



Avalon Minor Hockey Association Annual General Meeting
Tuesday, October 3, 2023
7:00 pm
Legion

AGENDA

1. Call to order
2. Approval of AGM Agenda
3. Approval of the 2022 AGM Minutes
4. President's Report
 - a. Boundary Agreement Discussion
5. Financial Report
6. Operational Report
7. Competitive Report
8. Recreational Report
9. Secretary and Registrar Report
10. Executive Director's Report
11. Election of Officers
 - a. Nomination report
12. Adjournment



Avalon Minor Hockey Association Annual General Meeting
Wednesday, September 14, 2022
7:00 pm
Legion

MINUTES

In Attendance

Mark Sexton	President
Dave Pine	VP Operations/Communications and Sponsorship
Tracy Hayley	VP Recreational
Jason Clark	Technical Director
Kirby Shannahan	Secretary/Registrar
Glenn Sullivan	Treasurer
Brent Meade	VP Competitive
Paddy Daly	Director
Ward Avery	Director

Please see sign in sheet of general membership in attendance.

Regrets

Andrew Hurley	Director
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Call to order

The meeting was called to order at 7:03 pm. Mark Sexton served as meeting chair and Kirby Shannahan as secretary.

Approval of Agenda

The agenda was approved by Matthew Stanley and seconded by Paddy Daly.

Approval of the Minutes

The minutes for the AGM 2021 was approved by Gerry Hefferman and seconded by Kevin Maloney.

President's Report

Mark Sexton reviewed the President's Report which was included in the AGM package. Please reference details in the President's Report.



Comments:

Matthew Stanley- When will the new technical director be hired? Planning on being hired for Monday September 19,2022. No further comments from the member.

Chris Smith- Will the new TD be involved with coaches, training etc.... YES. No further comments from the member.

Gerry Hefferman- What was the Kruger money (grant) that AMHA received used for? It was used to support various new members to enter hockey. Several Ukraine families were supported. No further comments from the member.

Sponsorship & Fundraising Report

Paddy Daly reviewed the Sponsorship & Fundraising strategy which was included in the AGM package. Please reference details in the Sponsorship & Fundraising strategy.

Operations Report

Dave Pine provided the Operations Report which was included in the AGM package. Please reference details in the VP Operations report.

Recreational Report

Tracy Hayley provided the Operations Report which was included in the AGM package. Please reference details in the recreational report.

Comments:

Sue Lake- Will there be any opportunity for recreational kids to travel for games and tournaments outside the city? Tracy will investigate the matter further. No further comments from the member.

Competitive Report

Brent Meade provided the competitive Report. Please reference details in the report. Brent covered the highlights of the competitive portion of Avalon programming.

Questions/Comments:

Mark Quinlan:

How many kids will be pushed down to the recreation level if there are no B teams for the U13 and U 15 this year? Brent informed the group that DJHL is still reviewing the prospects of having B division. More info to follow. No further comments from the member.

Mark Quinlan: Will there be C teams chosen after Christmas? YES. No further comments from the member.



Mark Quinlan: Comments concerning evaluations during tryouts. Improvements have been seen over the last few years, but more are needed. Mark had concerns about the evaluations at the DJHL level. Would like to see Brent take these concerns to the board of DJHL.

William Cahill: Will there be more support for women's hockey at AMHA? Suggested we have a director on the board for women's hockey. AMHA continues to grow and support women's hockey at every level. More development is expected this year. No further comments from the member.

Financial Report

Glenn Sullivan provided the Financial Report. Please reference details in the Financial Report. Glenn provided detailed information for both operations (AMHA and CCHC).

Questions:

Gerry Heffernan – Does AMHA operate as the main rental for the rink corporation? Yes. No further comments from the member.

Mark Quinlan- How do you differentiate where the sponsorship money goes? Does it go to AMHA or Celtics Corp? Yes, we have a plan in place that if some sponsors a team, that money goes to AMHA. No further comments from the member.

