring Committee will reduce the candidates down maximum of three (3) but no less than two (2) by determine who successfully meets the current hiring criteria for the interview portion as established by the Hiring Committee.

6. Hiring Presentation. Successful candidates will be notified that they have been selected for the next round of the hiring process. Successful candidates will be required to make a presentation to the Executive Committee of FYHA:
  - a. Candidates will be asked to make their presentation on criteria such as Experience, Individual Fundraising & Sponsorship Approach/Concept;
  - b. Question & Answer period by the Executive Committee and Hiring Committee; and
  - c. The presentation and Question & Answer period will last NO longer than a maximum of twenty (20) minutes.
7. Selection & Notification. Upon completion of the final stage of the hiring process, the Executive Committee will discuss the finalist and make their selection in closed forum so as to not influence or interfere with the transparency and fairness need to select the right individual that is best for the membership of the Association. Individuals who were NOT successful during the presentation stage with the Hiring Committee will be notified first both verbally and in writing by the President of FYHA or a member of the Hiring Committee to ensure timely response to the applicants. The successful candidate will be advised once all others candidates have been notified, whereby successful candidate will have to submit an updated background check. Notification by the Hiring Committee will be done in the following order: Executive Committee, Board Members, followed by notification on the FYHA website advising the membership of the association of the process and introducing the successful Employee for the position of FYHA Administrative Coordinator.

#### **RECOGNITION OF TEAM ACCOMPLISHMENTS**

Congratulations to our provincial champions the Bantam Canadians for winning Provincial B, the Bantam Colpitts Canuncks for Provincial A, and the Tommy Flooring Flames for winning Peewee B. Also, congrats go out to our gold winning teams at Championship Day; Atom DQ Canadians, Peewee Rangers, Bantam Bruins and the Midget Tommy Flooring Flames. As well I would like to congratulate the Lady Sharks who won the Southern New Brunswick Female Hockey League in the Peewee Division and finished second in the Peewee AA Female Provincials.

### **RECOGNITION OF VOLUNTEERS**

This goes without saying, FYHA and our communities would not be as successful if it were not for the unselfish contributions that everyone in our membership brings to the rink. Without the coaches, managers, time keepers and board members, we have little to no success in teaching our kids life skills and community involvement. I would like to take this time to thank each and every one of you on this very important volunteer support system. Thank you very much and I look forward to working with you in the future

### **RECOGNITION OF COMMUNITIES**

Also, big thanks to our various sponsors for their commitment to the hockey community.

### **FYHA BOARD - OPEN POSITIONS**

There will be open positions for our Board and I encourage anyone to come forward and volunteer as it's a wonderful experience.

- a. Secretary FYHA;
- b. Atom Coordinator; and
- c. Bantam Coordinator.

## **ADMINISTRATIVE COORDINATOR REPORT (FORMERLY EXECUTIVE DIRECTOR)** **BY JONATHAN BROWN**

I would first like to start off my report by thanking all of our great volunteers for all the hard work and support over the 2012-13 season. This season has been a huge learning experience for a 24-year old; recent UNB graduate and I truly believe that with my knowledge, continuous learning, support of the board and support of our members we can make the FYHA one of the best hockey associations in the country.

### **REGISTRATION**

<b><u>Division</u></b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
Initiation	135	126	139
Novice	185	186	203
Atom	219	213	193
Peewee	189	168	208
Bantam	172	188	180
Midget	163	152	143
TOTAL	1063	1036	1066

In 2010-11 we had 77 female players registered. In 2011-12 we had 83. In 2012-2013 we had 102.

Approximately 800 (75%) players were registered through our online process.

### **POLICIES**

The 2012-2013 season saw a few new policies be implemented:

**Coach Certification:** For the 2012-13 season we have done our best to eliminate the “volunteer” role with our association teams. All individuals wishing to be on the bench must complete a criminal background check, have either Speak Out or Respect in Sport and complete the Intro to Coach or Coach Stream Certifications depending on the division they wish to coach. Coming next season it will be implemented that at least 1 bench staff must have the Hockey Canada Safety course as well.

**Social Media:** The FYHA has adopted the HNB policy regarding social media posts. Ensuring that is unethical under section 17.3 of the HNB Constitution for any member or team using social media to make direct or derogatory comments to the media or in a public domain about any other members or affiliate associated with the FYHA or HNB.

**Team Jackets:** At the end of the season we have also edited our current policy regarding team jackets. They must follow a set template and be approved by FYHA Executive before ordering.

### **COACH SURVEY**

FYHA is continuing with its coach survey which is available online through survey monkey.  
<http://www.surveymonkey.com/s/T8VQ56X>

We ask that all members take some time to complete the survey as it will provide ample feedback on the performances of our coaching staff. The deadline to complete these surveys will be May. 31<sup>st</sup>.

### **SUMMER LEAGUE**

Starting July 2, 2013, FYHA will continue to offer its summer hockey program. Like last year, the program is designed to bring together players of both recreational and competitive calibers to play in a relaxed, safe, and fun hockey environment. All teams will play 10 games over a 7 week period.

There are very few player spots left open and limited goalie spots available. The deadline to register is May 31<sup>st</sup>.

### **BOSTON PIZZA FAIR PLAY PROGRAM**

Boston Pizza and FYHA partnered again this year for Boston Pizza's Fair Play program. Coupons were supplied for individual players awards for "Fair Play Player of the Game" and teams prizes for pizza parties.

### **FUNDRAISING EVENTS**

I am very pleased to say that we had reasonable success with our fundraising adventures this season:

*Capital Invitational Tournament* – This year the tournament raised approximately \$13,000 for the association. This is due to a number of things such as having an increased number of teams, from 55 in 2012 to 63 in 2013 as well as the support from local sponsors:

Allstate Insurance  
Costal Graphics  
Nashwaaksis Lions Club  
Papa John's Pizza  
Booster Juice  
Boston Pizza  
Delta Fredericton  
Dairy Queen

*Legends of Toronto Fundraiser* – This event was a huge learning experience for the association, after being so successful with the Bruins Game last season the FYHA thought it could be as successful again with the Legends of Toronto Fundraiser. However, the promoter charged the association an increased fee of \$22,000 (\$11,000 more than the previous year) to host the game and eventually proved to be too much of an overhead to make any significant revenue.

Ticket sales were a little shy of what they were for last year's game and this proved to be the problem. It is important to note that large fundraising events rely solely on the support of the association and our membership. Without support of our members, future events like these may not be possible.

*FYHA Summer Hockey League* – Fundraising results to be determined. If all spots are filled, I've projected approximately \$11,000 dollars in revenue.

## **SPONSORSHIPS**

We were fortunate to have the following new sponsors come on board this year. Each of these companies contributed to FYHA in different ways.

Kent Building Supplies (Team Sponsor)  
Swiftly's Oil Change (Team Sponsor)  
Booster Juice (Team Sponsor)  
Papa John's Pizza (Capital Invitational)  
Wood Motors Ford (Legends of Toronto Alumni Game)  
Fairview Jeep Dodge Chrysler (Official Puck Sponsor)  
Fredericton North Rotary Club (Donation)

## **FUTURE FUNDRAISING & SPONSORSHIPS**

Fundraising and the acquiring of corporate sponsor efforts are ongoing. The association relies on the support of our membership when establishing association wide fundraising events.

