

**PROPOSAL FOR A
FEMALE MINOR HOCKEY ASSOCIATION
FOR GREATER VICTORIA**

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Submitted by:

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(On behalf of Female members of SMHA).

Preamble

I am a parent of two minor hockey players. I have coached 16 teams, initially in Nova Scotia and then in Saanich for the last five years. In addition, I have been the HCSP for 16 teams and Manager for two. I have served at the Board level on two minor hockey associations (MHAs): Bedford and District Minor Hockey Association (NS) and Saanich Minor Hockey Association (SMHA), currently starting my sixth year, and have held 9 Director positions in that time (Atom Division Director x 5 years and Director of Female Hockey x 4 years). I have organized several Spring / Summer Development programs for girls and two Competitive Camps featuring National Team members. As such, I have a strong working knowledge of the logistics, effort and commitment of maintaining teams, a development program and administration of an MHA. My connection to Female hockey is through my daughter, who began skating at age 4 and has always been a top level Female player in her age category. Until recently, she had no option to play on a Female team. While I do not pretend to know everything there is to know about Female minor hockey, this proposal has been prepared with input from those more knowledgeable than me and serves as a comprehensive approach to the long term development and sustainability of Female minor hockey.

Introduction

Vancouver Island Amateur Hockey Association (VIAHA) By-Laws require a statement outlining the rationale for a new Association. This document serves that purpose and is submitted with other accompanying documents comprising an Application for Membership in VIAHA.

Amateur hockey is unique with respect to other sports in that co-ed participation often continues well beyond the introductory levels. Traditionally this has been partially due to the fact that there was little infrastructure for separate female teams and leagues. However, the trend has continued despite evolution and development of Female associations and leagues. This is also due to the misconception that girls will develop faster or better while playing with boys, while in fact development is more likely due to early exposure to the fundamental skills of the game and continued practice, noting that girls do tend to develop advanced technical skills at a slightly younger age than boys. Participation in Female hockey has increased significantly throughout the country over the last 15-25 years with numerous Female MHA forming throughout the other Provinces. However, there is still no distinct infrastructure for Female hockey in Victoria. Of the top-15 largest metropolitan regions in Canada (Source: Statistics Canada, 2016 Census), Victoria is the only one not to provide a dedicated Female MHA (Table 1). In fact, there are numerous municipalities with lesser populations than greater Victoria that

host dedicated Female MHAs, mostly located in Ontario, but with metropolitan populations mostly under 150,000 (Table 2).

TABLE 1: Female-only Minor Hockey Associations in Major Canadian Metropolitan Regions

Population Rank	Metropolitan Area	Female MHA(s)
1	Toronto	Toronto Aeros Girls Hockey Association Toronto Leaside Girls Hockey Association Etobicoke Dolphins Girls Hockey North York Storm Girls Hockey Mississauga Girls Hockey League Brampton Canadettes Girls Hockey Association
2	Montreal	Hockey Montreal Feminin Association de hockey feminin de Laval
3	Vancouver	North Shore Female Ice Hockey Association Vancouver Girls Ice Hockey Association Richmond Girls' Ice Hockey Association Surrey Female Minor Hockey Association TriCities Female Ice Hockey Association Abbotsford Female Minor Hockey Association Langley Lightning Girls Hockey Association Meadow Ridge Female Minor Hockey Association
4	Calgary	Girls Hockey Calgary
5	Edmonton	Edmonton Girls Hockey Association
6	Ottawa-Gatineau	Ottawa District Women's Hockey Association L'Association hockey feminine vallee Gatineau Kanata Girls Hockey Association Nepean Girls Hockey Association
7	Quebec City	Association de hockey mineur feminine de la Capitale Nationale
8	Winnipeg	Winnipeg East Female Hockey
9	Hamilton	Hamilton Girls Hockey Association Burlington Girls Hockey Club
10	Kitchener-Cambridge-Waterloo	Waterloo Ravens Girls Minor Hockey Association Cambridge Roadrunners Girls Hockey Association Kitchener Lady Rangers
11	London	London Devilettes Girls Hockey Association
12	St. Catherine's - Niagara	St. Catherines Female Hockey Association Niagara Girls Hockey Association
13	Halifax	Metro West Force Female Hockey Metro East Inferno Female Hockey
14	Oshawa	Oshawa Girls Hockey Association Whitby Girls Hockey Association Durham West Girls Hockey Association
15	Victoria	None

Table 2: Canadian Municipalities Smaller than greater Victoria with Independent Female MHAs

Municipality	Metropolitan Population (2016)	Female MHA
Saskatoon, SK	295,095	Saskatoon & District Female Hockey Association
Kenora, ON	15,096	Lake of the Woods Girls Hockey
Dryden, ON	7,749	Dryden Girls Hockey Association
Thunder Bay, ON	121,596	Thunder Bay Women's Hockey Association
Sault Ste. Marie, ON	78,159	Sault Girls Hockey Association
Sudbury, ON	164,689	Sudbury Girls Hockey League
Barrie, ON	197,059	Barrie Women's Hockey Association
Guelph, ON	151,984	Guelph Girls Hockey Association
Brantford, ON	134,203	Brantford Girls Hockey Association
Chatham-Kent, ON	102,042	Chatham Girls Hockey Association
Windsor, ON	329,144	Sun Parlour Female Hockey Association
Peterborough, ON	121,721	Peterborough Girls Hockey Association
Belleville, ON	103,472	Belleville Bearcats Girls Hockey Association
Kingston, ON	159,561	Kingston Girls Hockey Association
Cornwall, ON	58,957	Cornwall Girls Hockey Association
Moncton, NB	144,810	West Kent Female Hockey Association
Saint John, NB	126,202	RV-SJ Female Minor Hockey Association

Timing of the Proposal

The optimal timing for proposing a new Female MHA is difficult to judge. Certainly, the concept of a Female MHA is nothing new and it is long overdue in Victoria. The current proposal has been under development for months, but not publically discussed whatsoever until April 1, 2017. This was done intentionally, so as not to cause disruption during the 2016-17 playing season as well as to prevent any confusion for Saanich MHA parents during the Registration period for 2017-18, which concluded on March 1, 2017.

While the proposal had already been underway, review of compiled SMHA Registration data in early March confirmed that despite significant growth from a total of only 12 Female players in 2014 to over 60 in 2016-17, our Female Program is at a crossroads. As a result of extensive travel during the 2016-17 season, many Female players had signed on to the waitlist for Integrated teams or not re-registered for hockey, thus potentially leaving our Female House teams at all four Divisions (Atom, Peewee, Bantam and Midget) with inadequate numbers for

2017-18. These Female teams would potentially be viable by using VIAHA Regulation 5.08 and allowing girls registered on a recreational Integrated teams to also register on a recreational Female team to supplement the roster. An e-mail was subsequently sent to VIAHA Female Coordinator on March 23, 2017 in this regard as without “Dual Cards” these four Female teams will likely not go forward.

We held an information meeting for parents of Female players on March 16 to review Spring/Summer Development Programs, Summer Competitive Camp and the preliminary Registration data for 2017-18 season. At this point several Members suggested pooling House players city-wide in order to sustain teams locally, given their extensive travel during the recent season.

A proposal for a Female MHA for the Capital Regional District (CRD; aka greater Victoria) was presented to Female parent Members of SMHA on April 1 and it was favourably received, with nearly unanimous support and numerous Members volunteering to undertake fundamental tasks in the development of the proposal.

On March 23, 2017, a representative of Peninsula MHA contacted me to review a mechanism for coordinating Female House teams across the region to maximize the number of Female teams, based on the loss of teams from throughout the city in 2016-17. We planned to meet on April 2, 2017 and representatives from Victoria MHA also attended. Other local MHAs were invited, but were unable to attend. At this meeting, I presented the potential for a Female MHA in greater Victoria and it was received favourably. With stakeholder support from Members of Saanich MHA and interest from neighbouring MHAs, I then approached the MHA Presidents via e-mail that night to introduce the concept at that level. With supportive responses from at least three MHAs, I sent a request to VIAHA President and Female Coordinator on the morning of April 3 requesting advice and guidance, as well as offering to present the proposal at the VIAHA Executive Committee on April 9, 2017 (subsequently rescheduled to April 23, 2017).

Another important element of the timing of the proposal was to place the decision in the hands of incoming MHA governance for all Associations in the region, rather than presenting it earlier in the year to outgoing Executives, since it is the incoming Boards that will be involved with the transition. The concept was forwarded to MHA Presidents prior to the Annual General Meeting (AGM) of each MHA, but I do not know if was presented to their Membership at those meetings. Having reviewed the VIAHA By-Laws, it is not necessary for review at individual MHA AGMs. The By-Laws are clear that such a proposal could be reviewed by appropriate individuals (Executive Director; then Officers; then Executive Committee) and be voted upon at a General Meeting (eg. AGM in May or a Special General Meeting), thus keeping the proposed start date of September 2017 entirely realistic.

Launching the proposal in early April allows approximately five months to organize the infrastructure for the 2017-18 season in September. As will become evident, a core group of volunteers has accomplished most of what is necessary within 30 days. Although the goal is to have regional representation at the Board level, we have released information in a hierarchical manner and have relied on other MHAs to engage their membership directly. Therefore, most of the work thus far has been done by SMHA parents, but the intention is that many others from across the region will participate at the Board level and we have made accommodations for official representation from the neighbouring MHAs within greater Victoria in our proposed By-Laws (see Appendix B; By-Law 3.8)

Challenges of Competitive and Recreational Female Hockey

The current environment poses several challenges to both Female Recreational (House) hockey and Female Competitive (Rep) hockey in Greater Victoria. These are classified and presented here:

Registration Challenges for Female House Hockey

The Capital Regional District has five geographically determined MHAs (Peninsula MHA, Saanich MHA, Victoria MHA, JDF MHA and Sooke and District MHA). Each Association has significant numbers of Female players, yet only nine Female House league teams were formed for the 2016-17 season across all Divisions. There are a limited number of girls playing hockey and dividing them into five geographic regions is problematic. Furthermore, there are numerous options that also deplete the number of Female players available for Female teams. This is shown diagrammatically in Figure 1. Novice is shown as a dashed line as the participation of girls in Novice hockey is suboptimal and not reflective of demand. Many requests are received each season for Initiation/ Novice age players to play in a girls-only environment, but this is not offered at any local MHA.

As referenced above, girls who begin playing at the Initiation/ Novice Division (aged 5-6-7-8 years old) are more likely to develop advanced skill sets and play hockey at a Competitive level. In greater Victoria, there is no Association that offers a Female-only option at the Novice level. At Saanich, they are offered the option of attending as many Atom Female practices as they would like to attend while in Novice, but most who inquire about Registration do not follow through. They are encouraged to pursue options for hockey development outside the MHA stream (RBC Play Hockey Program; Sooke Face Off for Fun; Oak Bay Novice Hockey League; etc). However, most of these girls never return to hockey when they eventually reach Atom age and first have the option for a Female-only team. Most have pursued other activities over the

period of up to four years without an option for Female hockey and their interests have changed. Recruiting these players at Initiation/ Novice is critically important to the growth of the Female game. Players who start at this age are more likely to become Rep players and retaining these girls rather than turning them away will undoubtedly measurably improve the quality of Female House and Rep hockey over the course of five years following inception of a Female MHA.

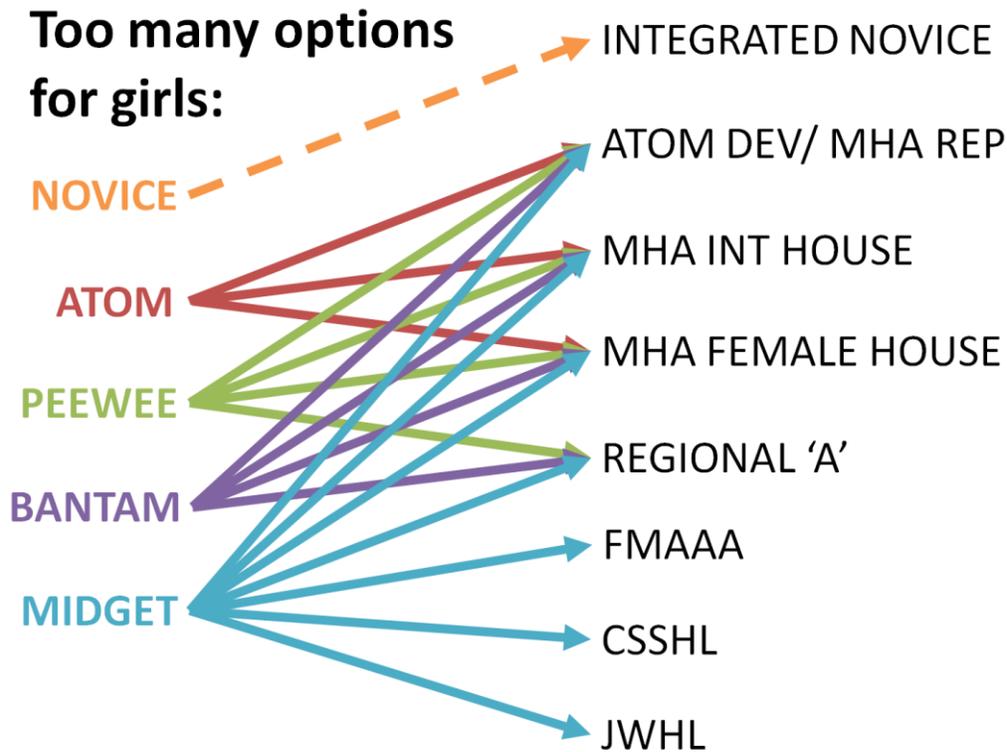


Figure 1: Too Many Options for Girls (Abbreviations: Atom Dev = Atom Development; MHA Rep = MHA Representative Team; INT = Integrated; FMAAA = Female Major Midget; CSSHL = Canadian Sport School Hockey League; JWHL = Junior Women’s Hockey League).