Mark Quinlan- How do you manage the cash flow to AMHA or Celtics Corp? During the past two years we have used cash flow from both corporations to keep both corporations going. There is a plan to keep them separate but during the pandemic we had to adjust. No further comments from the member.

Mike Tizzard- Will the cash flow between both corporations adjust itself once things quiet down after COVID, lockdowns etc.? Yes. No further comments from the member.

Technical Director's Report

Greeting was given to the new Executive Director, Mr. Jason Clarke.

By-Laws Discussion and vote

A new version of the by-laws was distrusted prior to the meeting. The new by-laws were briefly discussed.



Motion: The new by-laws document be adopted as our new governing by-laws and that they immediately take effect at the end of the meeting. Motion was submitted by Kirby Shannahan and seconded by Dave Pine. All in attendance approved the motion. Motion was carried.

Nominations committee

Report was submitted by Brent Meade. A slate of candidates was offered to the AGM for consideration for the 5 open positions. Overview of the positions and nominations that were received were presented. Please reference details in the report.

Positions

President (2 years)

Secretary/Registrar (2 years)

Director (2 years)

Director (2 years)

Director (2 years)

Nominations

Director

Andrew Hurley

Sarah Matthews

Paddy Daly

President

Mark Sexton

Secretary/Registrar

Kirby Shannahan

A call for nominations from the floor was held for each of the positions. There were no nominations from the floor. All positions were considered acclaimed.

Adjournment

The meeting was adjourned at 9:11 pm with a motion from Ward Avery and seconded by Paddy Daly.

President's Report - Avalon Minor Hockey Association

2023 Annual General Meeting and Election of Officers



I am pleased to present this report to the 2023 AMHA Annual General Meeting. I will summarize our progress and highlights from the past season and share the Board's vision for developing AMHA and DF Barnes Arena.

We thank all players, families, coaches, managers, and staff for their ongoing support of the Association as we move to a post-pandemic era in developing hockey players and growing the Club.

We have a number of Board members (Mr. David Pine-VP Operations, Mr. Brent Meade-VP Competitive Hockey, Ms. Tracy Hayley-VP Recreational Hockey, and Ward Avery-Director) completing their terms tonight and we sincerely thank them for their outstanding dedication to your Club.

1. AGM TIMING

- In 2022, Hockey NL moved AGM to fall timeline, AMHA moved ours to a September meeting to align
- HNL has since moved the AGM to a June timeframe and we intend to follow suit in 2024 with an AGM and Election of Officers in June 2024
- We remind all members this is your Club and encourage all members to attend and participate

2. Boundary Agreement | St. John's Minor Hockey

- Your Board has advocated for renewal of the 1996 'Boundary Agreement' over the past decade
- AMHA recently formally appealed to HNL to assist in facilitating an updated agreement following several failed attempts to work with Caps Executive directly
- AMHA believes the school based Boundary Agreement is no longer workable and presents many problems particularly when families move within the City or switch schools and the wording of the Agreement is antiquated and limits our growth
- Caps' Executive, past and present, are unwilling to open discussions as they view it as a threat to their numbers and their advantage
- Recent informal comments at HNL meetings sparked discussion among hockey parents and Executive have been getting inquires re: Boundary Agreement and rumored merger between AMHA and SJMHA
- I have had conversations with multiple AMHA parents very recently regarding a merger concept and I confirmed no merger discussions have taken place
- We await feedback from HNL President and Minor Council Chair on our path forward and will update the membership as this unfolds
- If a merger is a possibility and endorsed by HNL, we would open this up for broader discussion, comment, and feedback prior to proceeding to a member vote

3. Year in Review

Registration

- The 2022-23 season started as the first 'normal' hockey season since the 2019-20 season. Our player registration peaked that season at 355 and declined in seasons ending 2021 and 2022. Registration in 2022-23 was 328 players representing a 4.5% increase over prior year and a decline of 6.5% from the 2019-20 peak. The below table summarizes our registration numbers over the past six (6) years;

