



NER Meeting  
 April 27, 2014  
 Walden Arena, Lively, Ontario

Present: See Attached Attendance Sign-in Sheet

Guest:

Agenda Item	Key Points of Discussion	Action	Status – Contact Person
Roll Call	See attachment with written attendance	Meeting called to order at 10:06 am	
Introductions from Presidents and Executive	All attendees introduced themselves.		
Reading and adoption of minutes from 2013 AGM	Moved by Timmins second by G&T. Need to correct Daniel Wood-Salomon name in minutes from last year. Suggested that we have voting ballots for next year for each voting member. Minutes approved with correction to Daniel's surname.	<b>Secretary:</b> Minutes will be sent after the meeting to Presidents only. Attendees can request copies from their president and they will be posted on the website.  <b>Secretary:</b> members suggested we have voting ballots for next year. This will be done for 2015 AGM.	
Additions & Adoption of Agenda		Motion: "That the agenda be adopted as is." Moved to accept agenda as written by Elite. Second by Timmins. Carried.	
Reports	<b>Coaching highlights:</b>  U14 B/C and higher ages B/C will require CI Trained. 5 year transition to this new requirement. CSI still required for U12 B/C and younger.  CSI course has been revised. Learning facilitators will get re-trained in the new format.  CI 1 and CI 2 are being revised for future rollout beyond 2014-15.  Sue asked associations to consider if they might have anyone new who may wish to become a CSI Facilitator. If there are new people, now is a great time to get trained to become a facilitator.  ORA is taking responsibility for managing TRFs, ensuring coaches who are properly certified rather than regional coaching coordinators doing this job. This will free up the volunteers so they can focus on coaching development rather than administration.	<b>Presidents</b> reminded to check their coaches for their levels, especially those with CI-1 who still need CI-2 to become CI Certified.  <b>Coaches taking a new course:</b> Ask the coaching coordinator for assistance for reimbursement opportunities when taking CI.  <b>Registrars:</b> recommendation to put the composite score at the beginning of the team name so it is seen on the TRF.  <b>Timmins</b> will send out parent and player code of conduct to be shared with other associations.	