## **DISCIPLINE**

The discipline committee did have to meet on a few different incidents this season. Suspensions were handed that were deemed appropriate by the discipline committee.

## **RECOMMENDATIONS**

- Refunds – Have a set clear process on how to handle refunds made out to those individuals who make a AAA or High School team after registering with FYHA. Refunds should be made out to these teams, not individuals themselves.
- Registrations – Continue to promote our mission to provide a safe hockey environment for the maximum number of participants within reason. At the beginning of the season the maximum number of participants we can accept per division should be determined and then establish a cut-off/waitlist based on this number.
- Further education to parents on appropriate behaviour at the rink. A few instances this year parents' behaviours were out of line with the FYHA Parent Code of Conduct. All parents should be made aware of this policy prior to the start of the season and further educated on how their actions in the stands may affect the happenings on the ice.
- Further education to parents, players and coaches on the fair play policy.
- Establish a fundraising committee at the first of the season which should help the association to establish new ways to offset increasing costs.

## **THANK YOU**

Again, I would like to thank all of our board members, parents, coaches, players and other volunteers who played a helping hand in having a successful 2012-13 season. It is my hope that FYHA as an organization continues to improve and meets the needs of our membership.

## **VICE PRESIDENT REPORT BY TIM CLARK**

### **OVERVIEW**

2012-13 was overall a very successful year for the FYHA. The slight increase in registration fees for players was required due to rising costs. This resulted in the number of kids registering with the FYHA being close to that of the previous years. Female hockey is increasing in terms of numbers and skill level of players. The number of first-time players registering remains steady.

Parity of teams within the FYHA divisions was within acceptable measures and shows that the current evaluation & draft process used was effective.

Competitive teams in the district and recreational teams competing in tournaments locally and away have had much success; making several championship appearances. This is due to the level of dedication of the many qualified volunteer coaches and assistants in development of both team and individual player's skill.

Continued efforts in bringing hardworking, dedicated volunteers into the association, expanding efforts to develop coach and players skills, and new ways to increase revenue and limit cost increases is a must for FYHA to have continued success.

### **REGISTRATION**

The FYHA was forced to increase the registration fees by \$20/player this year due to the increase in ice fees from the City of Fredericton for the third consecutive year. While it may be necessary to do so in the future as well, the FYHA Board should continue to minimize the amount of fee increases and continue partnerships with Brendan Oreto Foundation and Kidsport to ensure all children have the opportunity to participate.

The use of online registrations and the in-person registrations at Willie O'Ree gave FYHA approximately the same numbers as last season. With ongoing communications of availability of the online process, the use of this process should continue to grow. Having many volunteers at the in-person registrations is needed for success.

### **ICE TIME AVAILABILITY**

The number of special events and new leagues scheduled by the city of Fredericton grew again this year. Even with the addition of 2 ice surfaces at the Grant Harvey facility, at times it was necessary for the FYHA to juggle ice times within and across divisions, to meet needs. Despite this, there were very few complaints about ice availability from coaches/parents. Due to acquisition of additional ice times within the city, FYHA was able to meet our team's needs with ice times for practices at a better cost to the teams without having to travel to outside facilities. The Director of Operations, Administrative Coordinator and Division Coordinators did a great job in providing sufficient ice times to each division.

### **INCIDENTS/DISCIPLINE**

Incidents that required disciplinary action and suspension throughout the season were similar to previous years with some exceptions. Some games had a feeling of being uncontrollable, resulting in many disciplinary actions and suspensions to players, coaches and parents.

One disturbing trend seen in several of the divisions in a high number of games was the use of profanity directed at opposing players, coaches and officials by players, coaches and family/fans alike. While officials began penalizing players immediately in such circumstances, the lack of respect both on and off the ice frequently originates at the adult level and leaves children to believe that it is justified behaviour for them to act a similar fashion. FYHA needs to step up its effort for promoting, encouraging and educating all its members of the importance of zero tolerance for these types of behaviours and fair play.

With the combined effort of board members, coordinators, coaches and referees to firmly set and administer clear and concise rules and suspensions of unacceptable behaviour, this could be brought back under control. Educating coaches, players and parents before the season starts is a must.

### **SPECIAL EVENTS AND FUNDRAISING**

Special events and sponsorships were very successful in the 2012-2013 season.

The amount of effort by the Administrative Coordinator and by many volunteers was pivotal in providing FYHA with opportunities to help offset rising costs and keep registration rates as low as possible for its members. Huge thanks to all our team sponsors and those who sponsored local FYHA events.

### **OFFICIATING**

Overall good level of Officiating for FYHA games. Some games were seen as uncontrollable and blame was often put on the referees by coaches, players and parents. The outcome of any game is the responsibility of all involved. Everyone should maintain self-control at all times.

Officials are constantly learning their skills and developing much the same as players and coaches are and should be treated as such. Board members, coaches, players and parents should work with the officials to enact more of a zero tolerance approach for flagrant contact violations and use of profanity and disrespect.

It would be beneficial to the association to hold training sessions before next season starts for members who are interested in the roles of off ice officials (timekeepers). Many members have expressed interest in performing these roles if they had some guidance.

### **JUVENILE C DIVISION**

I believe there is enough interest to bring back a Juvenile C Division for players aged 18-20 as many former FYHA players have no league to continue into after Midget. This would help to increase membership numbers.

### **FYHA BOAD PARTICIPATION**

I would like to express my thanks for the opportunity to have worked with other Executive, FYHA Board, District 3, NBMHC and HNB members over this past year. The time and effort they put forward has been incredible and admirable. Moving forward, I encourage all current and future Board Members to bring their ideas and experiences to bear in any discussion and decisions, but to remember to leave personal agendas at the door and make the best decisions for the overall membership.

Tim Clark  
FYHA Vice President

## **DIRECTOR OF OPERATIONS REPORT BY RICK FORREST**

2012-2013 season seen many new policies introduced to our Operation Manual

### **FYHA ICE ALLOCATION**

Within our current 2012-2013 FYHA Ops Manual, Appendix 1 - FYHA Teams by Levels and Divisions (Competitive And Recreation Teams), attempts to breakdown the optimal ice allocation that we as an association would like to achieve for all divisions. We have made great strides this past year; however we still have a long way to go, which may not even be obtainable. Not because of FYHAs changed direction or our approach to ice allocation for the association, but rather the lack of ice available within the Fredericton area. FYHA is only one of many associations that utilize the City of Fredericton ice facilities. We are competing with speed skating, high school (boys/girls), university (boys/girls), ringette, beer leagues, old timers, church leagues, public/free skating and etc when requesting ice. Like most cities, taxes only pay a portion of the day-to- day operations and maintains with the fees offsetting a slice of the remainder of the cities operation and maintenance cost. Therefore special events and those other associations that pay higher fees have been given preferential treatment and allocated prime ice and weekend ice over FYHA. This was despite FYHA have submitted our request to the city back in Jan 2012. In the end, we did received additional ice but only about 10 hrs were actual usable time. (*Slide on ice breakdown*)