	2022-23	2021-22	2020-21	2019-20	2018-19	2017-18
U7	34	18	5	25	24	25
U9	60	58	77	91	90	90
U11	55	79	92	83	70	60
U13	71	69	48	51	63	50
U15	55	42	63	51	47	61
U18	53	48	42	53	16	30
TOTAL	328	314	327	355	310	316

- Our numbers align with Hockey NL's registration pattern where a peak was experienced in 2018-19 at 10,337 players followed by 2 years of declining registration. Last season's registration was 9,918 or a drop of 4.0% since the 2018-19 peak.
- Growth in player registration will hinge on the growth of the sport overall and our efforts to attract new players in the U7 / U9 divisions. Female only hockey is a growth area and AMHA will continue efforts to recruit new female players and grow this division.

Financial

- As you will see in our Treasurer report, we are experiencing significant headwinds in managing our financial position, particularly on the CCHC finances and managing the rink expenses
- Economic conditions leading to rising interest rates are significantly impacting CCHC due to higher renewal interest rate on Roynat mortgage
- In my last season as President and any future involvement will focus on leading fundraising efforts specific to debt elimination
- We have embarked on discussions with our financial partner, City of St. John's, regarding our financial position and we are preparing a proposal for additional assistance / equity

Tournaments

- AMHA managed a very successful minor hockey tournament program this past season, as well CCHC rented icetime to several organizations for tournament hosting
- Tournaments are important for hockey program development and present an opportunity for additional DF Barnes Arena ice time rentals and significant fundraising
- U11 Crosstown Showdown - Christmas 2022
- IHL Year End Tournaments - March 2023
- 2 HNL Provincial Championships - April 2023
- Exile U9 Invitational - April 2023
- Thank you to all officials and volunteers for making these tournaments possible and for creating lasting memories for participants

Vision Realized!

- AMHA's vision in purchasing a rink was to create a welcoming home base environment to run our programs and emerge as a hub for all levels of Hockey Canada sanctioned minor hockey in Metro
- I believe we have achieved this after 3 seasons operating in DF Barnes Arena-we are hosting U7 to U18 recreational minor hockey programs, supporting a neighbouring MHA with ice rental, hosting Don Johnson Hockey League practices and games, hosting high school teams, hosting U18AAA and Junior teams
- After 3 seasons, DF Barnes Arena has transformed to an inclusive, welcoming environment for all players and families and our younger members are growing into new roles as game announcing, officiating, game streaming and play by play broadcasting

Metro Club Hockey League Launch

- Eastern Zone has operated a very successful recreational hockey league, Interlocking Hockey League (IHL), for many years - 80+ Club teams from 7 MHAs, 20 game season
- AMHA has embraced this league and contributed significantly to its success (thanks Tracy Hayley!)
- Majority of minor hockey players in Metro participate in this league, the largest in NL and it was overdue for a refresh in name, website, and modern scheduling app
- AMHA Executive were involved in spearheading this effort
- Interlocking Hockey League (IHL) re-branded to Metro Club Hockey League (MCHL); new web site (M|CHL.ca); Teamsnap scheduling and communication app for all families; new logo
- We are very excited about the refresh and possibilities for this League

4. Governance & Term Limits

- Members will recall governance changes passed at 2022 AGM; specifically 4 year limit for Board members
- Informal discussions among Board members indicates potential limitations, particularly for the position of President
- Suggest a 6 year max for any individual voted in as President - this will allow for an initial term on the Board followed by a maximum term as President at 4 years
- Any changes will be brought to 2024 AGM for ratification

5. Operations & HR

- I want to formally recognize our Executive Director, Justin Clark, for an outstanding year
- I don't believe there is a perfect time to on-board a new Executive Director in a minor hockey club, but we chose the least ideal time last July!
- Justin has been a tremendous asset to our organization and approaches the role from a hockey dad's perspective and is passionate about the Club
- We are delighted to have Shawn Newhook in the role as Technical Director - Shawn has been involved with the Club for many years and we are so pleased to have him in a formal role
- We are pleased to have Ryan Brewer on board to support Shawn and support our U7 and U9 programs
- At the rink we commend our rink attendants Ward Taylor and Jim Bellows for their commitment to offering the best sheet of ice in the City!
- Thanks to Officials group led by Referee in Chief, Mark Noseworthy, for their commitment and reliability; great to see our players developing in roles as on-ice officials, timekeeping, and announcing / DJ
- Commend our team for running our operation on a very lean budget and maximizing delivery of our programming

Thank you again for your support and we hope all players and families have an excellent experience this season.