Administrative Challenges for Female House Hockey

As referenced above, there are five separate MHAs in greater Victoria that host Female House teams. Registration deadlines are different between the MHAs. Therefore information regarding number and distribution of Registrants is not universally available until late in the Summer. This includes important information about numbers of skaters, goalies and Coaches. In addition, the Regional Competitive try-outs are late in the summer, which means that MHA final numbers are typically not firmly known until the last week of August. VIAHA encourages

MHAs to declare Female House teams with as few as 10 skaters. Even reaching this goal is sometimes not possible until early September. This creates administrative challenges for Female Directors at MHAs, who don't know if they will be hosting a team and also don't know if neighbouring MHAs will be hosting teams in the event that their own rosters do not come together. Their goal is to ensure there is a place to play for each of their players and preferably within their own MHA, but there are also usually meetings between Female Directors before the season starts looking to merge teams and cooperate outside of the defined MHA Boundaries. This process also creates uncertainty for MHA Ice Allocators, since the total number of teams needs to be known before ice allocation can begin.

Figure 2 shows VIAHA Final League Standings for all Female Divisions in 2016-17. It demonstrates the paucity of teams from the greater Victoria, but also shows that all three SMHA teams were hybrid teams formed with one or more other local MHAs. These decisions to merge were made at the last minute. Additionally, it is noted that Peninsula MHA had an additional seven Bantam skaters and one goalie who could have been accommodated on the SMHA team but instead opted to either play on Integrated teams or, unfortunately, did not play hockey this season.

2016 / 2017 Female Atom League Standings									
Team	GP	W	L	T	GF	GA	PIM	SP	Pts
Campbell River	12	11	0	1	90	34	8	12	35
Saanich	12	6	5	1	58	56	18	12	25
Oceanside	12	5	5	2	58	63	14	12	24
Peninsula	12	0	12	0	37	90	14	12	12
6 + 1 SMHA; 4 VMHA; 3 JDF									

2016 / 2017 Female Pee Wee League Standings									
Team	GP	W	L	T	GF	GA	PIM	SP	Pts
Campbell River	12	9	1	2	94	15	36	12	32
Cowichan Valley	12	8	3	1	63	29	12	12	29
Oceanside	12	7	3	2	56	23	36	12	28
Peninsula	12	2	9	1	20	98	26	12	17
Saanich	12	1	11	0	20	88	10	12	14
14 SMHA; 1 VMHA; No Goalie									

2016 / 2017 Female Bantam League Standings									
Team	GP	W	L	T	GF	GA	PIM	SP	Pts
Campbell River	12	12	0	0	110	9	46	12	36
Oceanside	12	8	4	0	69	14	85	11	27
Nanaimo	12	6	6	0	56	62	56	12	24
Saanich	12	4	8	0	34	39	18	12	20
Triport	12	0	12	0	9	154	32	12	12
7 + 1 SMHA; 3 VMHA*									

2016 / 2017 Female Midget League Standings									
Team	GP	W	L	T	GF	GA	PIM	SP	Pts
Peninsula	14	14	0	0	71	7	58	13	41
Triport	14	10	3	1	60	17	58	14	35
Campbell River	14	9	3	2	51	30	62	14	34
Cowichan Valley	14	7	7	0	27	32	87	13	27
Juan de Fuca	14	6	8	0	38	40	88	13	25
Victoria	14	4	10	0	20	53	41	13	21
Sooke	14	3	10	1	33	66	62	13	20
Nanaimo	14	1	13	0	19	74	62	14	16

Figure 2: VIAHA 2016-17 Final League Standings for Female Divisions

The current administrative structure for Female hockey necessitates late decision making and this produced several recent “last minute” catastrophes. In the inaugural season of our Female program at SMHA (2014-15), we had recruited all new-to-hockey Atom players. Our intention was to run a developmental style program, similar to Novice, with no game play until after Christmas. This would allow skill development and then phase in game play through exhibition and tournament games once the new players had achieved some proficiency. In light of this, we released well established Atom Female players to Victoria MHA. VIAHA did not accept our development model and insisted that this weak team participate in League play. They subsequently lost most games badly and the girls had a discouraging experience.

In 2015-16, Midget girls from multiple Associations were rostered to play at Peninsula MHA, but the team folded early in the year and as a result numerous girls did not play hockey that season.

As referenced above, in 2016-17 there were Female players from Peninsula MHA who lost the opportunity to play due to these Registration issues and a potential Midget Female team at SMHA folded at the last minute due to lack of a goaltender, again resulting in four girls not playing hockey last season.

It is definitely unfortunate when Administrative limitations result in well established Female players being turned away from the game at the last minute before a season starts. One of the strengths of the current proposal is to avoid this trend through centralized administration of a House League program.

Scheduling Challenges for Female House Hockey

One very ironic aspect of Female House hockey for greater Victoria teams is that the House teams have a travel schedule that would typically be associated with a Competitive team. At times, the House teams travel farther than the Regional team for scheduled League games. Often this is for games between grossly unbalanced teams. For example, in Bantam Female this season, Saanich MHAs closest opponent was Nanaimo MHA. Saanich travelled to Port Alice once and the Triport team travelled to Victoria twice as part of scheduled League play. This is a 6-hr one-way commute of approximately 504 km. The scores in these three games were 8-0, 7-0 and 7-1 (FB103, 115 and 127). The excessive driving is actually driving girls away from Female House hockey. Players (and parents) prefer a local schedule for House level play. At SMHA, we now have seven girls at Peewee and Bantam Divisions who have requested to switch their primary registration category from Female to Integrated. This is opposite to the usual trend at this age level, where girls who have grown up playing Integrated hockey will often switch to Female teams to avoid the negative aspects of body contact and the positive social aspects

provided in Female hockey. This trend in our Association is detrimental to the Female Program as it compromises our ability to continue hosting Female teams.

The great distance of travel for Female teams also involves a significant time commitment and creates a measurable difference between the House hockey experience for a player on an Integrated team and a girl on a Female team. Tables 3, 4, 5, 6, 7 and 8 document the discrepancy between travel and demonstrate why the current format is a disincentive for girls to continue playing on Female teams in the current format. In all these Tables, the distances shown are “round trip” travel with the starting and ending point taken as the team’s Home Rink. Home Games were calculated as a trip of 0 km. Please note that VIAHA does strive to create efficiencies in the Female schedule, by having teams from Victoria play two games on a single road trip. An example would be a team playing an afternoon game in Campbell River and then a morning game in Parksville the following day. In the following Tables, those second games have been eliminated from the calculations as they are part of the return trip, thus slightly underestimating the Female travel. However, they do require the families to commit to the added expenses of hotel and meals that are not incurred by players on Integrated teams for League play. Finally, the right column in each Table is the average distance for ALL games played (not just road trips). For the Midget Female teams, the comparison was made arbitrarily to their corresponding C1 teams. This emphasizes the magnitude of the difference with Female teams from each Association forced to travel 5 – 10 times the distance of Integrated teams from the same MHA. In the younger age groups, there were fewer local Female teams, which influences the amount of travel. However, Table 7 demonstrates that even with four local Midget Female teams, the travel for Female teams was excessive compared to Integrated team counterparts. The amount of travel is a deterrent to participation in Female hockey and may influence a players decision on whether or not they continue to play hockey.

TABLE 3: Saanich MHA Atom Female House Team Travel

2016-2017 Team	Division	League Games	Total Distance Travelled (km)	Average travel distance per game (km)
Saanich Atom C1	VIAHA Red	16	329	21
Saanich Atom C2	VIAHA Blue	16	287	18
Saanich Atom C3	VIAHA Blue	16	170	11
Saanich Atom Female	VIAHA Female	12	1151	96

TABLE 4: Peninsula MHA Atom Female House Team Travel

2016-2017 Team	Division	League Games	Total Distance Travelled (km)	Average travel distance per game (km)
Peninsula Atom C1	VIAHA Blue	16	552	35
Peninsula Atom C2	VIAHA Red	16	517	32
Peninsula Atom C3	VIAHA Red	16	503	31
Peninsula Atom Female	VIAHA Female	12	1546	129

TABLE 5: Saanich MHA Peewee Female House Team Travel

2016-2017 Team	Division	League Games	Total Distance Travelled (km)	Average travel distance per game (km)
Saanich Peewee C1	VIAHA Blue	12	264	22
Saanich Peewee C2	VIAHA Red	14	261	19
Saanich Peewee Female	VIAHA Female	12	1449	121

TABLE 6: Peninsula MHA Peewee Female House Team Travel

2016-2017 Team	Division	League Games	Total Distance Travelled (km)	Average travel distance per game (km)
Peninsula Peewee C1	VIAHA Red	14	570	41
Peninsula Peewee C2	VIAHA Blue	12	454	38
Peninsula Peewee Female	VIAHA Female	12	1132	94

TABLE 7: Saanich MHA Bantam Female House League Travel

2016-2017 Team	Division	League Games	Total Distance Travelled (km)	Average travel distance per game (km)
Saanich Bantam C1	VIAHA Red	14	177	13
Saanich Bantam C2	VIAHA Blue	14	200	14
Saanich Bantam C3	VIAHA Red	14	181	13
Saanich Bantam Female	VIAHA Female	12	2284	190

TABLE 8: Local MHA Midget Female House League Travel

2016-2017 Team	Division	League Games	Total Distance Travelled (km)	Average travel distance per game (km)
Peninsula Midget C1	VIAHA Red	14	341	24
Peninsula Midget Female	VIAHA Female	14	1678	120
Victoria Midget C1	VIAHA Red	14	115	8
Victoria Midget Female	VIAHA Female	14	1715	123
JDF Midget C1	VIAHA Red	14	135	10
JDF Midget Female	VIAHA Female	14	1449	104
Sooke Midget C1	VIAHA Blue	14	521	37
Sooke Midget Female	VIAHA Female	14	1925	137

Team Composition Challenges in Female Competitive Hockey

Currently, VIAHA hosts a Regional Female team in each Division – Peewee, Bantam and Midget. These teams play as the South Island Royals, but the players are recruited from beyond the typical South Island boundaries, including two Associations from the traditional Mid-Island area. Players from even farther north are permitted to play for the team under certain circumstances. Reasons for this widened geographic catchment are unknown. It may be to address a relatively weaker talent pool, which can be addressed by a more comprehensive long term development model, incorporating Female Recreational hockey and Female Competitive Hockey into the same Association. Building a stronger program at the Initiation level is critical.

Generally speaking, the current Competitive teams could be stronger. Firstly, the try-out process is necessarily scheduled in mid- to late-August. This is a time when some players may still be away on vacation and some families may be unwilling or unable to schedule vacation time around the Royals try-out weekends. Moving the try-outs from August to September would potentially interest more players. Secondly, the necessity of scheduling games and practices north of the Malahat Drive may also be a hindrance for some players/families, so moving the Competitive program to a Female MHA in greater Victoria may attract more players for that reason. The Malahat Drive creates excessive time, distance and risk of travel for those who do participate in the Regional program. Team composition of the 2016-17 South Island Royals Regional teams is shown in Table 9.

TABLE 9: Team Composition of the 2016-17 South Island Royals According to Home MHA.

	PMHA	SMHA	VMHA	JDFMHA	SDMHA	KPMHA	CVMHA	LCDMHA	NMHA
Peewee	1	5	3	1	1	0	4	0	0
Bantam	0	6	2	3	3	0	3	0	1
Midget	5	1	5	3	1	1	0	1	0

Further analysis of team composition identifies that a majority of players on these teams are from Capital Regional District (CRD), with only a few from the Cowichan Valley Regional District (CVRD) or Nanaimo Regional District of Nanaimo (RDN) (Table 10).

TABLE 10: Regional Composition of 2016-17 South Island Royals (“+” denotes goalies)

	Capital Regional District (CRD)	Cowichan Valley Regional District (CVRD)	Regional District of Nanaimo (RDN)
Peewee	10 + 1 (73%)	4	0
Bantam	11 + 2 (76%)	3	1
Midget	13 + 2 (88%)	2	0
Overall percentage	80%	18%	2%

Analysis of the 2016-17 South Island Peewee Royals practice schedule reveals the team had 42 practices over the season and 14 of these were at arenas north of the Malahat Drive (Shawnigan Lake School, Kerry Park Arena, Island Savings Centre and Fuller Lake Arena). The same calculation model for these practices was applied (as for Female House League games; above) assuming their Home Rink is JDF Arena. The team is carded at JDFMHA, so this would actually tend to underestimate travel, since nine of the players are actually from east of the JDFMHA boundaries. This showed that the Royals travelled a total of 2206 km to attend practices, of which 1347 km was north of the Malahat Drive in CVRD. Thus, 61% of the teams’ travel was to accommodate four players’ participation (27%). The team’s average round trip travel distance for a single practice was 52 km. Notwithstanding the time and distance of travel, the Malahat Drive can be an obstacle to productive use of ice. The highway has a terrible safety record with a series of fatal accidents in 2010 – 2012 that has prompted widening of the highway and traffic dividers along much of its length, but traffic related issues remain a problem. The highway is still affected significantly by weather-related delays, accidents that can halt traffic in one or both directions, as well as construction-related delays. These are primarily issues of safety, but can have a secondary impact on hockey and there were several (approximately five) Peewee Royals practices that were suboptimal due to players or coaches being unable to travel north or south on the Malahat Drive. Full ice practices run for 8-10 players limit the amount of instruction that can be accomplished. Furthermore, on one occasion the highway was closed completely and players had to divert to the Mill Bay Ferry at added expense and causing them to arrive late to a game.

Development Challenges for Female Competitive Hockey

The fact that the Regional program runs independently from an associated MHA creates difficulty with the development model. House League programs are run by eight separate MHAs, each with different numbers and quality of coaching; variable amounts of ice time; variable practice-to-game ratios and variable roster sizes, such that one Association may have 11 girls on a House team and another might have 16. This varies the amount of exposure and development that can occur in practice or game settings. Additionally, selection of players for the Regional program as Affiliate Players (APs) is highly dependent on whether they paid for a try-out at the beginning of the season. There is generally little consultation with Female Directors at MHAs to determine if there are other strong Female players who may benefit from development as an AP or perhaps fill a certain need for the Regional team.

This development model has a secondary impact on the quality of House League teams. As one would expect, the top players are selected to the Regional team. However, this could significantly deplete players from one MHA and perhaps leave another MHA relatively unaffected. This can lead to one or multiple MHAs not having sufficient numbers to form a team and subsequently a need to merge with another MHA to make a single team. In a Female MHA where the Competitive team and all Recreational teams are managed by the same organization, there is coordinated management of the number and distribution of players returning from the Competitive program and therefore players can be distributed according to skills and needs in order to keep the House programs balanced.