	<p>Ringette Canada has stated that will create coaching numbers more quickly for new coaches so that coaches can do their MED immediately after their course.</p> <p>Ringette Canada has been asked to create a new program for Trainers-only so they do not need to have a coaching cert to be on the bench.</p> <p>Coaches with CI-1 need to get their CI-2 before they can be CI Certified.</p> <p>Sudbury asked about our existing inventory of CSI books, given that there will be a new course. Reminder that we will need to write off the value of the books from our inventory when the new course come out.</p> <p>If coaches take CI, there is possible money for reimbursement. Ask the coaching coordinator for assistance.</p> <p><b>Adult highlights</b></p> <p>Adult is growing faster than any other segment in Ontario.</p> <p>Sault runs a Come Try program for adults, which worked quite well. Adult is willing to help associations run their own Come Try sessions for adults.</p> <p>Adult coordinator would like to identify adult reps in each association so she can help them develop Adult ringette play.</p> <p>See Adult report for more info (attached).</p> <p><b>G&amp;T highlights</b></p> <p>Sudbury tourney ran well. No WFRA tourney this past year.</p> <p>A number of awards won at Provincials by NE teams. Details in the G&amp;T report.</p> <p>Provincial tourney selections need to be in by July 15 (U14 and U16), U19 and 18+ by Sept 15 and U12 by Sept 22. Details in the G&amp;T report (attached).</p> <p>Fair Ice Policy will be enforced in future, especially at younger ages and lower competition levels. Equal ice for all based on specific rules from G&amp;T and Sport Development. Charts are in the Sport Development manual on the ORA website. See the G&amp;T report (attached) for the link.</p> <p><b>Membership Services highlights</b></p> <p>Reminder to include the team composite number on TRFs. Recommendation to put the composite score at the beginning of the team name so it is seen.</p> <p>3<sup>rd</sup> year U19 players who use education relocation for release has caused some issues. There is a discussion at the ORA level about how to handle this.</p>	<p><b>Secretary:</b> send out electronic copies of Darren Pace's detailed report on retention and recruitment.</p> <p><b>Treasurer:</b> find out methods to get government funding for locals even if it is region-based. Provide advice to locals.</p> <p><b>Associations:</b> contact ORA for advice on ABC program if you feel it could help you with player development.</p> <p><b>President:</b> ask ORA to identify teams that have boys so we might be able to get a Provincial event.</p> <p><b>Sport Development:</b> will provide evaluation practice drills in August to support completion of skills matrices.</p>	
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	<p>More info in the attached report.</p> <p><b>Officiating highlights</b></p> <p>Highlights in the report (attached).</p> <p>Discussion about problems for kids (teens) who leave officiating due to coaches abusing the young refs. Discussed solutions like pairing young refs with older refs, having the association talk to coaches about their behaviour, having players and parents sign a code of conduct.</p> <p>Timmins and other associations have codes of conduct for players and parents.</p> <p>Sault has regular coaching meetings to address fair ice, code of conduct and other related issues.</p> <p>Timmins also recommends coaches attend ref clinics (informal ref clinics).</p> <p>Also recommend that we make an effort to give positive feedback to new refs.</p> <p><b>Treasurer highlights</b></p> <p>See the Treasurer report for details.</p> <p><b>Vice-President highlights</b></p> <p>Yvan not available for the meeting. He will not be returning as VP. His report is attached.</p> <p><b>Sport Development highlights</b></p> <p>Daniel's report is attached.</p> <p>Sport Development recommends ABC program for player development. ABC program developed by Ringette Canada with stages for young players. At end of stage, player gets a report card and bandana. Sault has been using this process to great success. Encourages players to develop and encourages coaches to follow the process and gives them guidance in how to develop the players. Also gives parents a means of seeing the development of their players.</p> <p>Provides practice plans and structure re: how to teach skills and how to see their development.</p> <p>Call Karla (Technical Director at the ORA office) for assistance in getting ABC to set it up.</p>		
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	<p>Discussion around boys and Provincial level events ensued. LTAD specifies we must be inclusive at U12 (meaning boys and girls): to be considered an LTAD sport, inclusion at U12 is required. The new vision for provincials will allow all U12 players to participate at provincials, with a Regional division available for teams that include boys.</p> <p>Sault requested that the region find a way to identify where there are teams with boys on them so that a division become available for a co-ed competition at Provincials.</p> <p>Should U10 players be allowed (by LTAD compliance) to 2-team to a U12 Provincial team? 5 tourney limit under LTAD but being 2-teamed would 'over-compete' the U10 player. Exceptions can be requested through Regional Sport Development.</p> <p>Discussion ensued about limits on number of events an individual player can participate in, especially in smaller associations. It is suggested that there can be a possible loss of Provincial teams in smaller associations if we cannot 2-team players and allow more events for those 2-team players. Sport Development will consider team viability when looking at exemptions to event limits.</p> <p>Evaluation practice drills will be available in August to support completion of skills matrices.</p> <p>Team composite score calculations will be modified to show team player average instead of team total score. Matrices will be updated to reflect the new calculation.</p> <p>New chart coming out re: fair ice policy.</p> <p>Code of conduct for players and parents recommended by Sports Development.</p> <p>Plans in place to try to develop more goalies at younger ages.</p> <p><b>Elite highlights</b></p> <p>See attached reports for details. Successful AAA year, parents, players and coaches were happy with results with great personal development by all.</p> <p>A-AA 2-team agreements recommended by Elite to allow NER to have A-AA 2-team players so that NER can produce AA teams without damaging their A programs. This is going to the ORA Board for approval. By having AA team experience, the AAA program will have better results for NER.</p> <p><b>President highlights</b></p> <p>See attached for details. More frequent meetings in future desired.</p>		
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<p>Review of Bylaw 3.15.2</p>	<p>Elite lead discussions about forming AA teams in the region.</p> <p>A-AA 2-team agreements are getting support from other regions at the ORA Board level. Elite has recommended the acceptance of these agreements and it is in the hands of G&amp;T and Memberships Services and at the ORA Board level.</p> <p>Elite would like to see our A players being able to do AA based on the AAA development model, having training camps and other development opportunities and then playing tournaments at the AA level.</p> <p>Discussion ensued about the need for AA exposure for NER players. The players who wish to participate at AAA want to get some preparation through AA. Concerns were expressed about making a decision too soon. Other concerns were stated about damaging A programs. There was some concern about trying to make a decision without having enough consideration and discussion to ensure enough thought has gone into the problem.</p>	<p>Moved: to re-instate the existing A-AA bylaw 3.15.2. Moved by Valley East, seconded by Sport Development. 9 for, 0 opposed, 3 abstentions. Carried.</p> <p>Motion: to create a working group to discuss how A and AA teams will be created in NER. Initial report due in September with final report due by January 15, 2015. Moved by Sudbury, seconded by Sport Development. Carried (8 for, 0 against, 3 abstention).</p>	
<p>Player Recruitment and Retention Working Group Recommendations (from WFRA)</p>	<p>Darren Pace made a presentation on recruitment and retention strategies based on discussions in West Ferris. See report (attached) for results summary. Darren will provide a detailed report for dissemination to the region electronically.</p> <p>They collected demographic data about the North Bay area to see if our ups and down mapped to age and gender demographics in the city. No specific correlation found.</p> <p>Develop a feedback system for players and parents each season.</p> <p>Provide a specific model of coaching to help retain players.</p> <p>Need to have a plan to recruit and retain refs too.</p> <p>“Ringette the Family Sport”. Shift branding to speak to ringette for the whole family and not just the player.</p> <p>Need to better articulate our Fair Play values.</p> <p>Have a customer satisfaction feedback process to hear from both returning players and from those who exit the sport.</p>		
<p>ORA AGM May 30 in Oshawa</p>	<p>The President asked that association presidents attend. Valuable information can be accessed at this meeting.</p>		
<p>ORA Directors at Large</p>	<p>The President asked for people to step up if they wish to be a Director at Large. Some conditions apply.</p>		