Respectfully submitted,



Mark Sexton, President

Avalon Minor Hockey Association & Celtics Centre Hockey Corporation

VP Operations Report for AGM - Dave Pine VP Operations

Offseason Work and General Maintenance

Rink Board Repair/Upgrades

- Boards and glass on clock end were severely tilted and needed to be fixed before the start of the new season.
- Bench latches were altered to allow for easier closing of gates and certain areas were strengthened.

Parking Lot Patch and Line Painting

- Completed in late August. Lot was in bad shape with multiple potholes and all lines were badly faded. Currently has a fresh look for the upcoming season.

Compressor Maintenance/upgrades

- Money is spent annually on compressor overhauls and upgrades as required. This is a large expense (~ \$20,000). We feel that this is required and gives us the best chance at keeping our ice conditions optimal for our users. The ice plant is old and we feel this type of upkeep and maintenance is a requirement.

Zamboni Repairs and Maintenance.

- Last season we had a lot of work completed on our zamboni, including engine and wheel repairs which were fairly extensive. Our backup zamboni was used on multiple occasions and is certainly an asset to avoid unnecessary shut down.

Staffing

- We currently employ 2 Full Time Rink Attendants (During Ice season), 1 Part Time Rink Attendant and 1 Part Time Cleaner, who all report to our Executive Director.

Yearly Outlook

- Our goal for this season is to continue to upgrade the inside of our facility. Painting, carpentry work, minor electrical upgrades where money permits.
- We will continue to spend money on cleaning staff to ensure our facility is as clean as possible for our users.

Ice time Information

- ~ 50% used for AMHA
- All prime time hours sold and open ice time are very limited.
- Try to accommodate other minor hockey associations and minor groups where possible. NE minor and DJHL as an example.
- Home to the U18AAA Growlers, The Avalon Junior Capitals and High school hockey. (Excellent for bringing people into our building)



2023

Competitive Report for Annual General Meeting

Brent Meade, VP Competitive

Competitive

- Avalon Celtics teams had a very competitive year in both DJHL and the All NL Provincials.
- For DJHL, U15B won bronze in the DJHL playoffs, with several other teams playing for medals as well. We certainly competed well this year in all levels of U11A, U13A, U13B and U15B.
- For Provincials, Avalon Celtics won gold in U13C (K grade) and won three silver medals with the U13A team, U15B team and U18A team. Both provincial tournaments at DF Barnes had the Celtics play in the gold medal games. All other teams competed well at the Provincials though it was admitted by Hockey NL that our U11B team should have been down in a lower grade – that said, they still had some close games at the provincials so well done!

Upcoming Season

- Hockey NL will run the AAA program and it will continue to be the same, with three U13AAA teams in the region that will play each other in a league here and then certain weekends against other parts of the province. U15AAA will continue to be a standalone league operated by Hockey NL.
- Pathways is directing that no player can try out for competitive hockey until they have skated at least four hours of non-evaluated hockey.
- Pathways is also directing that there cannot be a 'playoff' format to complete a league's season (such as what DJHL has been doing for years). It must end in a 'tournament' format. DJHL will be considering how to incorporate this change. The rationale is to give each team as much parity as possible re the number of games played at year end, as well as to reduce the gap between a team being knocked out of the playoffs and then playing provincials.
- Tryouts are set to begin for our club based all star program with U11 – September 24-October 2; U13 – September 25-October 5; U15 – October 1 – 10.
- How many and where we place teams into the competitive program will be determined once tryouts begin and we can determine #s, skill level, etc.