A final concern with the current Development model is that the Regional programs are somewhat undersubscribed. In the 2016-17 season, there were no North Island Female Regional teams in Peewee or Bantam, which limited the competition for the South Island teams in those Divisions. In the end, the South Island Royals were left to play appropriately selected Integrated teams. Additionally, this meant that strong players were placed on North Island House teams, leading to significant imbalance between South Island teams (depleted of Rep players) and North Island teams (strengthened with Rep players), very noticeably affecting the level of competition in the House League and development of those players.

A Female MHA directly links the Rep program and the House program, providing a more cohesive system for player selection, determination of APs and overall player development.

Administrative Challenges with Female Competitive Hockey

The administrative model employed by VIAHA is different than what is used in most MHAs and therefore different than on most other Rep teams. Available ice is appropriately allocated to the three Competitive teams through a central process. However, teams are restricted in their

ability and freedom to seek and purchase additional ice times. In this sense, the team is not completely autonomous and needs to seek approval for otherwise routine hockey decisions. The teams are also not financially independent from VIAHA and rely on the parent organization for budget decisions until late in the season. This is an unconventional model and Competitive teams in a Female MHA would function autonomously and independently, as most other Rep teams do.

Success of established Female Minor Hockey Associations

As referenced in Table 1, there are eight existing Female MHAs in British Columbia, all competing in the Pacific Coast Amateur Hockey Association (PCAHA) and Members of BC Hockey. These MHAs are listed in Table 11, including the year they were established, reference population per BC Hockey boundaries (Statistics Canada; 2016 Census) and current enrollment.

Most of these Female MHAs have been established for 20 years or longer. They have proven the long term viability and success of this model for the implementation and development of Female hockey in BC. Although only one small measure of success, performance at BC Hockey Championships (aka “Provincials”) for the Female MHAs has been exemplary. There is usually disproportionate representation of Female MHAs in the BC Hockey Championships and the teams tend to do well competing at that level. Appendix A includes annual summaries of placement at BC Hockey Championships for the years 2007 – 2017 (inclusive), illustrating that in most of the competitions, two or more Female MHAs typically place in the Top-4 teams and have won numerous Championships (22 of 33 competitions; 67%).

Table 11: Eight Female Minor Hockey Associations that are currently Members of BC Hockey

PCAHA Female MHA	Year Established	MHA Population (2016)	Current Registration
Vancouver Female Ice Hockey Association <i>(Vancouver Angels)</i>	1972	671,486	240
Surrey Female Hockey Association <i>(Surrey Falcons)</i>	1994	537,226	205
Richmond Girls' Ice Hockey Association <i>(Richmond Ravens)</i>	1994	198,309	260
Langley Lightning Girls Hockey Association <i>(Langley Lightning)</i>	1994	142,366	Unavailable
Meadow Ridge Female Minor Hockey Association <i>(Meadow Ridge Barracudas)</i>	1994	99,992	Unavailable
TriCities Female Ice Hockey Association <i>(TriCities Predators)</i>	1997	219,534	250
North Shore Female Ice Hockey Association <i>(North Shore Avalanche)</i>	1998	181,344	260
Abbotsford Female Minor Hockey Association <i>(Abbotsford Ice)</i>	2006	141,397	151

Presidents of the eight Female MHAs were contacted to review a series of standardized questions regarding the creation and maintenance of a Female MHA (Box 1).

Box 1: Questions to Female MHA Presidents Regarding Creating and Maintaining a Female MHA

QUESTION:
1. What year was your Female MHA established?
2. Did forming a Female MHA impact your enrollment positively or negatively? (Were there hold-outs initially or did all girls playing automatically transfer to Female)?
3. In your community, do girls still have the option to play on "boys" teams at other local MHAs, or <u>must</u> all girls play in your MHA?
4. Was there resistance to forming your Female MHA from the already established MHAs?
5. What are the major hurdles to developing and sustaining a Female MHA?
6. Do you have any difficulty maintaining your ice contracts (assuming that you are competing for ice with other local MHAs)?
7. What is your approximate current enrollment (by Division) and is your membership/enrollment stable, declining or growing?
8. Do you form teams in all Divisions each season at House and Rep levels? If not, do girls transfer to local boys MHA or to an adjacent Female MHA?

Answers to all these questions were received from six of the eight Female MHA Presidents, excluding Langley and Meadow Ridge (which are two of the smaller Female MHAs). Summative responses are included below, without specific reference to the individual respondents. The responses to Questions #1 and #7 are already included in Table 11.

Did forming a Female MHA impact your enrollment positively or negatively? (Were there hold-outs initially or did all girls playing automatically transfer to Female)?

As these Female MHAs were formed many years ago, specific answers were not always available to this question. However, several Presidents commented that while there are players who “hold out” and continue to play Integrated hockey, there are an equal number of new applicants to Female hockey such that the situation is no worse than neutral. They also commented that Integrated MHAs saw the formation of a Female MHA as a positive venture because it also impacts their own Registration, since girls who leave a spot on an Integrated team will make room for a boy to register from the wait list. Vancouver Angels commented that dedicated Female MHAs fare better than Female Programs running within an existing Integrated MHA (such as Burnaby MHA or Delta MHA), citing better recruitment, better retention and more consistent level of competition. Lastly, TriCities Predators commented that having recognized “Elite” players in the program attracts younger girls to play and also that they had a surge in enrollment between 2006-2010 prior to the Vancouver Olympics.

In your community, do girls still have the option to play on "boys" teams at other local MHAs, or must all girls play in your MHA?

Universally, the response to this question was that girls continue to have the option to play on “boys” Integrated teams in the neighbouring Associations and that there is no mechanism to insist that girls play for a Female MHA. However, it was repeatedly commented that beyond the Tyke (5-6 y.o.) Division, very few girls continue to play on boys teams. North Shore Avalanche estimated there were a “few” in this situation. Abbotsford estimated the number to be between 10 – 20 girls playing on boys teams across all Divisions. TriCities Predators estimates less than one full team’s worth of girls continue to play outside of their Association. Richmond Ravens estimated that 30 girls are playing with boys, but only 2-3 at the Rep level. Lastly, Vancouver Angels commented that they compete well for top-level Female players, who have the option to play for Vancouver Thunderbirds or Vancouver MHA. Similar comments were made by Surrey Falcons, who compete for registration with Semiahmoo MHA, Cloverdale MHA and Surrey MHA.

Was there resistance to forming your Female MHA from the already established MHAs?

As above, with some Female MHAs in existence for 20-45 years, most current Presidents cannot specifically recall the atmosphere when the Association formed. However, they all commented that they enjoy amicable and cooperative working arrangements with their local neighbouring MHAs at present.

What are the major hurdles to developing and sustaining a Female MHA?

Perhaps not surprisingly, all Female MHAs cited issues in response to this question that are not specifically unique to Female hockey. They all commented that maintaining a reliable and dependable group of volunteers with continuity on the Board was important and that maintaining a critical mass of volunteers was a challenge, since the overall size of a Female MHA is often smaller than an Integrated MHA. Surrey Falcons noted issues with recruitment of players at the introductory level, as did Abbotsford Ice, but both MHAs offered advice on recruiting players as well. TriCities cited the issue of paid coaching for older Rep-level teams, which is not something all Female MHAs can afford. Again, this issue is not unique to Female hockey. Surrey Falcons referenced the “inaccurate” notion that girls need to continue playing with boys to maximize development and Richmond Ravens commented that parental “misperceptions” about the need for girls to play on boys teams continue to persist.

Do you have any difficulty maintaining your ice contracts (assuming that you are competing for ice with other local MHAs)?

All six of the interviewed Female MHAs share ice facilities with neighbouring local MHAs. Vancouver Angels formed 45 years ago and have no record of issues at the outset. As a long term user group, their ice contract is stable and distribution of ice is based on their Registration relative to other user groups. North Shore Avalanche and Abbotsford Ice both pointed out that municipalities are sensitive to gender discrimination issues and they have no issue acquiring ice to support their programs, with allocation policies linked to the size of the user group relative to other users. They commented that because formation of a Female MHA allows migration of Female players from one MHA to another, there should be no issue acquiring ice from the MHA losing players. TriCities Predators indicated that while municipalities are generally supportive of female sports, they also may assign ice based on percentage of MHA membership attributable to the municipality allocating the ice. Richmond Ravens have a single agency controlling ice allocation for 10 venues and have a cooperative relationship with SeaFair MHA and Richmond MHA, with changes in annual allocation based on number of Registrants and number of Teams.

What is your approximate current enrollment (by Division) and is your membership/enrollment stable, declining or growing?

Current enrollment is listed in Table 11. With respect to fluctuations in Membership, Vancouver Angels reported 33% growth in the last three years. Abbotsford Ice reported growth from 110 to 151 registered players over the last two years. TriCities Predators estimates their numbers may drop over the next couple years as the large cohort who began play in 2006-2010 prior to the Olympics begins to age out of Midget. Surrey Falcons saw a drop in registration from 220 down to 165 approximately six years ago, but with active recruitment they are now over 200 again. Richmond Ravens report stable enrollment over the last 10 years, with fluctuations of no greater than 5-10 players per year for the last three years.

Do you form teams in all Divisions each season at House and Rep levels? If not, do girls transfer to local boys MHA or to an adjacent Female MHA?

Of the six Female MHAs that responded, four tend to follow a model of having 1 Competitive (Rep) team and 2 Recreational (House) teams in each Division. Two Female MHAs focus primarily on their House programs. All stressed the importance of building at the Novice and Initiation (aka Tyke) Divisions. Richmond Ravens report 40 players in Tyke alone. Surrey reports 25 players in Novice, while Abbotsford has a single Novice team. TriCities reported some fluctuation in their Midget numbers due to local interest in the FMAAA program, which can sometimes influence their ability to host a Midget Rep team. Surrey Falcons and Richmond Ravens both reported that they now have Juvenile teams. With respect to the second component of this question, PCAHA has a regulation that prevents movement of players between MHAs after September 1, so this limits players from “shopping around”. Apart from that, if a Female MHA is unable to form a team at either the Competitive or Recreational level, affected players are accommodated by either the local Integrated MHA with shared boundaries, an adjacent Female MHA or sometimes by an adjacent Integrated MHA with a Female Program if they have a team in the desired Category.

Population Support for a Female MHA

As noted in the Introduction, greater Victoria is the only large metropolitan area in Canada to lack a dedicated Female MHA (Table 1 & 2). Based on 2016 Census data, we tabulated the regional population according to the prescribed Boundaries of the five geographic MHAs in the CRD. View Royal and Metchosin represent shared draw zones and were arbitrarily assigned to JDFMHA and SDMHA, respectively, to avoid overestimation of the population. Results are shown in Table 12, but clearly demonstrate an adequate population to support a Female MHA.

In fact, the regional population for the proposed MHA of 357,967 would give it one of the most populated Boundaries for a Female MHA in BC, although noting that greater Victoria does represent an older demographic. The proportion of those over age 80 is highest in the country for any metropolitan area (6.8%) and we have the third highest proportion of adults over age 65 (behind Peterborough and Kelowna). Despite these demographics, a Female MHA would be well supported in this community.

We obtained administrative data for the number of Female players currently registered for minor hockey in the six MHAs within CRD (i.e. five geographic MHAs plus Victoria Racquet Club MHA). These are shown in various distributions in Tables 13, 14 & 15 (all Tables show Recreational players according to where they played in 2016-17, rather than their home Association). Table 13 demonstrates the total number of girls playing in the 2016-17 season according to Division, with totals per MHA also recorded. This excludes 3 Bantam players and 4 Midget players in Peninsula and Saanich, respectively, who did not play this season when local House teams collapsed. Table 13 also excludes 10 girls from local MHAs who played on the FMAAA Vancouver Island Seals. Including those girls, the total number of girls from the CRD playing hockey in 2016-17 was 330 (Table 14 & 15). Table 14 provides a similar breakdown, but presented according to Category of play, while Table 15 provides more specific detail regarding both Division and Category of play for each local MHA. The results clearly demonstrate that there is currently adequate registration to support one Competitive (Rep) team and three Recreational (House) teams in each Division, as well as a Regional all-Female Novice Division. In fact, compared to existing Female MHAs in Table 11, with 330 players and an MHA population of nearly 360,000 people, a Female MHA for greater Victoria would most likely become the largest Female MHA in British Columbia.

Table 12: Population of Minor Hockey Associations in Capital Regional District According to BC Hockey Boundaries and 2016 Statistics Canada Census Data.

Minor Hockey Association	BC Hockey Boundaries	Population (2016)	MHA Population
Peninsula	District of North Saanich	11,249	39,735
	Town of Sidney	11,672	
	District of Central Saanich	16,814	
Saanich	District of Saanich	114,148	114,148
Victoria	District of Oak Bay	18,094	121,541
	City of Victoria	85,792	
	Township of Esquimalt	17,655	
Juan de Fuca	Town of View Royal*	10,408	64,834
	City of Colwood	16,859	
	City of Langford	35,342	
	District of Highlands	2,225	
Sooke and District	District of Metchosin*	4,708	17,709
	District of Sooke	13,001	
POPULATION OF MUNICIPALITIES IN MHA BOUNDARIES WITHIN CRD			357,967

*View Royal and Metchosin are both shared draw zone, so were arbitrarily assigned only to one MHA.

Table 13: Female Players from Six Local Minor Hockey Associations According to 2016-17 Registration, excluding FMAAA players (Source: BC Hockey).

	Initiation	Novice	Atom	Pee wee	Bantam	Midget	TOTAL
Peninsula MHA	2	5	13	21	2	20	63
Saanich MHA	2	5	16	20	19	4	66
Victoria MHA	0	6	7	9	4	28	54
Juan de Fuca MHA	2	10	14	11	13	24	74
Sooke and District MHA	2	3	10	9	10	20	54
Victoria Racquet Club MHA	3	5	1	0	0	0	9
TOTAL	11	34	61	70	48	96	320

Table 14: Female Players from Six Local Minor Hockey Associations According to 2016-2017 Category of Play (Source: BC Hockey)

	Girls	AAA	A	Integrated Rep (incl Atom Dev)	Integrated House (incl Novice)	Female House
Peninsula MHA	65	2	6	3	15	39
Saanich MHA	67	1	12	3	10	39
Victoria MHA	54	?	10	0	26	18
Juan de Fuca MHA	74	?	7	5	43	19
Sooke and District MHA	54	?	4	1	31	18
Victoria Racquet Club MHA	9	-	0	1	8	0
TOTAL	330*	10	39	13	135	133

*Total includes 7 FMAAA players whose Home MHA was not available at time of report.