2012-2013									
Division	Reqr Hrs	Hours Req	LB R	York	WOR1	WOR2	NHL	OLY	Totals Used
<b>Timbit (1 hrs x 8)</b>	<b>6</b>	<b>6</b>	0	0	0	3	0	3	6
<b>Novice (1 hrs x 6)</b>	<b>12</b>	<b>12</b>	1	0	2	5	4	0	12
1st Year (1 hrs x 5)	6	0							
2nd Year (1 hrs x 5)	6	0							
<b>Atom</b>	<b>24.25</b>	<b>24.25</b>	4.7 5	5.5	9.25	3.5	0	1.25	24.25
Rec	9	9.25							
Floater Ice	1.25	1.25	1.2 5						
Practice (1 hr x 4)	4	4	1	1	2	0	0	0	
Game (1 hr x 4)	4	4	0	2	1	1	0	0	
Comp	15	15							
Practice (M1.25 hrs/P1.25 x 4)	10	10	1.2 5	2.5	2.5	2.5	0	1.25	
Game (1.25 hrs x 4)	5	5	1.2 5	0	3.75	0	0	0	
<b>Pewee</b>	<b>24.25</b>	<b>24.25</b>	2.2 5	3	6.75	6	2.5	3.75	24.25
Rec	9.25	9.25							
Floater Ice	1.25	1.25	1.2 5						
Practice (1 hrs x 4)	4	4	0	1	2	1	0	0	
Game (1 hrs x 4)	4	4	1	2	1	0	0	0	
Comp	15	15							
Practice (M1.25 hrs/P1.25 x 4)	10	10	0	0	1.25	2.5	2.5	3.75	
Game (1.25 hrs x 4)	5	5	0	0	2.5	2.5	0	0	
<b>Bantam</b>	<b>20.25</b>	<b>20.25</b>	0	4.25	5.5	3.5	7	0	20.25
Rec	9	9							
Floater Ice	1	1					1		
Practice (1 hrs x 4)	4	4	0	1	1	1	1	0	
Game (1 hrs x 7)	4	4	0	2	2	0	0	0	
Comp	11.25	11.25							
Practice (M/P1.25 hrs x 6)	7.5	7.5	0		1.25	2.5	3.75	0	
Game(1.25hrs x 3)	3.75	3.75	0	1.25	1.25		1.25	0	
<b>Midget</b>	<b>13.5</b>	<b>13.5</b>	2	4	3.25	2	1.25	1	13.5
Rec	11.25	9							
Floater Ice	1	1				1			
Practice (1hrs x 4)	4	5	2	2	0	0	0	1	
Game(1 hrs x 4)	4	3	0	0	2	1	0	0	
Comp	4.5	4.5							
Pract (2 hrs x 1 & 1.25 hrs x 1)	2.5	2.5	0	0	1.25	0	1.25	0	
Game (2 hrs x 1)	2	2	0	2	0	0	0	0	
<b>Juvenile</b>	<b>0</b>	<b>0</b>	0	0	0	0	0	0	0
<b>Female Requirement</b>	<b>4.5</b>	<b>4.5</b>	1	0	2.5	1	0	0	4.5
Female Hockey (5.5 hrs)			0	0	0	0			

FYHA Clinics	1.25	1.25	0	0	0	0	0	1.25	1.25
FYHA Development Ice Time	13.5	13.5	1	2	1.25	2.25	1	6	13.5
<b>TOTALS</b>	<b>119.5</b>	<b>119.5</b>	<b>12</b>	<b>18.75</b>	<b>30.5</b>	<b>26.25</b>	<b>15.75</b>	<b>16.25</b>	<b>119.5</b>
	<i>MORNING</i>	0	0	3.75	5	3.75	1.25	13.75	
		7.7							
	<i>PRIME</i>	5	10.25	14.25	12.5	4.75	4.5	54	
		4.2							
	<i>WEEKEND</i>	5	8.5	12.5	8.75	7.25	10.5	51.75	
		12	18.75	30.5	26.25	15.75	16.25	119.5	
			Last FY	Current FY	Difference	New Rink	Increase		
			87.5	92	-4.5	32	27.5		

### COST

Last year, the City of Fredericton notified FYHA that they would be increasing hourly ice rates to all users of the City of Fredericton's arenas. That cost was about \$20.00 per hour which worked out to an increase of approximately \$55,000.00 annually.

### FAIR PLAY

This is always a contentious issue as it subjective depending on whom is on the receiving end of what is perceived to be Fair Play or not. Let's be clear that Fair Play is not equal play and that ***Fair Play is defined as just and honourable treatment, action or conduct that conform to an establishments rules.*** Taking this one step further, it means that coaching staff must provide opportunities whereby players are placed in roles that they would not normally have. (i.e. power play, penalty killing, shootouts and etc.) All players should not be remove from their teams rotation of play unless they are being disciplined for an on-ice, off-ice, missing games, missing practices or inappropriate conduct that does not meet FYHA mission. By the end of the season, players on all teams should be within a 30-60 minutes of each other. The acceptations will be those players that receive suspensions or disciplinary either by the league they are participating in, the association (FYHA) or coaching staff. (In all cases such disciplinary action should be passed onto the parents so they are aware why their son/daughter is sitting for a shift, period(s) or game.)

### PERSONAL CONDUCT DURING FYHA SANCTIONED GAMES OR EVENTS

This past season seen a number of situations where fans consisting of guardians, parents, grandparents or friends, conducted themselves in an unsportsmanlike manner. Often this resulted in unnecessary escalation by provoking and aggressively engaging opposing players, coaching staff, bench staff, officials and other spectators. In a few cases, there was physical confrontation, verbally abusive as well as throwing objects or spitting. Each of these are outside FYHA jurisdiction and will not be handed over to the local authorities to handle and any evidence that FYHA is able to gather will be provided to the local authorities to press charges if they deem it is necessary. As a minimum, those individuals that are found to be guilty of doing such activities will be removed by either the manager of the team, division coordinator or board members until such time the person has completed the online "Respect-in-Sport" course and provides FYHA with a copy of the completed certification. This will be at the cost of those

persons involved. Should another incident occur, the person will be banned from any FYHA sanctioned event for 1 year from the time of notification of the breach of agreement.