Social Media Policy	New social media policy was issued recently. Members are asked to read it and understand it.		
5-Count Goalie instruction	Timmins is hosting this program. Keely Brown runs this camp. Sept 27-28.		
Jurisdiction for players not within boundaries of existing associations	Will be determined on a case-by-case basis.		
Election of officers	VP – empty. Treasurer – Jeff Francom by acclaimed. Secretary – empty. Coaching – Bruce Graham G&T – Richard Spykerman. Membership Services – Kim Pitz		
Adjournment	Adjourned at 3:07 pm	<b>Motion to adjourn. Moved by Sault, seconded by G&amp;T.</b>	





## G&T Report

Sudbury's tournament was successful which included an AAA Challenge Cup. West Ferris had to cancel their tournament due to lack of interest. Regionals held in Timmins went off well with no issues.

The Timmins U14 team represented Northeast well at the A Provincials championship winning Gold and the Sportsmanship award in U14 Jacks division. At the U12 Provincial Event Northeast most Northeast teams medalled with Sault Ste. Marie and Sudbury getting a Silver medal in the Casson and Cockburn division and Timmins getting Gold in the Gough division. Sault Ste. Marie and Timmins both also won the Sportsmanship award.

West Ferris would like the A tournaments picked out sooner so ice director knows earlier which weekends they can return ice on when A teams are all away on the same weekend. West Ferris was also upset that they didn't receive any A teams for their tournament but informed them the number of teams that requested to go to their tournament was extremely low. Other than those points have only heard good things about A team tournament selection process.