Thank Yous!

- Big thanks to all the coaches and team staff that worked hard all year with our competitive teams. I am happy to report that we had very few issues to address this year. As well, big thanks to Shawn Newhook for stepping in to assist and support the coaches and teams in his new role as TD. Very pleased that Shawn is back again this year!

Avalon Celtics Minor Hockey 2023 Recreation Hockey Report

The 2022-2023 Season was an eventful and very successful Recreational Minor Hockey Season, including but not limited to, sponsorship of new jerseys for the ALL remaining Recreational Teams, a New Canadian Skate to introduce New Canadians to the game, a Used Gear Library to benefit our members & our community, a monthly U9 Female Jamboree program with the surrounding MHAs, an Invitational U11 Christmas Tournament, the hosting of 2 Year End IHL tournaments with several Avalon Celtic teams successfully capturing their respective IHL Banners and of course, our 2nd Annual Year End Banquet, proudly sponsored by The Shannon "Shaq" Coady Memorial Golf Tournament, Steve Power & the GlenDenning Golf Course.

Sponsorship & Jerseys

A HUGE shout out goes out to Capital Auto Group and their unwavering support of our Minor Hockey Association and it's programming!! The 2021-2022 season saw 8 teams (U11 & U13) outfitted in new team styles. Once again, Capital Auto did not disappoint by providing 8 more teams (U15 & U18) jerseys and socks for the 2022-2023 Season! At this time, we have uniforms available for all recreational teams for the upcoming season.

New Canadian Skate

As a welcoming gesture to the new Ukrainian Refugees last year, Avalon Celtics Minor Hockey & DF Barnes Arena donated several one-hour time slots, for these New Canadians to come & enjoy playing some hockey. A community plea for used equipment found us with an abundance of gear (more than we could use). After all the Ukrainian children were outfitted, the equipment was offered to our members, as well as to the greater community. There is still an abundance of equipment and a formal plan has not yet been made for it's storage & distribution. Shelving has been created in the upper storage room, and the goalie gear is currently placed there. The remaining gear will need some additional shelves & racks and a plan is needed, in order to provide our members with opportunity to access the equipment, as needed.

U9 Female Jamboree

A collaboration of Metro Area Associations has been successful in working, in partnership, to grow the game of Girls Hockey. Hockey NL approved a series of Jamborees that focused solely on the Girls U9 players. Girls were invited from all local Associations to play a series of games once per month, and if an Association did not have enough players for a team, the

players were combined to form one. Each Association was asked to donate one 4 hour time slot during the year to host a Jamboree, with the hopes of providing one Jamboree per month. AMHA provided ice during the Nov. 11th weekend and hosted a wonderfully fun event!

William Cahill (Parent) took the lead for this program. He was successful in housing a full team, who proved to be amongst the most competitive teams at each Jamboree! This particular group of girls have the potential of being our very first Girls Team going forward!

U11 Invitational Christmas Tournament

As we have done for many years, AMHA hosted the annual U11 Christmas Tourney. An attempt had been made to make this event a Mega Event, however, reduced planning time & resources presented some complications trying to get it off the ground. Discussions were made concerning the possibility of planning a Mega Event for the 2023-2024 Season. A committee would need to be formed early to take charge of this undertaking.

IHL - End of Season Play-offs & IHL Tournaments

The 2022 - 2023 Season saw the return of all previous IHL Associations and had re-introduced the U18 division. There was no tiering of divisions prior to the Year End Play Offs. AMHA housed 9 IHL Teams, all of which held a strong presence in the league, with the exception of one U13 Team (The U13 Genesis did not win a single game the entire season, which created questions from members on the process of how the players were ranked and how the teams were chosen. Extra focus in this area is needed for next season).