### **THINGS TO KEEP IN MIND WHEN CONDUCTING YOURSELF AT A GAME**

There are roughly 751 professional hockey players in the NHL

In Canada alone there are 574,125 (The NHL is made up of that 53.6% of Canadian Players)

In United States of America 485,017 (The NHL is made up of that 23.5% of USA Players)

Throughout the World - 1,492,370.00

Chance of going to the NHL - 0.000503%

Chance of winning lotto 649 - 0.0039

Percentage of registered hockey players to population by country are:

<b>Country</b>	<b>Players</b>	<b>% of Population</b>
Canada	574,125	1.64%
United States	485,017	0.15%
Czech Republic	83,589	0.82%
Russia	77,202	0.05%
Sweden	67,747	0.75%
Finland	62,886	1.2%
Germany	30,344	0.04%
Switzerland	25,106	0.33%
Japan	20,540	0.02%
France	15,621	0.02%
Slovakia	9,402	0.17%
Austria	9,007	0.1%
Italy	7,258	0.01%
Norway	6,356	0.14%
Latvia	4,836	0.21%
Denmark	4,255	0.08%
Kazakhstan	2,931	0.02%
Belarus	2,930	0.03%
Ukraine	2,238	0.01%
Slovenia	980	0.05%

## **TREASURER REPORT, BY NANCY DIDIODATO**

The 2012-13 season was an interesting year as Treasurer of the FYHA. I assumed the position in mid September at the beginning of registration, a process that was new to both myself and Jonathan Brown. Together Jonathan and I worked very close throughout the past eight months to establish procedures that helped better organize the administration of the association. One struggle we faced in the beginning was a total crash of the previous computer system and as a result all information for the previous and current year to date was lost. This meant recreating all entries to bring the accounts current. Although this created a large amount of work it also served as a learning experience to become more familiar with the operations of the association as we had no references from previous years to refer to.

Again this year the association was faced with an increase in ice rental cost which forced an overall increase in registration fees. With this money and funds raised through competitive fees, tournaments, donations and fundraising we were able to finish the year in a surplus. This surplus will help reduce any increases for the upcoming season. We were able this year as well to cover expenses carried forward from the previous year as well as purchase necessary equipment that will be used for the coming years.

The Alumni game played in the fall was not a huge success for the association. Although great efforts were made to promote the event it was not able to recover the expense. The Capital Invitational was a huge fundraiser again this year. From it the association raised approximately \$13,000.00. Other major sponsors for the FYHA helped to contribute over \$14,000.00 in donations that helped to purchase much needed equipment, jersey's and socks.

One goal for this coming year is to improve our registration process and reduce the expenses associated with each online registration. Offering online registration is convenient and provides cash flow but we are faced with high administrative cost per registration. The total cost of providing payment through Service New Brunswick this season was \$7,618.47. Options are being explored now so that something can be in place before the fall of 2013. Refunds of registrations, especially when done online, create a cost to the association. We have discussed introducing an admin fee in the future but this is something yet to be determined.

Overall this year was a successful year financially but going forward we must look at other sources to increase revenue without increasing fee's and constantly be aware of expenses. Ice rental continues to be our largest expense but with close monitoring of time used and constant communication with City representatives we should be able to control our cost and keep within budget.

**Please Note: As we are currently in the process of having our 2012-13 audit completed and ensuring any late 2012-13 transactions are recorded, references in this report are preliminary and subject to change. Final numbers and audited financial statements will be posted at a later date. After completion of the audit more financial information will be posted.**

## **DIRECTOR OF COACHING REPORT, BY STERLING BROWN**

### **Introduction:**

On behalf of the FYHA I would like to thank all the volunteers, coaches, team managers and on-ice helpers that took the time this past season to help our young hockey players develop in a fun and safe environment. Our coaches are the ones that have the greatest influence on a young player's hockey experience and with their commitment over the past season, our hockey program had many success stories.

### **Coaching Certifications:**

To maintain our commitment to complying with coach certification requirements, the FYHA continued its focus on ensuring all coaches and volunteers met the minimum standards. Again, our goal was to ensure all our coaching staff had or achieved the required certifications prior to the December 15, 2012 deadline. HNB supported our association by directing certification courses in a classroom setting for 95 of our coaches and bench staff:

Hockey Canada Safety Program (all divisions) - 29 certified  
Introduction to Coaching (Timbits - Novice) – 19 certified  
Coach Stream (Atom - Midget) – 40 certified  
Speak-out (all divisions) – 7 certified

In addition to these certifications, we had 53 FYHA coaches or volunteers successfully complete the on-line version of Speak-Out called "Respect-In-Sport", bringing the total number of certifications completed to 148 for 2012-13. As a result, it will be easier going forward to comply with HNB directives regarding coaching certifications and to retain coaches and encourage further development.

Once again, the FYHA made it very clear to our membership that to volunteer with our association you must formally apply through the Volunteer Application process. Criminal background checks are required every 3 years for all our volunteers.

The FYHA, along with HNB will continue to monitor closely to ensure all our coaches and bench staff are properly certified and have met the requirements outlined. The FYHA will also continue to support any individual that meets the requirements and wants to volunteer and become certified.

### **Coach Selection Process:**

For the 2012-2013 season, the FYHA had 68 teams and 165 coaches (Head Coaches/Assistant Coaches) approved by a committee comprised of the FYHA Director of Coaching, Vice-President, Executive Director and Director of Operations. Volunteer Applications and Criminal Background Checks were received by the Executive Director prior to the start of the season and certification credentials were verified. The committee met to initially select the Head Coaches for each division based on the volunteer application & certification requirements being met, coaching experience, and previous disciplinary infractions or incidents. Assistant coaches, in most divisions were submitted for approval in a second phase of the selection process. Division Coordinators were given an opportunity to provide input into the selection process as well.

A master list of coaches/volunteers was developed at the start of the season to track volunteers in our association on an on-going basis and to facilitate the application process for future seasons.

### **Overall Assessment:**

The 2012-2013 season was successful for our association in terms of coach development and the number of volunteers that participated. Also, there were some very positive reports sent by our membership about our coaches and some good stories that exemplify the commitment and leadership qualities of the majority of our coaches.

Our coaching group this season included several younger coaches that are not parents but had a desire to coach minor hockey. These individuals performed very well and as an association, we recognize the benefits of attracting and retaining more of these coaches in the future.

**Coach Evaluation Survey:**

At the end of the season, the Executive Director developed and made available a web based evaluation survey to our membership to provide feedback to the association about the coaching as it pertains to the hockey experience over the season. This survey tool allows our membership access to a more user-friendly means to provide the association with feedback. Results were not complete at the time of this report.

**Next Season:**

We have listened to feedback from our coaches and membership and for the upcoming season, it is recommended that we advertise and begin the volunteer application/recruitment process earlier. This will allow us to identify newcomers as well as returnees and be more timely in terms of planning for each division.

We will also be hosting a “Pre-season Coaches Meeting” shortly after registration to provide important information to our new and returning FYHA coaches. This meeting will ensure we are all applying the various codes, policies and procedures consistently.

For next season, the FYHA Director of Coaching will also be organizing events for players and coaches on Development Weekend that is held each year on the first or second weekend of November. This is a great opportunity to provide developmental opportunities for players and coaches specifically in areas that don't always get the attention they need in regular practices or coaching clinics.