Table 15: Detailed Categorization of Female Players by Category, Division and MHA (Source: BC Hockey).

Division:		AAA	Regional A			Integrated Rep (incl Atom Dev)				Integrated House (incl Novice)						Female House			
			P	B	M	A	P	B	M	I	N	A	P	B	M	A	P	B	M
PMHA	65	2	1	0	5	0	3	0	0	2	5	2	2	2	2	11	15	0	13
SMHA	69	1	5	6	1	2	0	1	0	2	5	0	1	1	3	14	14	11	0
VMHA	54	?	3	2	5	0	0	0	0	0	6	7	6	2	5	0	0	0	18
JDFMHA	74	?	1	3	3	0	3	1	1	2	10	14	7	9	1	0	0	0	19
SDMHA	54	?	1	2	1	0	1	0	0	2	3	10	7	8	1	0	0	0	18
VRCMHA	9	-	0	0	0	1	0	0	0	3	5	0	0	0	0	0	0	0	0
Subtotal			11	13	15	3	7	2	1	11	34	33	23	22	12	25	29	11	68
TOTAL	330	10	39			13				135						133			

Process for the creation of a new Female MHA

The desire for creation of a new Female MHA requires stakeholder support locally and support from local MHAs. The process for acceptance as a Member of BC Hockey is defined by their Regulation 1.15:

“All new applications from an Amateur Hockey Association shall contain the following to be considered:

- a) Copy of the proposed boundaries of the Association;*
- b) Written proof of arena availability;*
- c) List of Association Directors or Executive;*

- d) *Written documentation confirming their membership in the local District Hockey Association, which is affiliated with the Society; and*
- e) *A copy of its Constitution and Bylaws”*

Satisfaction of BC Hockey Regulation 1.15 (d) requires acceptance into the local District Hockey Association, which is VIAHA. With respect to requirements of a Membership application to VIAHA, their By-Law 205 states:

“Applications for membership in the Society shall include:

- a) A list of Directors/Officers of the Association;*
- b) A definition of the geographical boundaries claimed by the applicant;*
- c) A copy of the applicant’s Constitution and By-Laws or Rules and Regulations;*
- d) Where the information in (a) above is non-existent participating in the Society;*
- e) A written statement outlining their Association’s rationale.*

MHA’s shall, not later than six months following acceptance of membership in the Society, incorporate the name, objectives and a list of possible teams under the Society Act and shall maintain good standing under the Act.”

Furthermore, VIAHA By-Law 202 describes the process for Membership Application:

“Associations may apply to the Officers of the Society through the VIAHA Executive Director for membership in the Society. The Officers shall review all such applications received and if conforming to the Constitution and By-Laws of the Society, shall present the application to the Executive Committee. The Executive Committee shall then decide if the application should be presented at a General Meeting of the Society for acceptance or rejection. Upon acceptance at a General Meeting, and payment of such fee that is set from time to time by the Society, the applicant shall become a member of the Society.”

In this section of the document, we review the requirements for Membership in both VIAHA and BC Hockey. We note that the various requirements for Membership cannot necessarily occur in a stepwise sequential fashion. For example, Constitution and By-Laws require references to parent organizations and governing bodies, thus are submitted here in Draft form as they cannot be finalized until after acceptance. As another example, proof of ice availability first requires approval of the proposed Boundaries to know which arenas are eligible and also requires Incorporation of the new Association in order to secure the ice contract.

Definition of the Geographical Boundaries

[BC Hockey 1.15 (a) and VIAHA 205 (b)]

We propose the Boundaries of the Female MHA for greater Victoria will include the external perimeter of the 13 municipalities comprising the Capital Regional District, as well as the Juan de Fuca Electoral Areas of East Sooke and Willis Point. These municipalities include:

- District of North Saanich
- Town of Sidney
- District of Central Saanich
- District of Saanich
- Town of Oak Bay
- City of Victoria
- Township of Esquimalt
- Town of View Royal
- City of Colwood
- City of Langford
- District of Highlands
- District of Metchosin
- District of Sooke
- Juan de Fuca Electoral Areas of East Sooke and Willis Point

The proposed Female MHA Boundaries are shown graphically in Figure 3, along with the approximate location of 13 ice surfaces in 11 facilities.

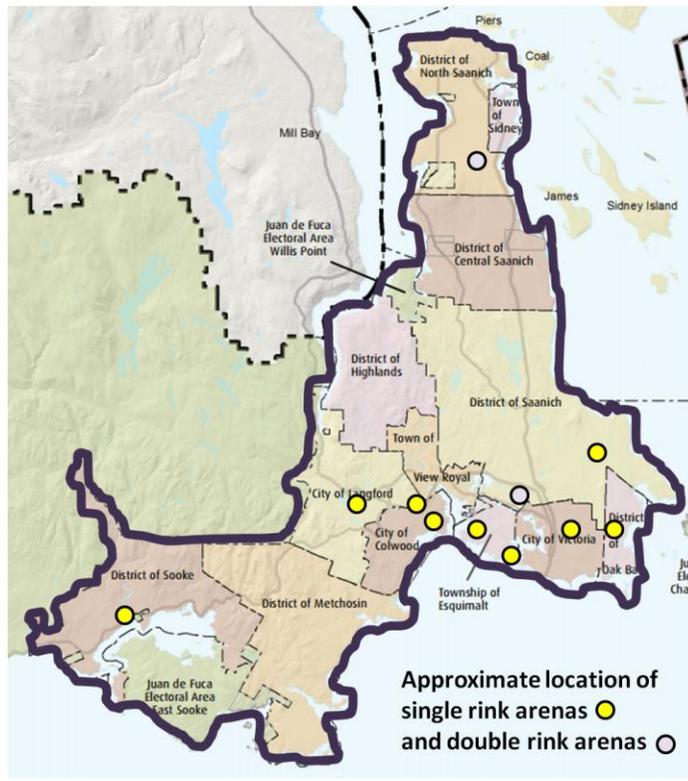


Figure 3: Proposed boundaries of “Capital Region Female Minor Hockey Association” and approximate location of ice surfaces within the Boundaries.

Constitution & By-Laws

[BC Hockey Regulation 1.15 (e) and VIAHA By-Law 205 (c)]

Beginning in the first week of April 2017, Constitution and By-Laws were drafted by a task group with five Members, including legal counsel. The Constitution was drafted on April 6 and finalized on April 20 at in-person meetings, with a revision process via e-mail. The By-Laws were drafted prior to the April 6 meeting, with some revision at that meeting and again at the April 20 meeting. The task group completed the By-Laws via e-mail and the finalized draft version is attached in Appendix B. The By-Laws were reviewed specifically for compliance with BC Hockey and VIAHA. The Constitution and By-Laws are compliant with the new Societies Act.

A List of Proposed Directors and Officers (Executive)

[BC Hockey Regulation 1.15 (c) and VIAHA By-Law 205 (a)]

The positions on our proposed Board of Directors were modeled after numerous other MHAs. As we plan to have few Competitive (Rep) teams and few Recreational (House) teams, we planned to have a Director of Competitive Hockey (responsible for three teams) and a Director of Recreational Hockey (8-12 teams). In addition, as we plan to run an internal House League, we will have a Director to serve as House League Commissioner.

Our goal is to have regional representation on the Board, hopefully with several individuals from each of the traditional MHAs taking on key roles within their area of interest or expertise.

A list of proposed positions on the Board is included here (* = Positions required by VIAHA; Under the circumstances, we considered “Female Development Coordinator” to be equivalent with “Director of Hockey Development”). The founding Directors of the Board will be appointed by acclamation until the first Annual General Meeting in April 2018, at which time an election will occur in accordance with the process set out in the draft By-Laws.

President*	Referee-in-Chief*
Vice President (Administration)	Director of Coaching*
Vice President (Hockey Operations)	Director of Managers
Treasurer*	Director of Goaltending
Secretary	Director of Competitive Hockey
Registrar*	Director of Recreational Hockey
Ice Allocator*	Director of Tournaments
Director of Safety and Risk Management*	House League Commissioner
Director of Communications & Website	Director of Hockey Development*
Equipment Manager	Director of Sponsorship, Fundraising and
Director of Special Events	Gaming

As described in our proposed By-Laws, the Board would also have six non-voting Liaison positions for a representative of each of the six Integrated MHAs to participate on our Board. We suggested this would be the President in an ex-officio capacity, but could be an appropriate delegate.

At the time of application, we have numerous individuals who have committed to a Board position on the proposed Female MHA. While some have expressed interest in certain positions, we have not yet finalized this pending further applications and interest until the time of incorporation, with a goal of broad regional representation and maximal expertise. An alphabetical list of those now committed is included and references their traditional MHA and also indicates those with prior experience on a Minor Hockey Association Board/ Executive(*):

Chris Atchison* [VMHA]
Nan Aulakh [SMHA]
Kelly Chaplin [SMHA]
Brian Christie* [SMHA]
Wes Crealock [SMHA]
Ian Fleetwood* [SMHA]
Kim Fleetwood [SMHA]
Heidi Forsberg* [PMHA]
Dana Johnson [SMHA]

Ken Jones [SMHA]
Ian MacDonald* [SMHA]
Steve Marsh* [SMHA]
Sukhi Paul* [SMHA]
Alison Rippin [SMHA]
Grant Smith* [SMHA]
Maegan Thompson* [SMHA]
Kevin Weatherston [SMHA]
Lena Weatherston [SMHA]

Written Proof of Arena Availability

[BC Hockey Regulation 1.15 (b); not a requirement for VIAHA]

With respect to ice acquisition for the proposed new Female MHA, we identified two potential approaches. The first approach would be for local MHAs to realize that they will be losing Registrants to the new Female MHA following its approval. The second approach would be to acquire any available ice from municipalities.

The successful launch of a Female MHA relies heavily on the first approach. We would hope for cooperation from local MHAs as is witnessed by the Female MHAs in PCAHA, with a principle that ice remains neutral with no MHA experiencing a net gain or loss of existing ice that is disproportionate to their Membership. We would not propose to take any ice away from “boys teams”, but conversely would propose that ice already allocated to dedicated Female House teams for games and practices be re-assigned under contract to the new Female MHA. Keeping in mind that Tables 14 & 15 demonstrated that nearly half the girls currently playing are in Integrated programs, this approach would be a request for only about half the ice that is currently used by the girls. For example, at the MHA level regionally, 148 girls play Integrated

and 133 play Female House. We would only be requesting ice that has been previously allocated to Female House. Therefore, any players from the Integrated program who left local MHAs to join the Female MHA would actually create extra ice in the Integrated MHA. Recognizing that rosters on the Female House teams are often smaller than rosters on Integrated teams, we rationalize this request mathematically based on the overall number of Female players per Association. Taking this principle to the level of a calculated figure, and assuming a maximum team roster of 18 players, Table 16 shows that the magnitude of this request remains at or below the level of Female registration for each MHA, so again it would mean that no ice is being taken from the boys programs. This approach to ice redistribution considers only those girls who are already registered to play and cannot account for perceived increase in registration after starting a Female MHA. Additional ice beyond this initial redistribution would be through negotiations with municipalities.

At this point, Saanich Minor Hockey has agreed in principle to the concept of moving the ice already allocated to Female teams to the proposed new Female MHA.

Table 15: Calculation of Ice Requested for Distribution to the Proposed New Female MHA

	Integrated	Female House	Total Players	Number of Potential Teams (Total players / 18)	Female MHA Requests Ice Actually Used by Integrated MHA in 2016-17 to Support:
PMHA	18	39	57	3.17	3 teams
SMHA	13	39	52	2.89	3 teams
VMHA	26	18	44	2.44	1 team
JDFMHA	43	19	62	3.44	1 team
SDMHA	31	18	49	2.72	1 team

The 2016-17 ice schedules for most Female House teams were available on MHA websites and are included in Appendix C. These are intended for reference purposes only, with a summary of the ice allocated to Female House by each MHA in 2016-17 included in Table 16.

With 80% of Competitive (Rep) players residing within the boundaries of the proposed new Female MHA, ice allocated to the Regional program by the local MHAs could also be redistributed to the proposed new Female MHA. Table 17 summarizes ice currently allocated to Rep teams within CRD. Obviously the ice times allocated to the Regional program outside CRD would not be requested.

Table 16: Ice Allocated by MHAs in CRD to Female House Teams in 2016-17

MHA	Team/Div	Type	Frequency	Time	Duration	Location
Saanich MHA	A/P/B House	Practice	Weekly (1.5)	Varies	80	PRC Green
	A/P/B House	Game	Weekly (1.5)	Weekend	80	PRC Green
Victoria MHA	Midget House	Practice	Weekly	Early AM	60	SOFMC/AB
	Midget House	Practice	Weekly	Evening	60	Oak Bay
	Midget House	Game	Biweekly	Weekend	80	Varies
Peninsula MHA	Atom House	Practice	Biweekly	PM	60	Panorama
	Peewee House	Practice	Biweekly	PM	60	Panorama
	A/P House (Share)	Practice	Biweekly	PM	60	Panorama
	A/P House	Game	Weekly	Weekend	80	Panorama
	Midget House	Practice	Weekly^	n/a	60	Panorama
	Midget House	Game	Biweekly^	Weekend	80	Panorama
Sooke & District MHA	Midget House	Practice	Weekly	Late Eve	60	SeaParc
	Midget House	Practice	Biweekly	Late Eve	60	SeaParc
	Midget House	Game	Weekly	Weekend	80	SeaParc
Juan de Fuca MHA	Midget House	Practice	Weekly	Variable	80	Varies
	Midget House	Practice	Biweekly	Variable	60	Varies
	Midget House	Game	Biweekly	Weekend	80	Varies

^Schedules for PMHA Midget team were not available for review. Estimated times are based on allocation to their Atom and Peewee teams.

Table 17: Ice from MHAs in CRD that is currently allocated to Regional Rep teams.