### Motions being put to the ORA board

- 2016 Provincial Event dates
  - AA – March 10<sup>th</sup>-13<sup>th</sup>
  - A – March 17<sup>th</sup> – 20<sup>th</sup>
  - U12 Petite Provincial Event – April 7<sup>th</sup>-10<sup>th</sup>
- Open A players can substitute into two tournaments

### Other changes in G&T

- Tournament hosts to submit schedules to G&T four weeks in advance of tournament
- U14A and U16A teams to submit their list of tournaments to G&T by July 15<sup>th</sup>, U19A and 18+A teams by September 1<sup>th</sup> and U12 Provincial Petite teams by September 22<sup>nd</sup>
- G&T committee will be looking into developing a process for report of non-compliance of following the fair ice policy and consequences. The association should be encouraging their coaches to read up and follow the fair ice policy. Fair ice policy is in sections 7 and 8 of the Sport Development manual ([http://ontario-ringette.com/administration/op\\_manual/documents/SPORT%20DEVELOPMENT%2008-May-2013.pdf](http://ontario-ringette.com/administration/op_manual/documents/SPORT%20DEVELOPMENT%2008-May-2013.pdf))

## Executive Summary

In the winter of 2013 an idea was proposed to the West Ferris Ringette Association to have a working group take a look at the issue of player recruitment and retention with the purpose of presenting a report with recommendations to address the issue to the 2014 Annual General Meeting.

Three meetings were held of the working group using structured brainstorming tools to solicit information on the issue of recruitment and retention in the WFRA. The working group was small but varied. Participants included adult players, parents of currently players, coaches, executive members, and volunteers.

The following is a brief summary of the recommendations of the working group.

Goal	Synopsis of Recommendation
Support coaches in providing a consistent model of player development and strengths based coaching to retain our players and our coaches.	Over a minimum 6 month period develop and communicate the use of practical supports to help new and experienced volunteer coach's to provide consistent, strengths based, fair play focused coaching.
Support referees in providing a consistent model of refereeing to retain our players and our referees.	Over a period of at least 6 months develop processes and supports that clearly outline the role of our referee's in the association in all its levels and programs.
Shift the culture of the association, its brand, its marketing, and its programming to foster the perspective of 'Ringette for the whole family' and increase the co ed nature and practice of the sport in the association.	Over a period of five years re-brand and market Ringette in the WFRA to be 'Ringette, the family sport'. This should be supported by the development of a new Mission, Vision, and Values. Its roll out should include all media resources, and a comprehensive social media component.
Development and implementation of customer satisfaction process to capture the perspective of both returning families, and those who have recently left the association.	Over a period of at least 2 months develop and implement a system to obtain feedback from currently registered families, as well as those who recently have left the association.

# Elite Spring 2014 SCM Report

The Elite SCM was held via conference call April 23/14, 7:30 pm – 9:30 pm due to our committee members not all being able to attend the ORA SCM's held earlier in the month due to 3 members attending Nationals in Regina; including the Chair, Mary Kaiser. The meeting was kept brief, covering only the urgent/time sensitive topics since it was via conference call, leaving the less urgent items for discussion at the August SCM.

## 1 BUDGET REVIEW

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- Budget was reviewed and clarified for Elite for submission to ORA by April 27th Deadline. Main items encompassed in our budget are Team Ontario, AAA challenge cups, Nationals, Easterns, and Ontario Winter Games.

## 2 QUEST FOR GOLD APPLICATIONS

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- Info on ORA website for potential applicants to access. We should initiate circulation of the link to potential players for consideration - awareness is low. There is limited funding available, so applicants need to get in asap when interested.