## **DIRECTOR OF PROPERTY & EQUIPMENT REPORT, BY RAYMOND CURTIS**

### **EQUIPMENT PURCHASES**

- Pucks - \$1,800.00
- Socks - \$12,231.50
- Jerseys - \$9,004.35
- Goalie Equipment - \$9,893.54
- Bags for Summer Hockey - \$98.00

### **JERSEY SPONSORS**

- Kent Building Supplies – Atom Competitive
- Booster Juice – Peewee Competitive
- Swifty's Oil Change – Bantam Competitive
- Scotiabank – 1 Bantam Recreational and 1 Midget Recreational

### **OTHER EQUIPMENT SPONSORS**

- Fairview Chrysler – 1500 pucks (For 2013-14 Season)

Sponsorship money collected was \$10,000

Total Equipment Expenditures - \$33,027.39

FYHA Expenditures - \$23,027.29

Requesting a budget of \$20,000 for the 2013-14 Season

Thanks,

Raymond Curtis

Director of Property and Equipment

## **DIRECTOR OF FEMALE DEVELOPMENT REPORT BY DEREK KITCHEN**

This season we had 102 girls registered at FYHA. This represents roughly a 23% increase in female membership from last season. The breakdown by age was 10 IP, 25 Novice, 30 Atom, 22 Peewee, 10 Bantam and 5 Midget. Prior to the Girls Hockey day event on October 13<sup>th</sup>, the number of girls registered was 71. As such, we attribute the increase in registration to three factors specifically. Firstly, we did a good job of promoting and executing our One Goal World Girls Hockey Day in October which resulted in new registrations for FYHA. We also offered girls the opportunity to participate in our weekly skills & drills sessions that were not registered with FYHA, for a nominal fee. Finally, we offered all female teams at the Novice, Atom and Peewee levels for girls to participate. Novice and Atom could double card, while the Peewee team played girls only. These were key factors, and significant contributors, to our increase in female participation in our association this season.

On Saturday, October 13<sup>th</sup>, 2012 we conducted an event in conjunction with One Goal World Girls Hockey Day. The event took place at Willie O'Ree and was specifically for girls who had not registered with FYHA. The event included 2 on ice sessions, an off ice session, lunch and information for the parents. We also had sets of gear to loan for the day or year if the child registered with the FYHA. The event was well received and a number of registrations came as a result.

Female Skills & Drills was offered once again this year on Sunday evenings from 5:30 – 7:00 pm at Willie O'Ree. A number of girls came throughout the season and benefited greatly from the sessions. This was complimentary for female members of FYHA. We charged a fee to those outside the association to help cover costs such as insurance and ice time. Our hope is that these girls will register with FYHA to play hockey all season. Thank you to Mark Morehouse, Chris Dunbar, Vanessa Gray and Lukie Nussbaum for all their help with the program this year.

In the novice division, an all girls team was formed for a Novice Jamboree held by KV Minor Hockey in February. The girls had a great time and were very successful in the three games they played.

We also had an all female atom team that came together roughly twice per month to practice and/or play exhibition games. The girls had a great time playing together. They also participated in the provincial jamboree in April, representing FYHA extremely well.

This was the first year in a number of years that an all female peewee team was offered. Our program was very successful, with 16 girls playing on the team. We played in the Southern NB Female Hockey League and were crowned league champions in March. We also had a great showing in Provincials, were ranked in the top AA division, and won a silver medal losing 2-1 in the finals.

We have re-branded female hockey at FYHA. Moving forward, our teams at each level will be known as the FYHA Furies, with our colors being black, white and purple.

Moving forward, our intention is to offer all female teams at the atom, peewee and bantam levels. These teams would play in the Southern NB Female Hockey League. We would also look to form a novice team to play exhibition games and tournaments against other all female novice teams with the potential to be part of the novice minor group at FYHA moving forward.

We are looking to hold an all female hockey tournament for teams at the atom, peewee and bantam levels next season. It will be named the "Frozen Faceoff" and will look to be offered in late November.

Our ultimate goal is to grow our female membership 25% per year, over the next 3 years, to where we account for between 15%-20% of our total association membership.

Thank you to the players, parents, coaches, managers, and other volunteers who made this the best year for female hockey at FYHA.

## **TIMBITS COORDINATOR REPORT, BY PAIGE BETTS**

This year, 136 players participated in Timbits hockey in Fredericton. On Mondays at Willie O'Ree, and Saturdays at Grant Harvey, 3 groups of players practiced and played modified games under the guidance and coaching of 33 highly qualified and committed volunteer coaches.

A break down as follows:

Group 1 – 47 Players / 12 Coaches

Group 2 – 44 Players / 10 Coaches

Group 3 - 45 Players / 11 Coaches

Total: 136 Players / 33 Coaches

I was especially impressed with the calibre and commitment of this year's Timbit coaches, who put a lot in to ensuring that our youngest players had fun learning the game with an appropriate level of support and guidance. It was incredible to see the level of improvement achieved in just one year, with some players barely able to stand on skates at the first practice in October developing in to skaters with remarkable agility and speed by March.

Overall, the approach to Timbit practices and games was consistent with prior years. The focus on the "Fun"amentals, development and fun in both Monday practices and Saturday modified games (beginning in December) worked well.

There were some key developments this year worth noting:

- This year, the FYHA welcomed 4-year old players into its Initiation Program for the first time. Twelve players who in prior years would not have been permitted into the program registered, and all of these players stayed in the program for the entire season. Overall these players fared well relative to other first year players, and demonstrated skill appropriate for the peer group, and the ability to listen and learn from their coaches.
- The scheduling of Timbit practices changed as well. A move away from early Wednesday afternoon practices, with our earliest weekday practice starting at 4 PM, was well received. Where we set this expectation with parents this year, I highly recommend that similar practice times be offered in 2013/14. Ideally, we can offer parents schedule information earlier in the year as well, as there was some frustration early in the year as practice times changed week to week, and created conflict with other activities.
- At the request of the City, we did not utilize the "net boards" traditionally used in Timbit hockey in place of goaltenders. Through the early part of the season, this was not that detrimental, but as players developed their skills and starting playing modified games, there was certainly little challenge in "scoring". The absence of the net boards required coaches to remain in or near the net to play the role of goaltender, which somewhat reduced the amount of instruction taking place on the ice. Ideally we can find a solution that works for all parties before the beginning of next season.

Thanks to all of our volunteers, players and parents for a great season of Timbit hockey in Fredericton.

Paige

## **NOVICE COORDINATOR REPORT BY BRIAN ASHFIELD**

It was a great year for Novice hockey, we had a total of 203 players registered, 98 were registered in Novice Minor on 6 teams, and 105 were registered in Novice Major on 6 teams. We had 40 volunteers that coached or helped out on the ice or bench. A coaches meeting was held prior to the start of the season to ensure all coaches understood the certification rules, understood the format for Novice Major and Novice Minor, how groups/teams would be evaluated and selected, and key timelines for the season.

We started the season by providing three ice times to evaluate and rank the players. The players were then placed in balanced groups based on the initial rankings, and the coaches further evaluated the players and split the groups into two balanced teams. Novice Minor and Major teams followed the same format this year in terms of practice to games ratio. For the October and November ice times, teams practiced and in December began playing games and scrimmages. The normal routine for December to March was to practice during the weekday ice-time and play a game on Friday or Saturday. Most Novice teams played in at least one Novice jamboree outside of FYHA. Referees were introduced in games in Novice Major starting in late December.