Team	MHA	Type	Day	Time	Duration	Location
Regional A	SMHA	Practice	Mon	19:45	80	PRC Green
Regional A	JDFMHA	Practice	Tues	19:45	80	JDF
Regional A	VMHA	Practice	Wed	19:30	75	SOFMC
Regional A	PMHA	Practice	Thurs	18:20	80	Panorama
Regional A	SDMHA	Practice	Thurs	19:30	80	SeaParc
Regional A	VIAHA	Game	Sat	13:00	80	Wurtele

Accounting for shared ice times and weekly vs biweekly events, the total ice that is currently used by Female Competitive and Recreational teams is roughly equivalent to:

- Seven x 60 min practice slots (weekdays)
- Seven x 80 min practice slots (weekdays)
- Six x 80 min game slots (weekends)

We calculated required ice to launch the Female MHA with a Novice/Initiation Program, 8 House teams and 3 Rep teams, based on the following needs:

- House team requires one 80 min shared practice per week plus a Home game on alternating weekends.
- Rep team requires one 80 min and one 60 min practice per week plus one Home game each weekend (plus Dryland once per week).
- Novice/Initiation requires 2 x 60 min practices, preferably on weekends.
- Two x 60 min Development slots per week.

The model for ice distribution described above would leave the Female MHA with 20 of the 21 required slots to launch the Association. We have the contingency plan that, if we need to accommodate more than eight House teams in the first season, we can re-allocate Development slots as Team practices. As the Recreational League game schedule will be comprised primarily of a truly Intramural House League, we have flexibility to schedule certain games on weeknights as necessary. Our modeling predicts that the initial ice requirement could support up to 204 House and 51 Rep players according to the allocation models above, if rosters are maximized and ice times acquired on contracts are not conflicting. Given the limited ice availability in CRD, the template for the Female MHA has been given the utmost attention in the planning stages to ensure maximum efficiency in ice scheduling.

Efficiencies of the Proposed Female MHA

Ice Rotation Efficiencies

Although traditional MHA Boundaries will no longer apply, we will aim to create community-based House league teams with options to align teams with School District boundaries or combining certain neighbourhoods that were previously separated by an MHA Boundary. With this in mind, we would aim to schedule Recreational (House) practices at Community rinks that are more peripheral in location, while using central rinks for Competitive practices recognizing that those players are traveling from throughout the CRD (see Figures 4 and 5). Undesirable ice times (early AM and late evening) would be distributed as evenly as reasonably possible throughout all teams, as appropriate. For the purposes of discussion, peripheral rinks would be: Panorama Recreation Centre (2); Ian Stewart Complex; Oak Bay Recreation Centre; JDF Arena; The Q Centre; Westhills Arena and SeaParc Leisure Complex. Central rinks would be: Pearkes Recreation Centre (2); Save-on-Foods Memorial Centre; Archie Browning Arena and Wurtele Arena. These designations are a conceptual principle and not specifically binding. However, the goal is to minimize travel for all players.

Team Composition Efficiencies

Eliminating traditional MHA boundaries solves a perennial problem in Female hockey in the CRD, in that teams could be made based on important priorities such as number of available players; number of available goalies; number of available coaches; ice availability etc – rather than based just on the traditional MHA Boundary. Team composition can be decided well in advance as the Competitive team and the Recreational teams are all organized by the same Board.

Community Practices – Efficient use of Recreational Practices

As part of a model that maximizes efficiency in ice time utilization, we will introduce the concept of a “Community Practice” at the Recreational level. For example, referring to Figure 5 which demonstrates 3 House teams in each Division, we would be sure to schedule the Peewee practices for those three teams on different week nights. Therefore, players from the “Central” team would be *expected* to attend their own practice, but would be *welcome* to also attend the

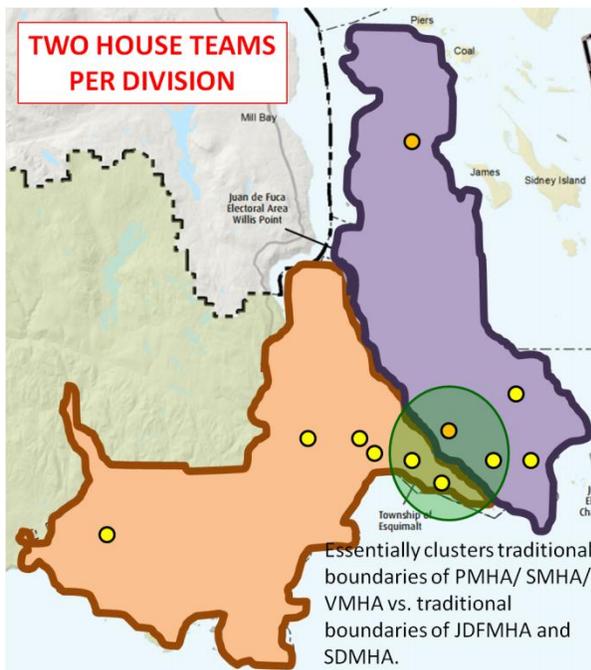


Figure 4: Rep teams practice at central rinks (Green) and House teams practice at peripheral rinks. Example is with two House teams per Division.

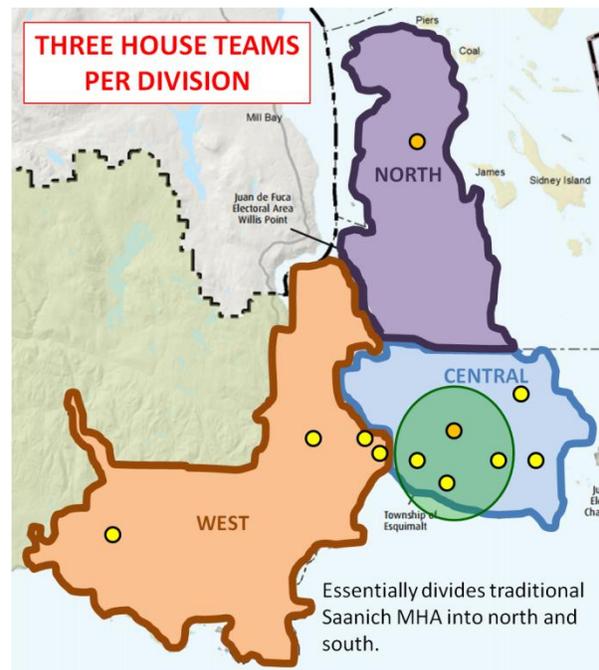


Figure 5: Rep teams practice at central rinks (green) and House teams practice at peripheral rinks. Example is with three teams in a Division, such that traditional Saanich MHA is divided.

Season game play (pink) would begin in October with completely Intramural House League games. Of course, this would rely on having a minimum of two teams in each Division, but preferably three or four. During the months of September and October, VIAHA Red and Blue League teams would be playing early season games. As those results are known, Female House teams could be scheduled for Exhibition Games (blue) against selected weak boys teams in order to ensure fair competition for both teams. Intramural League play (pink) continues on alternating weekends, with reciprocal games against selected weak boys teams. Selecting teams in this fashion should allow competition at a comparable level. The final two weekends of the season would be reserved for an Intramural Championship Series (red). In this model, girls would be guaranteed a 24 game schedule without needing to leave the MHA Boundaries. Teams could schedule Tournaments as usual. This model minimizes the need for Administrative and Scheduling assistance from VIAHA, since the each Female House team would only require three reciprocal games vs boys teams.

Efficiencies in Competitive (Rep) Practice Schedule

Just as the Community Practice model creates the best development opportunities for House players, we have designed a practice schedule for Rep teams with similar principles (Figure 8).

MON	TUES	WED	THURS	FRI
Midget (60) (plus 5 Bantam)		Bantam (60) (plus 5 Peewee)	Peewee (60) (plus 5 House APs)	
Peewee (80) (plus 5 House APs)	DRYLAND: All 3 Rep teams		Midget (80) (plus 5 Bantam)	Bantam (80) (plus 5 Peewee)

Each team has a 60 min and 80 min Full Ice practice each week. Practices are scheduled to accommodate a combined Dryland session for all three Rep teams once per week. This creates an economy of scale with respect to hiring and funding as well as for scheduling instructor(s). It could be run as a joint Dryland session with all three teams participating, or with sequential Dryland training sessions for each team, each accompanied by Classroom/ Strategy/ Video session before or after the Dryland at the same facility. This will also create social opportunities that will tend to build a sense of community within the Rep Program

With respect to on-ice practices, the schedule template is drafted to allow maximal development opportunities for all players. Teams will be rostered at 15 skaters. For each Midget practice, a group of five Bantam players will join them such that there are 20 skaters on the ice for each practice. These opportunities will not be limited to AP’s. Thus, after three practices, all three Bantam Rep skaters have had one additional practice with the Midget Rep team. The same model applies to Peewee Rep skaters practicing with the Bantam Rep team. In

this model, each Peewee and Bantam Rep skater would get eight practices in a three week span and this cycle continues throughout the season. It allows the girls to learn multiple systems and learn skills from multiple coaches. It allows coaches a direct longitudinal exposure to players so that they can eventually select the AP's that best fit their team needs. At the Peewee Rep level, practices would be supplemented with five players per session from House teams, again in the spirit of maximizing Development at all levels throughout the Association.

Efficient Scheduling of Rep Games

Scheduling Rep Games would follow similar principles to the scheduling of Recreational Games. Ideally, in the off-season, the Director of Tournaments would register all three Female MHA Rep teams in the same three Tournaments and these dates would be known prior to the start of the season. In the scheduling model shown in Figure 9, Tournaments (light blue) in Richmond, Kamloops and Surrey were selected.

	SEPT	OCTOBER				NOVEMBER				DEC*			JAN**			FEBRUARY				MAR	
	Try-Outs	E	P	T	P	E	P	T	P	E	P	E	P	E	P	T	P	E	P	E	E
P																					
B																					
M																					

Figure 9: Proposed Game Schedule for Competitive Teams. See text for Details. *Fewer games in December due to Christmas Break. **One weekend in January lost due to Pacific Cup.

As there is no requirement to release players back to Integrated MHAs, there is no need to schedule try-outs in August as is the current practice for Regional 'A' teams. If desirable, there is an option to book try-out ice on Labour Day weekend as SMHA and VMHA do not hold Assessments that weekend. However, the proposed schedule uses Practice and Game slots throughout the month of September (purple) to allow a longitudinal approach to player assessments. Keeping the Rep team rosters at 20 players or more throughout the month of September allows Intrasquad games for assessment purposes. Formal roster decisions can be made at any time until the end of the month.

During the month of September, VIAHA Red and Blue League teams are playing exhibition games and information becomes available that stratifies those teams. Exhibition Games (blue) could be scheduled against the strongest Integrated teams in the VIAHA Red and Blue Leagues to optimize the level of competition. In Peewee, the option remains to schedule games against the weakest Island League Division 4 teams, as there is no body contact at this level and the

competition is reasonable. Exhibition Games can be used to schedule games against North Island Regional 'A' team if one exists.

Following favourable reviews of interlink games between the VIAHA Midget Royals and PCAHA Midget Rep teams, a model could be adopted that allows Female MHA teams to either continue with this model on an Exhibition basis, or eventually become part of PCAHA League play. Home game slots against PCAHA teams are shown in pink and Away games are shown in fuchsia. These would be day-trips to the mainland (or mainland teams to Victoria) without need for an overnight stay. Ideally, such Home games would be scheduled within our ice allotment at Panorama Recreation Centre to minimize travel for the Visiting team. Conversations with the Presidents of Richmond Ravens and TriCities Predators revealed their enthusiasm for a program of this kind.

Figure 9 also illustrates the interlocking nature of the Rep teams Game Schedule, such that while one team is on the mainland for games against PCAHA, their Home Game slot can be used by the other Rep team that is hosting a PCAHA team for a "double-header", again creating efficiencies with ice allocation and travel.

Finally, the last two weekends of the season (Teal) would be left unscheduled with options to use weekend Game ice as extra practice time prior to BC Hockey Championships; pick up Exhibition games against VIAHA Integrated teams; Exhibition games against North Island Regional 'A' team; Exhibition games against selected PCAHA teams. Basically this would be left to the discretion of the team to determine what is of the most value to the team in the weeks before Provincials.

Efficiencies with Mentorship

A priority of the proposed new Female MHA is promotion of leadership and mentorship within the community. We would promote Midget players and others to make themselves available to help as coaches and demonstrators at Initiation, Novice and Atom sessions. This would be very helpful for Coaching Staff at those levels, but also helpful for young girls and their parents to see the potential for long term development evidenced by our top level players.

More Efficient Use of Boys Ice

Assuming that MHAs released the ice requested in order to facilitate the success of a Female MHA, and assuming that girls currently playing Integrated MHA hockey would transfer to the new Female MHA, the positive effect on boys' hockey could be enormous. As listed in Table 15, there are currently 135 girls playing Integrated House and another 13 playing Integrated Rep. Most of these players could be accommodated within the initial ice requirement, if all the ice

requested from Integrated MHAs is granted to the new Female MHA. Therefore, there could be room for 148 boys on waitlists to transition into spots previously held by female players.

Administrative Processes Underway to Establish a Female MHA

Immediately following the initial presentation regarding a possible Female MHA for greater Victoria on April 1, we created several small task groups in order to accomplish several key administrative tasks in a short period of time. Over the last month, much of the work needed to launch the proposed new Female MHA has been completed.

Incorporation

At this point, with a complete Constitution and By-Laws and a proposed Board that fulfils requirements for initial operations, we are in a position to incorporate the Association at any time. We have completed a Registry search and have reserved the name “Capital Region Female Minor Hockey Association”.

Budget

With nine proposed Board members who have had prior experience on MHA Boards in the past, we have developed a comprehensive budget that accounts for all the usual Revenue and Expenses of running an MHA. The preliminary budget also includes allowances for various start-up costs.

Membership

Obviously at this point we only have numerous interested families, but no actual Membership. We believe that once approved, our Membership numbers will grow quickly. Once we have Membership of 100 families, we will launch a campaign to select a playing name for the Association (i.e. such as “Winnipeg Jets”).

Website & Communications

We have developed a website over the last several weeks, which remains off-line at present pending successful incorporation. We have an IT professional on our proposed Board who has overseen this. The initial purpose of the website will be to disseminate information about the new Female MHA. Capability for on-line Membership application has been a priority with Hockey Registration to follow. It has the look, feel and functionality of most other youth sports organization sites, with institutional email, on-line registration, centralized messaging options

etc. We have an expert in domain names on our proposed Board, who has identified more than 30 available domain names that would suit our purposes.