The number of AMHA IHL Teams were as follows:

U11 - 2 Teams

U13 - 2 Teams

U15 - 2 Teams

U18 - 3 Teams

These numbers are down from the previous season. Both growth & development suggestions and considerations are needed in order to support our Recreational Division and to assure our Association's foundation. I recommend that we create a Growth & Development Committee of parents and coaches in order to maximize the hockey experience of our membership.

IHL Playoffs & Year End Tournaments brought 4 back to back tournaments to the DF Barnes Arena! All appeared to run flawlessly, when in fact, they were a LOT of work. Volunteers were minimal and a very few people carried the load (and it was a large load). Unfortunately the same “very few” volunteers ran/organized all 4 events. Tournament Committees are needed!! AMHA and its membership know from the start of the season that there will be a minimum of 7 tournaments throughout the season (Invitational U11 Christmas Tournament, 2 IHL Playoff weekends, 2 IHL Year End Tournaments & 2 Easter Tournaments). Striking a committee early could significantly lighten the load and, without a doubt, provide a more memorable experience for all.

Year End Banquet

Once again the highlight of the Hockey Season!!! The generous donation by GlenDenning's Annual Shannon “Shaq” Coady Golf Tournament made this event possible! Unlike last season, which was organized for Recreational Players only, this season's banquet was open to all Recreational & Competitive players, ages U11-U15. Buffet style meals, prizes and, of course, team awards, were provided. Such a fantastic way to end a very memorable season!! We are hopeful to continue this event, however additional sponsors may be needed.

AGM 2023
Secretary and Registrar report

Kirby Shannahan

1. Hockey Canada Registry has been updated. Streamlined processes to make the registration user friendly.
2. Registrations numbers have been discussed via President's report.
3. Hockey Canada has released new Dressing room policies.

See attached policy.



DRESSING ROOM POLICY

Classification:	OPERATIONS		
Policy Section/Contact:	Sport Safety	Approved By:	ELT
Effective Date:	September 12, 2023	Next Review Date:	September 12, 2026

PURPOSE

Hockey Canada firmly believes all participants (athletes, officials, coaches, team staff, etc.) have a right to access safe, inclusive, and equitable dressing spaces. In this regard, **all participants have the right to utilize the dressing room or appropriate and equivalent dressing environment based on their gender identity, religious beliefs, body image concerns and/or other reasons related to their individual needs.**

Hockey Canada believes in balancing the safety, privacy, modesty and wishes of our participants without compromising the aspects of camaraderie, social integration and bonding inherent in a team sport. This Policy attempts to meet these goals while providing a safe and respectful environment for participants.

This Policy represents a shift in philosophy from previous dressing room regulations. As will be further explained below, this new model is based upon creating safe, inclusive and equitable dressing room environments that are designated team spaces for everyone, while providing proper supervision.

SCOPE

The Dressing Room Policy applies to all minor hockey teams sanctioned by Hockey Canada and its Members.

DEFINITIONS

- **“Dressing rooms”** – officially designated spaces for changing in and out of gear. Mostly, these are men’s and women’s, multi-stall spaces and occasionally can be all-gender, multi-stall spaces.
- **“Dressing environments”** – spaces beyond dressing rooms (in close proximity to them) that can be temporarily repurposed to provide a space for a small number of participants to change in and out of their gear (e.g., official’s room, multi-purpose room, meeting rooms, single-unit washrooms).
- **“Policy”** – means this Dressing Room Policy.

PROCEDURE

The Minimum Attire Rule

To best promote inclusion and to respect the privacy of all participants on a team, Hockey Canada requires all participants to wear ‘minimum attire’ at all times in a dressing room or in dressing environments where more than one participant is present. This means that participants should arrive at the rink wearing a base layer (e.g., shorts and t-shirt, compression shorts and shirt or sports bra). A participant not arriving at the rink wearing their base layer can use an appropriate private space (e.g., private restroom stalls or empty/unused dressing rooms) to change into the base layer and then enter the team dressing room with the other participants.



DRESSING ROOM POLICY

It is the responsibility of all coaches and team staff to instruct players regarding the minimum attire rule and ensure that players are complying with this Policy.