## 3 TEAM ONTARIO CAMPS

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- Team Ontario camps 1 and 2 - list of girls to be published on the ORA website for acknowledgement

## 4 NER A-AA MOTION

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- A-AA two team contract proposed motion unanimously supported by the Elite Standing Committee to go forward for approval to the ORA Board asap. It has proceeded to the level of G&T and MS Chairs for discussion with their SCM's and then from there it will proceed to the ORA Board for approval. We could have an answer as soon as late spring/early summer, or as late as the next set of SCM's in August with the next ORA Board meeting to follow shortly thereafter in early September. This request has been requested to be expedited as swiftly as possible to help the NER to successfully develop a AA program for the 2014-15 season. We will proceed with our plans lightly as we feel there is a lot of support to see this passed, hence we want to be prepared for fall.

## **U12 Provincial Petite Event**

NER hosted this event in SSM this year April 3-6, 2014. Teams from all over Ontario travelled to the Sault by car, bus, and even airplanes to take part in an exciting event where every U12PP team in Ontario took part.

NER Results:

West Ferris, Sudbury, and Timmins had representation in the U12PP with SSM having representation in the Regional Division.

- Sudbury brought home the Silver Medal in the Cockburn Division
- Timmins brought home Gold in the Gough Division
- SSM kept the Silver at home in the Casson Regional Division

Congratulations to all of these upcoming athletes for their achievements this season.

**Northeast Region Ringette Association  
AAA Team 2013-14**

We did three tryouts in the following location: North Bay, Sudbury and Timmins. 66 Players did attend those three tryouts. The final tryout was in Sudbury in May 2013. This was an invitational tryout; we did invite around 35 players to attend this tryout.

The Northeast U19 Belle AAA team was made of elite players who came from 6 of the associations in the Northeast.

The Northeast U19 Belle AAA team did play against teams made up of the best players of this age group in Ontario. All players gave their 110% as a result we did surpass all expectations.

As part of the program, we always develop players for the future so for the next AAA year we should have around 5 players with AAA experiences. Every player on that team did improve their Ringette skills, meet new friends and had a great deal of fun.

For the past 8 years, this is the first time that 6 girls for the Northeast team were invited to the first training camp for team Ontario. Two of those players we invited to the second camps. This show that the plan and the approach used by the AAA Coaching Staff is working extremely well and that the Northeast region should look at ways to works in harmony to keep building this great program.

If you have any questions, please contact me,

Yvan Bélanger  
Coach Northeast U19 Belle AAA

9 for  
0 opposed  
3 substitutions:

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8 for  
0 opposed  
3 substitutions

## Membership Services

Composite Numbers on TRFs. Due to limitations of databases, Registrars need to ensure Composite scores are on the TRFs beside the team names

Policy for Releases when association folds – what to do when the next closest is out of region?

Two team Contracts – is fair ice policy enforced? Determined that once you are listed on a TRF you are considered a full-time player and are to be included in the fair ice policy unless otherwise stated in writing.

Relocation Issues and Third year U19s – We want to change it to say that if a player drops out of school prior to October 15 release is null. After October 16 release is good for one year.

Registration Numbers by region – Central 782, Eastern 2593, NorthEast 1002, NorthWest 142, Southern 2251, Western 2776. Grand Total 9584. Males 319 of which 249 are U9 or below

## Treasurer Report

Clinics – 713.05, 71.65, 57.87, -119.50, -38.43

Filter – Tournament fees, Provincial Fees, AAA Program – OWG fees

Expenses – Website, Medals, Provincial Ads

Player Levy Fees \$2.50 per player

Account Balance as of March 31, 2014 \$ 5, 877.84

Account balance as of June 28, 2013 \$ 5.607.89

## Sport Development Report 2013/2014

April 12, 2014 in Toronto was the final Standing Committee Meeting for Sport Development prior to the ORA AGM.

Daniel Wood Salomon and Debbie Jo Linklater represented North Eastern

Agend Items for review and discussion included:

### 3 Year Strategic Plan for ORA

- Our committee has been working on LTAD Compliance for the past 6 years and are in the process of *refinement only* at this point. This does not concern our committee directly, however, we want to encourage associations to use the ABC program available through Ringette Canada for fun and skill development.