Team Name

Numerous interested parties have submitted a long list of more than 25 potential playing names for the proposed new Female MHA, which shall remain confidential for the time being. We continue to receive new suggestions nearly every day, reflecting the enthusiasm in the community for this new Female MHA. The proposed Board plans to narrow the list down to 10 suitable non-copyrighted/trademarked and previously unused selections. We will then host a two-week contest for naming the team. Week 1 will involve on-line “reality show” style voting and in the first week, one of the ten selections will be “voted off” each day for five days, narrowing it to five choices. Week 2 will allow the Members to vote for the names they like the best, ranking them on a scale of 1 – 5. Aggregate scores will be tabulated after five days of voting and the winner announced. We believe this process will raise awareness and engagement in the new Female MHA.

Identity and Brand

We are extremely fortunate to have a professional graphic artist as well as an intellectual property lawyer and trademark agent among our proposed Board members. The graphic artist has worked extensively with professional sports teams and has volunteered to develop a logo and brand identity for the new Female MHA. This process will be undertaken immediately upon selection of a Team Name.

Team Colours

At this point we have not selected teams colours as it will depend somewhat on the Team Name selected by the Membership. However, we have researched a number of colour options that would represent conflicts and will avoid these options. These include:

Female MHAs and Female Teams:

- North Island Regional ‘A’ Team – Washington Capitals (Red/Blue)
- North Shore Avalanche – Colorado Avalanche
- Vancouver Angels – Minnesota Golden Gophers
- Richmond Ravens – Chicago Blackhawks
- Surrey Falcons – Buffalo Sabres (1990’s – Black and Red)
- TriCities Predators – Nashville Predators
- Langley Lightning – Tampa Bay Lightning
- Abbotsford Ice – Vancouver Canucks
- Meadow Ridge Barracudas – Washington Capitals (1990’s – Blue and Orange)
- Kelowna Rockets – Kelowna Rockets (WHL)/ Edmonton Oilers
- Kamloops Jr. Blazers – Kamloops Blazers (WHL)/ Edmonton Oilers

Local Integrated MHAs:

- Peninsula Eagles – Boston Bruins/ Pittsburgh Penguins
- Saanich Braves – Chicago Blackhawks
- Victoria Racquet Club – St. Louis Blues / Los Angeles Kings (1970's – Yellow)
- Victoria Ice Hawks – Washington Capitals (Red/White/Blue)
- Juan de Fuca Grizzlies – Boston Bruins/ Pittsburgh Penguins
- Sooke Thunderbirds – Toronto Maple Leafs (Blue and White)
- Kerry Park Islanders – New York Islanders

The options under consideration currently include Purple (Mighty Ducks of Anaheim; Los Angeles Kings 1970's or 2000's); Powder Blue (Pittsburgh Penguins); Green/Red (Minnesota Wild); Brick Red (Arizona Coyotes). Again, this will ultimately be decided in conjunction with selection of a Team Name.

Jersey Acquisition

We have confirmed that we are still eligible for the McDonald's *atoMc* program for the 2017-18 season, but may have limited choice of colours depending on their remaining inventory at the time of application. We are awaiting similar confirmation from the TimBits program for Novice and Initiation.

In the initial season we will plan to purchase Home/Away sets for the Competitive Teams and single sets of solid colour jerseys for each House teams, with plans to expand the House sets over time.

We have an experienced Equipment Manager on our proposed Board who can handle these aspects fairly quickly once we are accepted.

Jersey Numbers

Most MHAs use standard jersey numbering for all sets they order within their Association. These often include familiar famous jersey numbers such as 7, 9, 10, 16, 61, 66, 68, 87, 88, 89, 91 and so on. We have developed a standardized set of jersey numbers based on the iconic and legendary players from the Canadian National Women's Team, and will include biographical information about the legends of Female hockey on our website to introduce girls playing hockey to the history of their sport.

Anticipated Challenges to Forming a new Female MHA

We have identified all key tasks and accomplished nearly all of the required tasks at this point in time, with four months left before the start of the 2016-17 season. Our administrative task

groups plan to continue working hard over the summer to develop a Policy and Procedure Manual that will be in place by the beginning of the season.

Despite the enthusiasm that has allowed rapid advancement of the concept of a Female MHA, we do anticipate some challenges.

Do we have the numbers?

Data presented above clearly show that there are enough girls playing in hockey in greater Victoria to launch a Female MHA immediately (Tables 14 & 15). If all girls transferred immediately, we would instantly be the largest Female MHA in BC. However, we do expect there will be some hesitation. Even if 80% of girls transfer, we would still have Membership of approximately 260 players, which is consistent with the larger Female MHAs in PCAHA (see Table 11). We expect the greatest trepidation will be with girls currently playing Integrated House. Again, excluding those girls, we would still have 133 Female House players and minimum of 39 Female Rep players, more than enough for a thriving Association that would be larger than Abbotsford, Meadow Ridge and Langley.

One question that has arisen is whether there is potential for a truly competitive Rep team. Table 18 illustrates approximate numbers of players from each Association with a known playing history at the Integrated MHA Rep or Regional ‘A’ Female level. Most notably, there are many returning members of the Provincial Champion Midget team. Known coaches with appropriate credentials are also noted, although this list is obviously incomplete. These lists are based on personal knowledge of the Founding Directors on the Board, word of mouth and hearsay. This is also incomplete. It is expected that with growing knowledge of the proposal for a Rep team with limited travel, local practices, optimized development schedule and regular dryland training, interest in the Rep program will increase. Importantly, none of this is intended to suggest any mechanism for pre-selection to any team whatsoever (players or coaches), but rather only to allay any concerns that the team may not be competitive at the Rep level.

Table 18: Estimated numbers of players for 2017-18 with a proven playing history at the Rep level.

	PMHA	SMHA	VMHA	JDFMHA	SDMHA	Coaches
Peewee	3	3 + 1	5	3	1	4
Bantam	1	5 + 1	2	3	?	3
Midget	5	6 + 2	3	1	1	3

Time Constraints

With the amount accomplished in the last month, we feel we have demonstrated the ability to continue working towards a successful launch in the 2017-18 season. However, we feel that the biggest delay will be in reaching out to the potential Membership. We have thus far only been able to directly address this proposal with Members of Saanich MHA. We must rely on other MHAs to inform their Membership and hopefully promote the initiative. Certainly, the pressure created by a relatively short time frame could be easily alleviated with cooperative measures to promote the new MHA from local Integrated MHAs, VIAHA and BC Hockey.

MHA Conflicts of Interest

While we would like to view the creation of a new Female MHA as a cooperative venture in order to further the development, growth and sustainability of Female hockey, we recognize that there may be issues that complicate this. The first issue is financial – we understand that Integrated MHAs may be reluctant to see their Members leave to join the new Female MHA as this would lead to the loss of Registration income and loss of a component of their BC Community Gaming Grant. Most Integrated MHAs have to deal with waitlists for the boys and it is expected that financial losses would be partly mitigated by filling roster spots from the wait list. The second issue is competition – it is theoretically possible that Integrated MHAs, particularly smaller Associations, may actually want to limit the attrition of their players in order to preserve rosters at the House level. While Female players seldom compete for roster spots on a Competitive Integrated MHA team, they may serve a purpose to maintain a House program so that boys could play on a Rep team. It is hoped that this is no more than a theoretical consideration and that Associations would support the best interest of their players, rather than the best interests of the Association.

Ice Acquisition

Accommodating a significant new user group is not something that local municipalities have had to face for years. However, we have demonstrated that most of the ice required can be obtained cooperatively if the local Integrated MHAs are willing to support this by transferring a disproportionately small component of ice relative to their Female registration. Certainly in terms of activating this new Female MHA, we would rely heavily on the cooperative approach with on-going allocation over the years based on Membership numbers and number of Teams. This approach seems to serve the mainland Associations well and fosters an amicable working relationship between MHAs. We do stress that the proposal would not impact ice currently allocated to the male-oriented Integrated teams, and in fact would create roster space for those teams.

Kerry Park Minor Hockey Association

Kerry Park MHA is a traditional “South Island” MHA, although it is north of the Malahat Drive and is part of the Cowichan Valley Regional District. The Malahat Drive does serve as a natural boundary, as outlined previously. Kerry Park MHA does not have a significant population of Female players. According to BC Hockey, in the 2016-17 season there were a total of 14 Female players in the KPMHA, distributed fairly evenly across the Divisions from Initiation (Pre-Novice) to Midget, which is roughly equivalent to 1 player per birth year. Taken as a percentage of the potential membership of 330 girls in CRD, this small group would represent <4% of the Membership. Based on last season’s registration, they would add only 3 Rep level players and expanding the proposed Boundary to include the Kerry Park MHA would change the proposed “community” feel of our planned House League Program to a more of a regional level of travel. None of this is to say that players from Kerry Park MHA or other MHAs north of the Malahat would not be able to play for the proposed new Female MHA. They would be able to apply under the “no team in category” rule.

Having addressed this, we do see value in considering application of the template created by this document to the mid-Island region. A mid-Island Female MHA involving the players currently bound within the Cowichan Valley Regional District (CVRD) and the Regional District of Nanaimo (RDN) would have a catchment MHA population of approximately 175,000 (similar to North Shore Avalanche and larger than Langley Lightning and Meadow Ridge Barracudas) and be served by 11 ice surfaces (see Table 19).

VIAHA Governance

The proposed new Female MHA for CRD does not significantly alter governance. If accepted, it would create an eighth South Island MHA and would not have the power or influence to significantly sway decision making on any issue that affects the North Island differently than the South Island. Similarly, for issues specifically facing South Island MHAs, the Female MHA would be a lone vote and would not significantly or unduly influence governance matters. However, the Female MHA would add a voice advocating for Female players at the level of the Executive Committee (in addition to the BC Hockey Female Development Coordinator), which should be seen as a positive.

Table 19: Potential Municipalities for Consideration of a mid-Island Female MHA.

Community	Regional District	Current MHA	Population (2016)
Mill Bay	CVRD	Kerry Park MHA	3,200
Shawnigan Lake	CVRD	Kerry Park MHA	8,000
Cobble Hill	CVRD	Kerry Park MHA	1,175
City of Duncan	CVRD	Cowichan Valley MHA	4,944
Municipality of North Cowichan	CVRD	Cowichan Valley MHA	29,676
Town of Ladysmith	CVRD	Cowichan Valley MHA	8,537
Town of Lake Cowichan	CVRD	Cowichan Valley MHA	3,226
City of Nanaimo	RDN	Nanaimo MHA	90,054
District Municipality of Lantzville	RDN	Nanaimo MHA	3,605
City of Parksville	RDN	Oceanside MHA	12,514
Town of Qualicum Beach	RDN	Oceanside MHA	8,943
TOTAL POPULATION			174,324

The Future

Assuming the acceptance of the Female MHA, we have begun to explore several aspects for future development in the years to come.

IIHF World Girls Ice Hockey Weekend

This annual event on Thanksgiving Weekend is not at the forefront like it could be. Often any scheduled activities at the MHA level come together at the last minute and are overshadowed by other activities at the arena that day. A larger and more organized Female program in a Female MHA could turn the event into something more significant, further raising the profile of Female hockey.

Esso Fun Days

These sponsored events are held sporadically by various MHAs in an effort to introduce young girls to the game of hockey. Certainly with a Board dedicated to Female hockey pursuits, these could become a more regular event and could serve to drive future enrollment in Female hockey.

BC Hockey Program of Excellence (POE)

A new Female MHA could work cooperatively with VIAHA and BC Hockey to host Zone Camps for the U14 and U16 POE in early January each year. In the past these have been under subscribed and unfortunately the U14 Camps were cancelled last season due to low enrollment. We could make this a priority for our Ice Allocator as well as our schedulers, to ensure that ice is available and there are no conflicting events for our Competitive players during those times.

Tournament

Saanich MHA has run two small Female Tournaments for Atom and Peewee Divisions for the past two seasons. Other local MHAs have also hosted small events. With a larger critical mass of volunteers, we hope to be able to focus on creating a larger annual Tournament, likely for Recreational (House) teams in all Divisions. Based on the current status of Female hockey, this would be a great event for the region since all teams attending would be from out of town and there would be measurable spin-offs for local businesses.

Female Officiating

There are numerous girls who have already trained as Referees and Linesmen. Part of the focus of the new Female MHA will be to encourage all interested girls to pursue training as an on-ice Official. This will give them a better understanding of the game and over time, we hope that all Officials at our Intramural House League games will be Female Refs.

Spring/ Summer Development Sessions

Over the past three summers, Saanich MHA has hosted an ever expanding series of Development sessions in the summer months. In 2015, we hosted a series of 8 weekly sessions in July and August. In 2016, we ran separate Spring and Summer sessions and divided into two groups, with an older group (“High Performance”) and a younger group (“Recreational”). Currently in 2017 we are offering a Senior program for players at Peewee Rep and above, including 20 sessions between April and August, as well as a Junior Program of the same duration. In 2017, we received approval to open these sessions to girls from other MHAs. Hopefully these will serve as the basis for even further growth of the off-season training opportunities if we are accepted as a Female MHA.

Future Stars Camps with Olympians

These camps featuring various female members of Team Canada as Camp Directors were initially run by VIAHA in 2014 and 2015 and subsequently by Saanich MHA in 2016 and 2017. They prove to be very popular every year and the 2016 camp was oversold. We hope that by

forming a Female MHA, programs like this can be expanded to broaden the exposure our players have to elite athletes in their sport. In recent years, these camps have featured Meghan Agosta, Gillian Apps, Marie-Philip Poulin and Brienne Jenner. There is a long list of other potential coaches we would like to host.

Spring Hockey Program

In addition to Development Sessions and Hockey Camps, we would have the option to offer Spring Hockey League programs to those girls who wished to continue playing competitively in the off-season.

Hockey Development Professional

Once established, a priority of the new Female MHA will be to develop a Budget that supports a paid part-time Hockey Development Professional. We would hope to recruit an individual who could help mentor both players and coaches at the Recreational and Competitive level. The Professional could be involved in on-ice instruction and game-day observation, instruction or coaching. This would be an exciting prospect for a community of 250 – 300 girls and would further add to development over the long term.