Our season ended with the Novice/Timbit Jamboree. This year we had 6 Novice minor and 6 Novice major teams from FYHA, as well as 3 Novice Minor and 4 Novice Major teams from out of town. Both divisions played full ice with referees at the jamboree. The pizza party took place at the FHS Cafeteria, and with all Novice teams together, it was congested and noisy. Based on the large number of players, I would recommend they have a Party for Novice Minor, followed by a party for Novice Major. I would also recommend a Jamboree committee comprised of Novice and Timbit parents.

We had 17 registered female players, 12 registered in Novice Major and 5 in Novice Minor. We did not have an all girls Novice team, but our Novice girls did have an opportunity to practice and play exhibition games together throughout the year, as well they participated in a year end jamboree. Novice should look at the numbers of female registered players every year and in consultation with parents, the FYHA Female Director and the FYHA Executive determine if they will have an all female team or if they will simply provide opportunities throughout the year for the girls to practice and play exhibition games and jamborees. When Novice teams were assigned, at least 2 girls were assigned per team.

In Novice Major, we had a great response to those players wanting to be a goalie, and we had two full time goalies per team. The number of goalies in Novice Major was greater than a typical year, in response to this demand; FYHA purchased additional goalie equipment for Novice Major.

Although the subject of modified ice in Novice Minor was explained at the coaches meeting, as well as outlined in additional correspondence, some Novice minor coaches were not always respecting the modified ice format for games. While it is understandable that parents and players want to play full ice games, the modified ice format exists for developmental reasons.

This year ran fairly smoothly and all 12 Novice teams ended up with the same number of ice-times within FYHA. Overall, we met our objective in terms of ice-times with each team averaging 2 ice-times per week throughout the season. The number of special events did provide many challenges in trying to provide additional ice time.

Overall it was a great season; however, I would recommend the following to ensure a successful season again next year:

1. Remove 'Special Requests' from the registration form, as we had over 100 requests in Novice. Approximately 6 were from single parent families, which were honoured, the remaining were for a particular coach or player. The volume of special requests, and the fact many parents took it as a right to have their request honoured, added unnecessary work to the volunteer coordinator.
2. Have the weekday Novice ice times start at the same time, so that parent's do not all want the latest available ice time. Novice Minor could have start times all starting at 4:15 or 4:30pm (or later) on various weekdays. Novice Major could have all start times at 4:45 or 5:00pm (or later) on various weekdays.
3. Ensure the players get re-distributed each year; many coaches try to get the same players back from Timbits or Novice Minor. Continue with the ranking system of 1-5, to help ensure all groups/teams are as equal as possible in terms of skill level – players should not be assigned to groups based on their friends being in a particular group.
4. Clearly lay out the format for Novice Major and Novice Minor in the Operations Manual.
5. If possible, schedule the One Goal Female Day during the registration period. This year in Novice we had max numbers, so if folks wait until the One Goal Female Day to register, we may not have any openings.
6. Continue to hold the goalie clinics throughout the season.
7. Continue the female skills and drills to help increase the skills and membership of the female players.
8. Continue to have the Coordinator be the point of contact for exhibition games with outlying associations, to ensure all teams are given the opportunity for these extra exhibition games.

I would like to thank all of the volunteer coaches, managers and parent volunteers that helped throughout the year on and off the ice, they are the reason we had a successful year in Novice.

Brian Ashfield  
Novice Coordinator

## **ATOM COORDINATOR REPORT, BY CHAD FARRELL**

### **Atom Competitive**

The Atom Comp season started in early October with some skills and drills sessions and organized scrimmages for evaluations. The 4 atom competitive teams were selected in mid-October, with each team hitting the ice the week of October 15<sup>th</sup>. Each team played 2 games against each of the other 8 teams in District 3 for the regular season. The playoffs consisted of the top 5 teams (3 from Fredericton: Wildcats, Blizzards and Canucks) playing for the Atom AA crown, and 4 teams (1 from Fredericton: Nashwaaksis Lions club Lions) playing for the Atom A crown.

The Nasis Y's Men Wildcats completed the season as the District 3 Atom AA champions. While the Nashwaaksis Lions Club Lions finished the year as the District 3 Atom A champions.

All 4 teams were extremely competitive throughout the season, and had some great success throughout New Brunswick in tournaments. The FYHA DQ Blizzards captured 4 gold medals in 5 total tournaments. The FYHA Kent Canucks captured 3 Championships in 4 tries, while the Nasis Wildcats won 3 of 5 tournaments.

Not enough can be said for all the hard work and dedication provided by the coaches and managers of each team. The success of these teams is truly a reflection of this hard work. Great job everyone! Throughout the season there was a few mix ups with officials and ice times, but overall I believe it was a successful season for all those involved.

The Atom Recreational Division was efficiently managed by Adam Humphrey. Many thanks to Adam for his hard work and attention to details throughout the season.

Respectfully Submitted by,

Chad Farrell  
Atom Coordinator

## **ATOM RECREATION REPORT BY ADAM HUMPHREY**

The Atom Rec season started in mid-October with the drafting of players – all teams received either 15 or 16 players, including one or two goalies per team. One issue early on was the number of coaches required for the eight teams. By the second week of the season this situation was resolved, and all teams had coaches in place.

Ice-times throughout the year were well-balanced, with each team receiving 50 hours throughout the year (+/- 1 hour), including 23 or 24 hours of practice time.

In the Christmas tournament, the DQ Bruins were successful in capturing the gold medal, with the DQ Penguins taking the silver and the DQ Canadians winning the bronze.

The FYHA season-ending tournament had the DQ Canadians claim the gold medal in a shoot-out victory, the DQ Penguins again finishing with silver, and the DQ Bruins taking home the bronze.

Unfortunately, we had some off-ice issues with parents during the season. Meetings were held with parents from the teams involved to discuss their inappropriate conduct.

All in all, it was a successful season at the Atom Rec level. Thank you to the coaches who volunteered their time this past winter.

Going forward, I would recommend that FYHA ensure parents are aware of the volunteer efforts required/expected of them. Whether it be stepping forward as a coach prior to the season (and thus being available to attend all/most of the evaluation sessions), or volunteering to be a team manager or run the score clock, parent support is vital for teams to be successful and for the kids to enjoy themselves. It is not just the players who form the respective teams; the parents need to be a team as well.

Adam Humphrey  
Atom Rec Division Manager

## **PEEWEE COORDINATOR REPORT, BY HEIDI ALLABY**

Thank you to the many volunteers who contributed to this year's Pee wee Division. The work of these dedicated coaches, assistant coaches and managers was reflected on how well this season went. Although there were many concerns in the beginning of the 2012-2013 Pee wee season with not having a true AA team but having four balanced competitive teams. The evaluation and drafting process proved to be successful as we resulted in four very equal competitive teams and eight equal recreational teams.