Hockey Canada recognizes the physical limitations of some facilities and encourages associations to work creatively and proactively, using an athlete-focused, ethical, and values-based approach, with local facility management to ensure that appropriate and equivalent dressing environments are available to all participants who would prefer not to get dressed in the team dressing room.

Team Talks

Hockey Canada stresses the importance that all participants are treated as valued members of a team. Therefore, coaches and team staff should only engage in pre- and post-game talks when all athletes are present in the dressing room.

Use of Showers – Recommended Best Practice

As outlined in the purpose section, there are many reasons why athletes may require privacy (religious reasons, chronic conditions, body image, gender). The following guidance around the use of showers, is an additional step in creating environments within which athletes feel safe and secure. It is recommended that when showers are not private stalls, that these be used in a manner that respects the privacy of all participants. When in open concept showers, it is encouraged that all athletes wear certain “minimum attire” at all times, including swimwear. In order to facilitate this, participants could use a private restroom stall to change out of their base layer and into their swimwear prior to using the shower. Similarly, they could dress in a private restroom stall after they have completed their shower. Coaches and/or team staff should ensure they are able to supervise the dressing room while participants are showering, following ‘Rule of Two’ guidelines below.

Officials Dressing Rooms

Given that dressing room spaces for officials and officiating teams are often shared by officials of a wide variety of ages and genders and may be used by different sports at the same time, safety and privacy are of the utmost importance. To create a safe and welcoming environment for everyone who uses an officials dressing room space, the minimum attire rule and shower recommendations described should be applied.

Applicable Laws

Hockey Canada Members that have mediated human rights settlements within their Province/Territory with respect to specific dressing room parameters are exempted from this Policy within their jurisdictions, but solely to the extent required so that they may continue to adhere to such settlements.



DRESSING ROOM POLICY

Rule of Two

To best ensure safety for all participants, all minor hockey programs sanctioned by Hockey Canada and its Members are required to implement the 'Rule of Two' for all dressing rooms. The 'Rule of Two' requires two trained and screened adults to be present in the dressing room or immediately outside the dressing room with the door propped open to monitor the environment and ensure it is free of any discrimination, harassment, bullying, or other forms of maltreatment. The Rule of Two remains in place when showers are in use.

Prohibition on Violent Activities in Dressing Rooms

To ensure the safety of all participants in the dressing room, no type of violent conduct of any kind (including locker room boxing) bullying, or hazing is permitted. It is the responsibility of coaches and team staff to ensure that no such violent behaviour is taking place in dressing rooms or dressing environments. Should anyone experience maltreatment in violation of this section of the Policy, a complaint may be submitted to Hockey Canada's Independent Third Party.

Prohibition on Recording in Dressing Rooms or Dressing Environments

To respect the privacy of participants, no videos, still photos, or voice recordings of any kind may be taken using any device with recording capabilities in a dressing room or dressing environment. Cell phones are only permitted to be used in a dressing room or dressing environment for the purposes of controlling music played in those spaces.

RELATED POLICIES & DOCUMENTS:

Hockey Canada Dressing Policy FAQ (Located on Hockey Canada Website)

Hockey Canada Dressing Room Implementation Guide (Located on Hockey Canada Website)

Hockey Canada Gender Expression / Identity Policy (Located on Hockey Canada Website)

Hockey Canada Gender Expression / Identity Policy FAQ (Located on Hockey Canada Website)

Hockey Canada Screening Policy (Located on Hockey Canada Website)

Hockey Canada Maltreatment Complaint Management Policy (Located on Hockey Canada Website)

Revision History

Date	Version #	Change
Sept. 12, 2023	2.1	Updated language regarding use of shower section from required to recommended.
June 19, 2023	2.0	Major revisions and updates
Mar. 29, 2021	1.1	Updated to new template and reflect new age categories.
Jan. 1, 2010	1.0	New