Juvenile Program

A Juvenile Program for girls does not currently exist in Victoria. With expansion over time, it could be possible to introduce this over the course of several years. With Juvenile teams currently hosted in Richmond and Surrey, it may be a growing area of competition in the future. It is not foreseeable that this would develop outside of a Female MHA.

Co-operative Scholastic Ventures

One potential source of attrition from an established Female MHA could be Academies with participation in the CCSHL. Certainly, players from Academies are disproportionately represented on the Provincial U18 team. Losing players in this fashion has not been a major issue for Saanich MHA in the past, with only two players lost in recent years. However, in an effort to further improve our program, we could explore options for linking our Female MHA Competitive program formally or informally with local schools featuring sports institutes (Spectrum Skills Academy; Spencer Middle School Hockey Academy; Belmont Secondary School Hockey Academy; Parkland Secondary School Hockey Academy etc). This coupled with a Hockey Development Professional may help to improve retention of players over time.

Improved Social Programming

Perhaps it goes without saying, but creating a Female MHA would also create a social program for girls spanning the greater Victoria region. The all-Female year-end Banquet and Awards ceremony would take on a life of its own with girls front-and-centre receiving awards for their efforts and having lots of fun. The Banquet and Awards ceremony in April would be the main event, but there would also be opportunities to bring the girls of the Association together at other times for various social events as a means of building a strong community (eg. Christmas Party in December and a Summer Picnic in August would create large events for the girls to look forward to every four months or so). “Pink in the Rink” night at Victoria Royals WHL games would be redefined, as would their evening honouring Women in Sport. With this in mind we have included a Director of Special Events as a potential Board position.

Summary

A Female MHA is overdue and we feel has significant potential to significantly improve female hockey in greater Victoria immediately and in the long run.

As demonstrated in this proposal, a Female MHA changes female hockey from being a side venture in an Integrated MHA, to being the main focus of daily operations. A Female MHA would be “all about the girls” and would undoubtedly bring a multitude of social benefits outside of the obvious benefits with respect to hockey development. If not immediately, the Female MHA would become the preferred place for girls to play and the numbers remaining in Integrated programs would gradually decrease.

A Female MHA:

- **Won't turn girls away** from hockey, which we are witnessing with the status quo.
- **Minimizes** time, distance and risk of travel.
- **Maximizes** development opportunities for girls at all levels of play.
- Makes more **efficient** use of *existing* ice.
- **Improves** administrative planning and logistics.
- **Increases** number of local House teams and opportunities for local games.
- **Directly links** Competitive program to Recreational program.
- **Maintains** same competition level or better for Female Rep and House teams.
- **Facilitates** regular dryland training for Rep teams.
- **Develops** Female Referees.
- **Creates** opportunities for coaches to learn from coaches.
- **Attracts** young girls to play at an earlier age.

- Follows an established **successful** model used by similar populations in PCAHA and nationally in nearly every other city in Canada.
- **Aligns** with and **promotes** VIAHA philosophy of “Female First”.
- **Eliminates** “Dual Card” debate.
- **Creates roster space** for boys on Integrated teams (as many as 148 spots).
- **Does not compromise** ice currently used for Integrated programs
- **Does not exclude** players from north of the Malahat.

A Female MHA for greater Victoria could be the largest Female MHA in BC in its infancy and would be one of the larger local MHAs in greater Victoria if it is accepted by local MHAs, VIAHA and BC Hockey and is promoted appropriately.

Traditions in hockey are long and steadfastly adhered to. Applications for new MHAs often involve coalitions of two or more smaller MHAs and in that sense are less controversial because they do not compete for membership or ice time. Emotions and loyalty are expected as “part of the game”, but we hope that irrational approaches that focus on the interests of other MHAs or favour boys interests over girls can be set aside when considering the merits of this proposal. The interests of very young girls who currently are not playing hockey because of the lack of a dedicated Female program (or Female MHA) must be considered. These are our future Rep players and they are currently not counted within our membership numbers. This proposal for a Female MHA is comprehensive and offers a logical approach to improve the long term success and sustainability of Female hockey in Victoria and on Vancouver Island. A Female MHA in Victoria is the right thing to do.

Finally, we note that this proposal aligns perfectly with most of the Purposes of VIAHA as detailed in Article #2 of the Constitution (**bold** added for emphasis):

“The purposes of the Society are:

- (a) To encourage, foster, improve and perpetuate the game of amateur hockey on Vancouver Island;***
- (b) To promote sportsmanship and harmony among its players, coaches and referees;***
- (c) To increase the interest and involvement in amateur hockey; this brings an improved quality of life for both participants and spectators;***
- (d) To encourage and assist all others interested in getting involved in amateur hockey;***
- (e) To exercise general care and supervision over all aspects of the game of amateur hockey;***
- (f) To administer and provide hockey programs for the youth on Vancouver Island;***
- (g) To provide avenues for the pursuit of excellence in hockey;***
- (h) To be a viable method of promoting health and encouraging opportunities for youth;***
- (i) To co-ordinate the mutual interest of member associations of this Society;*
- (j) To provide guidance to member associations in the following areas, but not limited to:*
 - (i) finances,*

*(ii) organizing competitions,
(iii) building effective hockey programs.”*

Thank you for considering this proposal. I am available to respond to any questions or queries at any time and hope for timely review such that the new Female MHA can be approved at the VIAHA AGM on May 28 in preparation for commencement in the 2017-18 season.

Respectfully submitted,



Ian Fleetwood
Director of Female Hockey
Saanich Minor Hockey Association

APPENDIX A:

BC HOCKEY CHAMPIONSHIPS

2007 – 2017

FEMALE RESULTS

[Female MHA's marked in Red Boxes]

2017 BC Hockey Championships

	Teams	Wins	Losses	Ties	Points
Peewee	Kelowna	5	0	1	11
	Tri Cities Female	4	2	0	8
	Richmond Ravens	2	1	2	6
	Surrey Female 	2	2	1	5
	South Island	1	4	0	2
	Kamloops	0	5	0	0
Bantam	Teams	Wins	Losses	Ties	Points
	Richmond Ravens	6	1	0	12
	Tri Cities Female 	6	1	0	12
	Abbotsford Female	3	2	1	7
	Kelowna	3	2	1	7
	South Island	1	4	1	3
Prince George	0	4	2	2	
Midget	Teams	Wins	Losses	Ties	Points
	South Island	4	0	1	9
	Surrey Female	3	2	0	6
	Richmond Ravens	3	2	0	6
	Kamloops	3	2	0	6
	North East	1	2	0	2
	Kootenay	1	2	0	2
	Williams Lake	0	2	1	1
	North Island 	0	3	0	0

2016 BC Hockey Championships

	Teams	Wins	Losses	Ties	Points
Peewee	Richmond Ravens	6	0	0	12
	North Shore Female	3	2	1	7
	Langley Girls	3	2	0	6
	Tri Cities Female	2	3	0	4
	Prince George	1	3	1	3
	Kelowna	0	5	0	0
	Bantam	Teams	Wins	Losses	Ties
Kelowna		6	0	1	13
North Shore Female		4	1	2	10
Richmond Female		4	2	0	8
South Island		2	4	0	4
Prince George		2	4	0	4
Midget	Teams	Wins	Losses	Ties	Points
	Richmond Female	4	1	0	8
	Surrey Female	3	2	0	6
	Terrace	3	2	0	6
	Kamloops 	2	2	1	5
	Kootenay	1	1	1	3
	Williams Lake	1	2	0	2
	South Island	1	2	0	2
Salmon Arm	0	3	0	0	

2015 BC Hockey Championships

	Teams	Wins	Losses	Ties	Points
Peewee	Tri Cities	6	0	0	12
	Abbotsford Female	3	2	1	7
	Kelowna	2	1	2	6
	North Shore Female	2	3	0	4
	South Island Royals	1	3	1	3
	Prince George	0	5	0	0
Bantam	Teams	Wins	Losses	Ties	Points
	Richmond Ravens	5	1	0	10
	Surrey Female	4	2	0	8
	Castlegar	3	2	0	6
	South Island Royals	2	3	0	4
	Kelowna	2	3	0	4
Williams Lake	0	5	0	0	
Midget	Teams	Wins	Losses	Ties	Points
	Richmond Female	5	0	0	10
	Midget Impact	3	2	0	6
	Williams Lake	3	2	0	6
	Surrey Female	2	1	0	4
	Terrace	2	3	0	4
	Cranbrook	1	2	0	2
	Kamloops	0	3	0	0
Penticton	0	3	0	0	

2014 BC Hockey Championships

	Teams	Wins	Losses	Ties	Points
Peewee	Richmond Ravens	6	0	1	13
	North Shore Female	5	2	0	10
	Surrey Female	4	2	0	8
	Prince George	2	2	2	6
	Kelowna	2	3	1	5
	South Island	1	5	0	2
	Greater Trail	0	6	0	0
Bantam	Teams	Wins	Losses	Ties	Points
	Surrey Female	7	0	0	14
	North Shore Female	5	2	0	10
	South Island	4	2	0	8
	Kamloops	3	3	0	6
	Williams Lake	2	4	0	4
	Castlegar	1	5	0	2
Clearview	0	6	0	0	
Midget	Teams	Wins	Losses	Ties	Points
	Richmond Ravens	6	1	0	12
	North Island	5	2	0	10
	Cranbrook	3	2	1	7
	Terrace	3	3	0	6
	Salmon Arm	2	3	1	5
	Surrey Female	2	4	0	4
Kamloops	0	6	0	0	

2013 BC Hockey Championships

	Teams	Wins	Losses	Ties	Points
Peewee	Richmond Ravens 	5	1	0	10
	North Shore Female	5	1	0	10
	Surrey Female	3	2	0	6
	Abbotsford Female	2	3	0	4
	Vancouver Girls	1	4	0	2
	Prince George	0	5	0	0
Bantam	Teams	Wins	Losses	Ties	Points
	Juan de Fuca	4	1	1	9
	Terrace	4	1	0	8
	North Shore Female	4	1	0	8
	Tri Cities Female	3	2	1	7
	Prince George	1	2	1	3
	Castlegar	0	2	2	2
	Kamloops	1	2	0	2
Midget	Teams	Wins	Losses	Ties	Points
	Richmond Ravens 	5	0	1	11
	Tri Cities Female	3	3	0	6
	Salmon Arm	2	2	1	5
	Surrey Female	2	2	1	5
	Cranbrook	2	2	1	5
	Smithers	0	5	0	0

2012 BC Hockey Championships

	Teams	Wins	Losses	Ties	Points
Peewee	North Shore Female	6	0	1	13
	Surrey Female	5	1	1	11
	Richmond 	4	2	0	8
	Vernon	2	4	0	4
	Rosland-Trail	2	4	0	4
	Prince George	1	5	0	2
	VIAHA	1	5	0	2
Bantam	Teams	Wins	Losses	Ties	Points
	Prince George	5	0	0	10
	Terrace	3	2	1	7
	North Shore Female	3	2	0	6
	Surrey Female	2	3	1	5
	North Island Edge	2	1	0	4
	Kelowna	2	2	0	4
Midget	Teams	Wins	Losses	Ties	Points
	Richmond Girls	7	0	0	14
	Kelowna	4	3	0	8
	Salmon Arm 	3	2	1	7
	Windermere Valley	3	3	0	6
	Surrey Female	3	3	0	6
	VIAHA	1	4	1	3
Whitehorse	0	6	0	0	

2011 BC Hockey Championships

Peewee	Teams	Wins	Losses	Ties	Points
	North Shore Female	5	0	1	11
	Surrey	3	1	2	8
	Victoria	3	2	0	6
	Kamloops	2	3	0	4
	Rossland/Trail	1	3	1	3
	Clearwater	0	5	0	0
Bantam	Teams	Wins	Losses	Ties	Points
	North Shore Female	5	0	0	10
	Richmond	4	1	0	8
	Castlegar	3	2	0	6
	Kelowna 	1	1	1	3
	Prince George	1	3	1	3
	Terrace	1	2	0	2
	Cowichan Valley	0	3	0	0
Kamloops	0	3	0	0	
Midget	Teams	Wins	Losses	Ties	Points
	Richmond	5	1	0	10
	Langley	4	1	1	9
	Nanaimo	2	2	1	5
	Windermere Valley 	2	3	0	4
	Kamloops	0	3	2	2
Cranbrook	0	3	2	2	

2010 BC Hockey Championships

Peewee	Teams	Wins	Losses	Ties	Points
	Victoria	4	1	1	9
	North Shore Female	3	1	2	8
	Tri Cities	3	1	1	7
	Prince George	3	2	0	6
	Kelowna	1	4	0	2
	Rossland/Trail 	0	5	0	0
Bantam	Teams	Wins	Losses	Ties	Points
	North Shore Female	7	0	0	14
	Surrey	4	2	0	8
	Kamloops 	4	3	0	8
	Kelowna	3	3	0	6
	Cranbrook	2	4	0	4
	Castlegar	2	4	0	4
	Prince George	0	6	0	0
Midget	Teams	Wins	Losses	Ties	Points
	Kamloops	6	0	1	13
	Richmond 	4	1	2	10
	Meadow Ridge	4	1	1	9
	Cranbrook	3	3	0	6
	Campbell River	1	4	1	3
	Abbotsford	1	4	1	3
Houston	0	6	0	0	

2009 BC Hockey Championships

	Teams	Wins	Losses	Ties	Points
Peewee	North Shore Female 	6	1	0	12
	Surrey Female	5	2	0	10
	Tri Cities	4	2	0	8
	Prince George	3	3	0	6
	Rosland/Trail	2	3	1	5
	Kelowna	1	4	1	3
	Sooke	0	6	0	0
Bantam	Teams	Wins	Losses	Ties	Points
	North Shore Female	5	1	0	10
	Kelowna	5	0	0	10
	Windermere Valley	3	2	0	6
	Meadow Ridge	2	1	1	5
	Castlegar	2	3	1	5
	Tri Cities 	1	3	0	2
Nanaimo	1	2	0	2	
Prince George	0	3	0	0	
Midget	Teams	Wins	Losses	Ties	Points
	Richmond	6	1	0	12
	Salmon Arm 	5	2	0	10
	Campbell River	4	2	0	8
	Cranbrook	3	3	0	6
	Taylor	2	4	0	4
	North Shore Female	2	4	0	4
Houston	0	6	0	0	