### **Recreational**

This division featured well balanced games with significant player development, this was a direct result of how well each coach worked together to make this season competitive for the players. Each team had two games to one practice ratio that was scheduled as evenly as possible around each team's away tournaments, special requests and the city's special events.

Many of the eight teams competed very well in their tournaments with the ND Capitals winning gold in Nackawic.

The FYHA Christmas playoffs witnessed the ND Avalanche take first place in a nail biting game over the ND Rangers with the ND Blues placing third winning another close game over the ND Sharks. In the FYHA Year-End playoffs, the ND Rangers took home the gold with the ND Stars claiming silver and the ND Canadians were proud recipients of the bronze. Forth placed team was ND Kings.

### **Competitive Division**

The FYHA PeeWee Competitive division had a very successful season in 2012-2013. Each team was drafted very evenly and competed very well against each other. This year we added an additional sponsor which seen one team become the Booster Juice Blue Jackets.

This year as an association we decided to raise the competitive fee to provide each competitive team with not only the 6am weekly practice but add an additional ice time per week to eliminate each team having to budget and pay higher ice rentals outside city limits. This additional ice also provided more opportunities for exhibition games and player development.

Late in January the District teams were divided into AA, A and B divisions. In the A division the Blackhawks took second place to York North in a best of three match-up and in the B division the Tommy Flooring Flames took first place over Carlton County. The Tommy Flooring flames went on to compete and win the B division provincials in Lameque.

Overall, this was successful year for players on all four teams. Best of luck to the players who will head off to Bantam next season and I look forward to seeing the first year players back for their 2nd year in the fall. On behalf of players, parents and the FYHA, I would like to thank the coaching staffs from all four teams for a great year.

### **Issues/Concerns:**

1. Officiating was the most often discussed concern this season. Many games featured three very junior officials working together.
2. Increased amounts of special events and the ice times not being available
3. The times that were allocated to the Pee wee division in both rec and comp were too early in the day for most players/ coaches to make it to the ice after being at school/ work.

**Recommendations:**

1. FYHA Board and Director of Coaching continue to educate players, coaches, and parents regarding the importance of the HNB Fair Play contracts.
2. Each Peewee rec game needs to have two linesmen and one official for every game.
3. The ice time schedule should reflect the respective divisions, for example Timbits and novice should have earlier times than peewee or higher.
4. Better communication between the FYHA scheduling coordinator and the city coordinator to make sure all changes and ice allocations run smoother as well as earlier acknowledgement of ice changes due to special events; this will allow the coaches, coordinators and managers to notify the parents of the change.

I would like to personally thank the FYHA board members, coaches, past coordinators for all the help I received this year as this was my first year in this position, I enjoyed my season and look forward to being a part of the FYHA board next year.

## **BANTAM DIVISION REPORT BY ALAN UNDERHILL**

First and foremost, a big thank-you to all volunteers for stepping up and committing their time over the past year; without your support these programs would not be possible.

Also a shout to all parents and guardians of the players who made their time available to drive, watch and encourage these young hockey players. Great Job!

I would like to acknowledge all team officials for getting all required certifications required by FYHA to participate as a team official for the 2012-2013 hockey season.

I would also like to thank Kevin King for keeping the Bantam Rec web page standings up to date. Your assistance in this was a huge help to me. Thank you!

Bantam began the season with three Bantam comp teams and eight recreational teams.

### **Competitive:**

Bantam consisted of 3 competitive teams. All three were competitive in their district play. In late January teams were seeded in each of the AA, A and B categories. All three teams did extremely well, and all three went to their provincial play downs. Results were two of the three teams captured the provincial banner. Congratulations go out to the Colpitts Canucks winning the Provincial A Banner and the Canadians Capturing the Provincial B banner. Great Job done by all three competitive teams.

### **Recreational:**

Bantam Recreation consisted of eight well balanced teams. Although I was not involved with the drafting portion I must say that this was the best balanced team selections I have seen in years. Hats off to all coaches, assistants and managers for doing your homework prior to the draft process

There were some incidents that were handled with severe suspensions and handled very swiftly. These types of behaviours are not acceptable nor wanted in any organized sport or society. This has been the worst I have ever encountered with off ice violence. I have been witness to at least 4 incidents that resulted in Police and Ambulances being called to a minor hockey game. This is totally unacceptable! Fans which consist of parents, grandparents, uncles, aunts, and friends must be held accountable of their actions. These arenas that we play this game of hockey do not remove the fact that these are public places. It is almost thought that when the whistle blows to start the game they are no longer in a public place where respect and acceptable behaviour is required. Some fans forget and they think verbal and physical abuse off the ice is OK. I am here to tell you are wrong! Each and every member of the FYHA membership is responsible for their own actions. Non calls and wrong calls made by officials on the ice do not give you the right to act in an inappropriate manner. Believe it or not players feed of your actions. It is hard enough for team officials to focus their players on the game at hand and maintain control, but to have their parents etc. yelling their displeasure from the stands only takes that control away from the team officials - not fair!

At Christmas the winner and the team to represent FYHA at the District level was the Scotiabank Senators. At this point I want to explain that it should be considered a major accomplishment for any team not only to win this Xmas tournament but also the chance to represent FYHA in District / Provincial Play. I am not sure if this was known but in future years to come I think this should be explained. If a team does not want to participate in this District / Provincial play down then this should be known immediately following the crowning at the FYHA Xmas final.

The recreational division showed parity from the start. All teams competed and outcomes of games could not be known on any given night. A few teams struggled in the win column, but they were in all games they played. This is a positive for any division.

The year end was an interesting one to say the least! But in the end it was the Scotiabank Bruins capturing the Gold. Great Job!

**Recommendations:**

- Coaching selections and training be done well in advance of season start
- Coaches have the ability within reason and just cause to sit players and /or suspend players who disrupt the team environment. If after the team discipline the behavior does not improve then ask the association to dismiss these players from future play. An FYHA volunteer should not be subject to any type of abuse from players or guardians! Zero tolerance for this type of behaviors.
- Rulings being leveled to any player or team official under any division be forwarded to that respective coordinator of that division for distribution to the effected party
- Allowing the coordinator's the ability to run their divisions within the FYHA guidelines but also with the ability to change and assess consequences based on the individual situations. A Must!
- All board member positions be filled prior to start of the season and a concise outline of the year's expectations and direction of the association be defined and accepted by a unanimous vote
- All elected board members make sure that they attend every board meeting. If they miss 2 or more than they are removed from position at the discretion of the Executive.
- Prior to start of any on ice sessions I recommend the following:
  1. Before a player from Peewee- Bantam – Midget touches a blade to the ice; they will have to have been informed of the Player Contracts by way of a meeting prior to first ice time and must sign a Player Contract before being allowed on to the ice. This is the only way for FYHA to ensure that these players are aware of what is expected of them as a member of our organization. We will have an FYHA official present to explain what is acceptable and is expected from each player as they move forward in the new season. Once these have been signed the FYHA Admin will file each with the application of registration that the player filled out to register for FYHA. No Contract No Hockey!
  2. Each division, at least one member of each registered players family is required to attend an informational session outlining the rules and policies that FYHA has in place. Also in attendance and to give their policies will be the City of Fredericton and a representative from the Fredericton Police Force.
  3. At this time an attendance will be taken and if any player who does not have a representative present at one of these sessions will not be allowed to continue as a member of FYHA. No exceptions!
  4. This member of that registered player must sign on behalf of their respective player families the parent code of conduct and a City of Fredericton Recreational facility Code of conduct.
  5. By doing the above all members are aware of what is expected of them when attending an FYHA sanctioned event and if they break the rules then all are aware of consequences. No grey areas!