### U12 Co-ed Provincial Ringette

- Northeast supports Co-ed Ringette at the U12 Provincial Level but most associations are in disagreement with this based on the representation from the Sport Development Members from other Regions. However, the committee has determined that member associations are not in favour of Co-ed at the U12 Provincial Event. In order to forestall an ugly debate at the AGM, Sport Development has opted to remove the Co-ed Component at the Provincial level while ***maintaining Co-ed in the Regional Division of Provincial U12.***
- While there seemed to be a grudging acceptance of opening the U12 Provincial level to male players at last year's AGM as long as plenty of notice of the change was provided, this has now been replaced by questions of why males should be permitted on any teams at any level in Ringette.

### U12 Two Team Agreements

- Many questions have arisen this year about the use of two-team contracts at the U12 level and subsequently a U10 regional player also contracted to a U12 provincial team.
- Is there a conflict with the compliance chart and what should be done or suggested to avoid these players over-competing?
- Are they being governed the same across the province?
- Viability of teams is to be considered. Ontario's U12 LTAD compliance chart shows 5 events as a maximum. Players should maintain a 4 tournament and year end event schedule but where a player is needed to participate in an extra event permission

should be sought from the regional sport development coordinator. A player that plays on a U12 Regional and Provincial team can only play for one team at the U12 Provincial Event.

### Skills Matrix

- A Drills Package is to be finalized for the August meeting and communicated with the changes to the August meeting. The second evaluation is to be submitted no later than March 31<sup>st</sup> but each region has the option of requesting the second set any time after January 15<sup>th</sup>. Fines are still in effect for non-compliance.
- We will take this month to evaluate where everyone is with the submission of the skills matrix second set for compliance. April 30<sup>th</sup> is the cut-off for submission. Those that have not submitted will be faced with a \$500.00 fine and potentially not in good standing at the ORA AGM.

### Team Composite Score

- This will be based on a Skill Point Average where the teams' scores would be determined by the following method
- Team totals = Player total scores to be added together (skill totals divided by skills tested) and divided by number of players per team
- While the math will be changed, the name remains the same. The number will be easier to comprehend as it will be smaller.

### Fair Ice Policy

- The U12 division is still developmental and as such, coaches not using all players in non 5 v 5 situations throughout a game, is resulting in an unbalanced usage of players. Players at this age are penalized as often as other age groups but having U12s potentially sitting out 40% of their shifts is detrimental to developing them as players.
- While the fair ice policy will remain the same for U12 there are proposed changes to U14 and up changing from D1 to D2 etc.

## Sport Development Brochure/Respect In Sport/Sportsmanship

- There have been a large number of complaints of abusive language by parents and coaches to officials, other parents and other coaches. We are including the wording from the Sport Development Manual Section 5.0 in our Brochure. We are also encouraging regions and associations to use a player and separate *Parent Code of Conduct*.
- Those associations that currently make use of such documents find that it helps hold members accountable for their behavior. Make sure everyone recognizes their responsibility to report violations of the ORA Code of Conduct.
- Tournaments are not giving out sportsmanship awards as they did in the past. What can be done to encourage sportsmanship?

## Goalie Issues

- Some difficulties are still being had with encouraging goaltenders. Suggestion that U9 dressing more than one goalie could be a help.
- On one hand can be seen as two players sharing the experience together, not everyone buys in - don't want to sit on the bench for a game. Not every association has the money to afford a second set of pads to dress two. We have only had the rotating goalies in place for a couple of years so still too early to know if this will result in having more goalies.
- Goalie poster in the process of being approved. All regions are struggling to attract players to the position of goaltender. The poster would allow for a province wide campaign and awareness. Sharing of what works between regions and associations should be promoted.

## Sport 4 Life Conference

Daniel was representing our Committee at this Conference and has a report on it.