4. Code of Conduct reminder to membership.

- Some parents expressed concerns over the summer about their experiences last season (regular season and provincial tournaments)
 - coaches and managers using disrespectful, offensive and disparaging language against other members of the AMHA community when representing the Association.
- Such behaviour compromises volunteerism, sponsorship and the association's overall culture.
- When such behaviors are left unchallenged, it sends the signal it is acceptable.
- Why not challenge the behaviors?
 - Fear of be retaliation against their children if they address them.
 - Unsure of the mechanism to address it.
- AMHA is committed to upholding our Code of Conduct and to protecting the integrity if its culture.
 - **ARTICLE 16 – CODE OF CONDUCT**
- Behaviours can have implications for the offending members and their family members (see below).
- All members have a part to play in creating and sustaining a positive hockey environment.
 - Coaches and team staff have an extra obligation.

ARTICLE 16 – CODE OF CONDUCT

16.1 All AMHA members, including Parents, Players, Spectators, Coaches, On and Off-ice Officials, Administrators, Staff and Volunteers must adhere to the code of conduct set forth in Hockey NL policy manual (section 1.05 Code of Conduct) ([Hockey NL Policy Manual](#))

- (a) Players, parents or coaching staff shall treat each other, opposing players, coaches, game officials and others with respect and always show good sportsmanship.
- (b) The AMHA is committed to providing and maintaining a minor hockey environment where all individuals are treated with respect. Specific guidelines for the behavior of parents, players, spectators, coaches, on and off-ice officials, administrators, staff and volunteers are identified in the Code of Conduct which can be found on Hockey NL policy manual (section 1.05 Code of Conduct)
- (c) During all AMHA activities and events, members of the AMHA shall conduct themselves in a fair and responsible manner. They shall refrain from comments or actions that are disrespectful, offensive, abusive, racist, or sexist. Behavior that constitutes harassment or abuse (as defined by Hockey Canada governing bodies) and set out by Hockey NL policy manual (section 1.05 Code of Conduct) will not be tolerated.
- (d) Any behavior that is determined to be abusive or intimidating as per the code of conduct which can be found on Hockey NL policy manual (section 1.05 Code of Conduct) shall be dealt with and may result individuals being suspended from all activity with AMHA and future refusal to register or participate in AMHA activities.



Overview

It was a very successful first season with Avalon Celtics. For a first-timer coming in new to the whole operation, I was happy with how my first season turned out. While there were many twists and turns through both an operations and minor hockey standpoint, we were able to overcome them and produce a very successful season for our Avalon Celtics members.

It has taken a full year to figure out my set of roles and responsibilities within the organization, and to be honest, we are still figuring them out. With the dual role of being Rink Manager and Avalon's Executive Director, things get quite busy, especially early in the season and volunteer help is required.

Technical Director, Shawn Newhook and Assistant TD (U7/U9) Ryan Brewer have been excellent additions to our organization. We are very pleased that they will both be on board again for this upcoming season.

The upcoming season should look similar in structure to the 2022-23 season from a programming outlook. There will be a few small changes in our Learn to Play and U9 Divisions which are designed to create better development for our young players. We are looking to get some additional volunteers in place to put us on par with other organizations in the metro region. It takes a lot of people to run a minor hockey organization and we are hoping to get some more of our members on board!

Throughout the 2022-23 season it was remarkable the comments we received about our facility and the ice conditions. This is something that our whole membership should be proud of. Walking into DF Barnes provides an "inviting hockey atmosphere" that people love and talk about and we want that to continue. Our organization may be smaller in size, but it is certainly large in heart and spirit.

I would like to say thank you to all departing members of the Board for your time and assistance in our organization. Unless you have volunteered in Minor Hockey before it is hard to imagine how many hours of their time that these people give to make sure all of the kids have fun and play the sport they love. Thank you!

Election of Officers- Nominations

- 1. Treasurer**
Mike Tizzard
- 2. Vice President Operations**
- 3. Vice President Recreation**
Steve Power
- 4. Vice President Competitive**
Ward Avery
- 5. Director**
Laura Martin-Cahill