In conclusion, I for the most part enjoyed the role of Bantam Coordinator over the past year. I acquired this role after the spot was left vacant in November. Coordinating two divisions is very time consuming, but manageable. I ran this division the same as I ran the Midget Division. When it came to suspensions I would assess information gathered and in some cases add on to the suspensions in hopes of getting the message to those players that these types of behaviours were not acceptable. As in Midget I came in to this year with the hopes of giving all registered Bantam Players a Fair-Safe-Fun place to play hockey. The incidents that took place over the year were for the most part minimized around a certain few. In that respect I could call it a successful year. Moving forward I want kids and parents at this age group to learn respect for the game and respect for others and from this continue to play and watch the game for the fun of the game and for no other reason!

I will not be returning as Bantam Coordinator.

Yours in Hockey,  
Alan Underhill

## **MIDGET DIVISION REPORT, BY AL UNDERHILL**

First and foremost a big thank-you to all volunteers for stepping up and committing their time over the past year; without your support these programs would not be possible.

Also a shout to all parents and guardians of the players who made their time available to drive, watch and encourage these young hockey players. Great Job!

I would like to acknowledge all team officials for getting all required certifications required by FYHA to participate as a Team official for the 2012-2013 hockey seasons.

Midget began the season with one Midget Comp team and Seven Recreational teams.

### **Competitive:**

Midget Comp Lions had a total of 24 players and 4 Goalies in which to pick their team. The numbers were low due to the 3 High School teams and the Midget AAA Development team taking up a lot of the players. The Midget Comp Lions did well with the players they had. The coaching staff did a great job putting together a team that could compete in mostly every game... In January they were placed in the A level and competed very well missing out on the provincials but icing a team that showed promise for the upcoming year. Congratulations go out to John Saunders and his coaching staff for completing the season with a positive outlook.

### **Recreational:**

Midget Recreation consisted of seven teams. Some teams ended up with 16 and 17 players respectively. In midget division with this age group it is not advisable for teams to go with less than 14 players per team for future reference.

There were some incidents that were handled with severe suspensions and handled very swiftly. These types of behaviours are not acceptable nor wanted in any organized sport or society. This has been the worst I have ever encountered with off ice violence. I have been witness to at least 4 incidents that resulted in Police and Ambulances being called to a minor hockey game. This is totally unacceptable! Fans which consist of parents, grandparents, uncles, aunts, and friends must be held accountable of their actions. These arenas that we play this game of hockey do not remove the fact that these are public places. It is almost thought that when the whistle blows to start the game they are no longer in a public place where respect and acceptable behaviour is required. Some fans forget and they think verbal and physical abuse off the ice is OK. I am here to tell you are wrong! Each and every member of the FYHA membership is responsible for their own actions. Non calls and wrong calls made by officials on the ice do not give you the right to act in an inappropriate manner. Believe it not players feed of your actions. It is hard enough for team officials to focus their players on the game at hand and maintain control, but to have their parents etc. yelling their displeasure from the stands only takes that control away from the team officials - not fair!

At Christmas the winner and the team to represent FYHA at the District level was the Scotia bank Whalers. FYHA stepped up and hosted the Midget recreational playoffs. The Whalers were the host team and played at this event. They did respectively well. Ultimately the Keswick Stars were the winners for district 3 and moved on to the Midget recreational Provincials.

The recreational division showed parity from the start. All teams competed and outcomes of games could not be known on any given night. A few teams struggled in the Win column, but they were in all games they played. This is a positive for any division.

The year end was an interesting one to say the least! But in the end it was the Tommy's Flooring Flames capturing the Gold. Great Job!

### **Recommendations:**

- Midget teams to have a minimum of 15 players per team
- Midget Comp team selection is held no later than October 17. In recent years FYHA Midget Comp has been the last to select its team due to the 3 High Schools and the Midget Development team. No more! If players are confident they can make these other teams then a decision has to be made sooner than later. Why should FYHA Midget Program be penalized? I would like to see the FYHA program be as competitive as possible. By getting these players to realize this maybe we can get these other teams to work with us to make it a win win situation for all!
- Coaching selections and training be done well in advance of season start
- Coaches have the ability within reason and just cause to sit players and /or suspend players who disrupt the team environment. If after the team discipline the behavior does not improve then ask the association to dismiss these players from future play. An FYHA volunteer should not be subject to any type of abuse from players or guardians! Zero tolerance for this type of behaviors.
- Rulings being leveled to any player or team official under any division be forwarded to that respective coordinator of that division for distribution to the effected party
- Allowing the coordinator's the ability to run their divisions within the FYHA guidelines but also with the ability to change and assess consequences based on the individual situations. A Must!
- All board member positions be filled prior to start of the season and a concise outline of the year's expectations and direction of the association be defined and accepted by a unanimous vote
- All elected board members make sure that they attend every board meeting. If they miss 2 or more than they are removed from position at the discretion of the Executive.
- Prior to start of any on ice sessions I recommend the following:
  6. Before a player from Peewee- Bantam – Midget touches a blade to the ice, they will have to have been informed of the Player Contracts by way of a meeting prior to first ice time and must sign a Player Contract before being allowed on to the ice. This is the only way for FYHA to ensure that these players are aware of what is expected of them as a member of our organization. We will have an FYHA official present to explain what is acceptable and is expected from each player as they move forward in the new season. Once these have been signed the FYHA Admin will file each with the application of registration that the player filled out to register for FYHA. No Contract No Hockey!
  7. Each division, at least one member of each registered players family is required to attend an informational session outlining the rules and policies that FYHA has in place. Also in attendance and to give their policies will be the City of Fredericton and a representative from the Fredericton Police Force.
  8. At this time an attendance will be taken and if any player who does not have a representative present at one of these sessions will not be allowed to continue as a member of FYHA. No exceptions!
  9. This member of that registered player must sign on behalf of their respective player families the parent code of conduct and a City of Fredericton Recreational facility Code of conduct.
  10. By doing the above all members are aware of what is expected of them when attending an FYHA sanctioned event and if they break the rules then all aware of consequences. No grey areas!

In conclusion, I for the most part enjoyed the role of Midget Coordinator over the past year. I came in to this year with the hopes of giving all registered Midget Players a Fair-Safe-Fun place to play hockey. The incidents that took place over the year were for the most part minimized around a certain few. In that respect I could call it a successful year. Moving forward I want kids at this age group to learn respect for the game and respect for others and from this continue to play the game for the fun of playing the game and for no other reason!

Yours in Hockey

Alan Underhill