2008 BC Hockey Championships

	Teams	Wins	Losses	Ties	Points
Peewee	North Shore	6	1	0	12
	West Kootenay Wildcats	5	2	0	10
	Surrey	4	1	1	9
	Kelowna	3	3	0	6
	Prince George 	2	3	1	5
	South Island Breakers	1	5	0	2
	Cranbrook	0	6	0	0
Bantam	Teams	Wins	Losses	Ties	Points
	Kelowna	5	0	0	10
	North Shore	4	1	0	8
	Nanaimo	3	2	0	6
	Castlegar	2	3	0	4
Langley	1	2	0	2	
Kitimat	0	2	1	1	
Midget	Teams	Wins	Losses	Ties	Points
	Kamloops	5	1	0	10
	South Island Breakers	4	1	1	9
	Nelson	4	1	0	8
	Mid Island Extreme 	2	3	0	4
	Cranbrook	1	2	1	3
	Richmond	1	3	0	2
Surrey	1	2	0	2	
Fort St. John	1	3	0	2	
Williams Lake	0	3	0	0	

2007 BC Hockey Championships

	Teams	Wins	Losses	Ties	Points
Peewee	North Shore	5	0	0	10
	Kelowna	4	1	0	8
	Surrey	3	2	0	6
	Cranbrook	2	3	0	4
	Saanich 	1	2	0	2
	Kitimat	0	2	1	1
	Trail	0	2	1	1
	Prince George	0	3	0	0
Bantam	Teams	Wins	Losses	Ties	Points
	North Shore	5	1	1	11
	Kamloops	5	2	0	10
	Saanich	3	2	1	7
	Richmond	3	3	0	6
	Castlegar 	3	3	0	6
	Cranbrook	1	3	2	4
Prince George	0	6	0	0	
Midget	Teams	Wins	Losses	Ties	Points
	Nelson	5	0	2	12
	Saanich	4	1	1	9
	Kamloops 	4	2	1	9
	Surrey	3	3	0	6
	Prince George	2	4	0	4
	Cranbrook	1	5	0	2
TriCity	1	5	0	2	

APPENDIX B:

CONSTITUTION AND BY-LAWS

[DRAFT: VERSION 3 – April 29, 2017]

Capital Region Female Minor Hockey Association Constitution & Bylaws

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Capital Region Female Minor Hockey Association

Constitution & Bylaws

Constitution

Article 1 - Name

- 1.1 This society shall be known as the "Capital Region Female Minor Hockey Association", hereinafter referred to as the "Association".

Article 2 - Purpose

- 2.1 To promote and encourage female amateur hockey and to foster the highest standard of sportsmanship, citizenship and mentorship for female youth within our community.
- 2.2 To create opportunities for development of skating skills, technical hockey skills, individual tactics and advanced skills including team tactics, team play systems, and team strategy for female players.
- 2.3 To maintain and increase the interest of female hockey in our community and to encourage competition and good fellowship, and provide development opportunities for female leadership roles including game play or competition, administration, coaching and officiating.

Bylaws

Bylaw 1 - Overview

Preamble

- 1.1 The operations of the Association are to be chiefly carried on in 'The Greater Victoria District' ("District"), and the registered office shall be located within one of the municipalities in said District. The District is comprised of the 13 Municipalities of the Capital Regional District and the Electoral Districts of East Sooke and Willis Point.
- 1.2 As a provision of these Bylaws, the Association will apply for affiliation with the British Columbia Amateur Hockey Association ("BC Hockey") and if accepted shall adhere to and observe the Bylaws, Regulations, Playing Rules, Policies, Procedures and related decisions of BC Hockey.
- 1.3 As a provision of these Bylaws, the Association will apply for affiliation with the Vancouver Island Amateur Hockey Association ("VIAHA") and if accepted shall adhere to and observe the Bylaws, Regulations, Playing Rules, Policies, Procedures and related decisions of VIAHA.

Definitions

- 1.4 The following terms have these meanings in these Bylaws:
 - a) "Act" means the *Societies Act* of British Columbia as amended from time to time.
 - b) "Active Member" means those individuals described in section 2.1 of these Bylaws.
 - c) "Associate Member" means those individuals described in section 2.2 of these Bylaws.
 - d) "Association" means the Capital Region Female Minor Hockey Association.
 - e) "Bylaws" means these Bylaws as amended from time to time.
 - f) "Board" means the Board of Directors of the Association as constituted from time to time in accordance with these Bylaws.
 - g) "Director" means an individual who has been elected or appointed, in accordance with the *Societies Act* or its Regulations and these Bylaws, as a member of the Board.
 - h) "District" means the Greater Victoria District as defined in section 1.1 of these Bylaws.
 - i) "Family Membership Fee" means fees for a family's enrolment with the Association as set by the Board.
 - j) "Hockey Registration Fee" means fees for a player's registration in an Association hockey program as set by the Board.
 - k) "Life Member" means those individuals described in section 2.3 of these Bylaws.
 - l) "Member" means a person who is and remains in good standing in accordance with these Bylaws, an Active Member, Associate Member or Life Member of the Association.
 - m) "Membership" means the entirety of those Members in good standing in accordance with these Bylaws.
 - n) "Officers" means those Directors set out in section 3.7 of these Bylaws.

- o) "Resolution" means a resolution passed at a meeting of the Board or the Membership, as the case may be, by a simple majority of the votes cast by those entitled to vote.
- p) "President" means the Chair of the Board.
- q) "Regulations" means Regulations under the *Societies Act* of British Columbia as amended from time to time.
- r) "Special Resolution" means a resolution passed at the annual general meeting or a special general meeting of the Association by at least seventy-five percent (75%) of the votes cast by those Members in attendance and entitled to vote in accordance with these Bylaws.
- s) "Team Official" means a team's head coach, assistant coach (coaches), manager, team treasurer and safety personnel.
- t) "Volunteer" means those persons or person defined as such in these Bylaws.

Definitions in the Act

1.5 The definitions in the Act apply to these Bylaws.

Interpretation

- 1.6 In these Bylaws, unless the context otherwise requires, words in the singular form include the plural and vice versa and words importing a specific gender include the other gender.
- 1.7 In these Bylaws, wherever provision of a notice, declaration, or other formal communication is required, such notice, declaration, or communication may be sent by mail or transmitted via email.

Conflict with Act or Regulations

1.8 If there is a conflict between these Bylaws and the Act or the Regulations under the Act, the Act or its Regulations, as the case may be, prevail.

Custody and Use of Seal

1.9 The Directors may provide a seal for the Association and they shall have power from time to time to destroy it and substitute a new seal in place of the seal destroyed. The seal shall be affixed only when authorized by a Resolution of the Directors and then only in the presence of the persons prescribed in the Resolution.

Inspection of Records and Books

1.10 The records of the Association shall include the Certificate of Incorporation, Constitution, Bylaws, policies, procedures, statement of Directors, codes of conduct, terms of reference, requirements, a Register of Directors and a Register of Members, Court Orders, Director's consent to act, resignation of a Director, Director's disclosure of interests, Meeting minutes, Meeting attendance lists, Resolutions, year-end financial statements, Auditor's report,

accounting records and any other records the Association is required or wishes to maintain in accordance with the Act or its Regulations.

- 1.11 The records of the Association shall be kept at the offices of the Association in a form that allows the record to be inspected and copied in accordance with the Act or its Regulations and shall be:
 - a) kept in complete state;
 - b) safeguarded against loss, destruction or damage;
 - c) remain true and unaltered; and,
 - d) provided for access as required.
- 1.12 Upon five (5) days' written notice to the Secretary, the records of the Association shall be made available for inspection to a Member to the extent and in accordance with the Act, at the offices of the Association during normal office hours.
- 1.13 The right to inspect records shall not include access to the Register of Members, those records contemplated under section 20(2)(c) of the *Societies Act* or any disciplinary record unless approved in accordance with the Act. The information referred to above is hereby restricted from inspection or the obligation to provide copies of same in accordance with section 24(2)(b) of the *Societies Act*. Access to, inspection of and the making of copies of financial records are further described in the Financial Policy established by the Association.
- 1.14 A person, other than a Member may inspect a record in accordance with the Act, subject to the payment of a reasonable fee to be calculated in accordance with the Regulations. The inspection of a record shall take place no later than fourteen (14) days after receipt of the request and payment of the fee.
- 1.15 If a Member or other person requests a copy of a record in accordance with the Act, it shall be provided at the fee established in accordance with the Regulations. A copy of the record shall be provided no later than fourteen (14) days, after receipt of the request and payment of the fee.
- 1.16 Old records need not be kept when the record is, in the opinion of the Board, no longer relevant.

Bylaw 2 - Membership

Membership

- 2.1 To be an Active Member of the Association an individual must:
- a) have reached the age of nineteen (19) years; and
 - b) be the parent or guardian of one or more players:
 - i. that are enrolled in the Association,
 - ii. that reside within the boundaries of the Association, and
 - iii. for whom the annual Family Membership Fee has been paid.
- 2.2 An Associate Member of the Association is a non-parent volunteer who engages in non-paid activities for the benefit of the Association such as powerskating, goaltending or other specialty coaching, and other similar activities. Associate Members need not reside within the boundaries of the Association, but upon approval as an Associate Member they will receive one vote at the annual general meeting or special general meeting during the time that they remain an Associate Member. To become an Associate Member of the Association, an individual must:
- a) apply or be invited by the Board to become an Associate Member;
 - b) be approved for appropriate insurance coverage, the cost of which may be paid or reimbursed at the discretion of the Board; and
 - c) have credentials and certifications appropriate to the situation for which they are volunteering, the costs of which may be reimbursed at the discretion of the Board.
- 2.3 Membership for life (“Life Member”) may be bestowed on a Member for distinctive service to the Association for a period of at least three years. Nomination as a Life Member must be made by a Director and be approved by the Board. Life Members shall have voting privileges at the annual general meeting and any special general meetings of the Association.
- 2.4 Any individual employed or retained by the Association for administrative or hockey development purposes shall not be considered a Member of the Association and will not have voting privileges during the period for which they are being paid.
- 2.5 Pending acceptance by VIAHA, those individuals who have been granted a residential waiver by VIAHA are exempt from any Member residential requirements.
- 2.6 Membership in the Association is not transferable.

Member Rights

- 2.7 A Member who is in good standing and not under suspension shall have the following rights, to:
- a) receive notices of the annual general meeting and any special general meetings of the Association;

- b) attend, speak and, subject to section 2.7 e), vote at the annual general meeting and any special general meetings of the Association;
- c) submit proposals for inclusion on the agenda of the annual general meeting and any special general meetings of the Association;
- d) submit proposals to amend the Constitution and/or Bylaws of the Association; and,
- e) for each player enrolled in the Association, cast a single (1) vote at the annual general meeting and cast a single (1) vote at any special general meetings of the Association. For greater certainty, all parents/guardians of each player enrolled in the Association shall collectively have a single vote of each such player.

Member Obligations

2.8 Membership in the Association requires:

- a) adherence to the Constitution, Bylaws, policies, procedures, codes of conduct, terms of reference and requirements of the Association and decisions of the Board and its committees;
- b) acceptance of the final and binding authority of the Board in relation the administration and operation of the Association and any and all matters under the purview of the Board; and,
- c) acknowledgement that the Members share the same goals, philosophies and responsibilities and agree to be governed by a uniform set of rules and regulations that the Board may establish from time to time.

Volunteer

2.9 A Volunteer is an individual who has consented to undertake to perform volunteer duties for the Association. A Volunteer may be considered a Member at the Board's discretion.

2.10 A Volunteer may stand for election to the Board as a Director in accordance with the Act or its Regulations and the Election & Appointment Procedures Policy established by the Board. In such case as a Volunteer is duly elected by the Membership as a Director, that Volunteer shall enjoy the same rights as a Member and bear the same obligations as a Member.

Amount of Membership and Other Fees

2.11 The amount of the annual Family Membership Fees, if any, shall be determined by the Board.

2.12 The amount of the annual Hockey Registration Fee, if any, shall be determined by the Board.

Member in Good Standing

2.13 All Members are in good standing except a Member:

- a) who fails to pay the required Family Membership Fee, Hockey Registration Fees or any other subscription, due or debt owing to the Association and the Member is not in good standing for so long as the debt remains unpaid; or,

- b) who has been suspended or expelled in accordance with the Act or its Regulations or these Bylaws.

Membership Year

- 2.14 The membership year of the Association shall commence on April 1 and end on March 31 of the following year.

Cessation of Membership

- 2.15 Membership in the Association ceases when a Member, by the virtue of the fact that Member no longer has a player or players enrolled with the Association, or is otherwise no longer qualified in accordance with these Bylaws or the Act or its Regulations.

Discipline and Suspension

- 2.16 The Board shall have the power to discipline or suspend any Member who breaches or violates the Constitution, Bylaws, policies, procedures, codes of conduct, terms of reference or requirements of the Association or who fails to adhere to a decision of the Board or its Committees, including discipline by fine.
- 2.17 A suspended Member shall lose their rights as a Member including the right to attend or vote at the annual general meeting and any special general meetings of the Association, while such suspension remains in effect.

Expulsion

- 2.18 The Board may expel a Member who:
 - a) fails to fulfill the Member's financial obligations to the Association;
 - b) repeatedly or egregiously violates the Constitution, Bylaws, policies, procedures, codes of conduct, terms of reference or requirements of the Association;
 - c) fails to adhere to a decision of the Board, including its Committees; or,
 - d) is deemed by the Board to have brought the sport of hockey or the Association into disrepute.
- 2.19 Before determining a motion for the expulsion of a Member, the Board shall provide the Member facing expulsion with notice of the meeting at which the expulsion is to be voted upon, with such notice to be provided at least seven (7) days in advance of the meeting, and which notice shall include a statement of the reason or reasons for the proposed expulsion.
- 2.20 A Member may be expelled from the Association by a Special Resolution carried by Members attending the annual general meeting or a special general meeting of the Association.
- 2.21 Before determining a motion for expulsion of a Member by the Membership, the Board shall provide the Member facing expulsion with notice of the annual general meeting or the special

general meeting of the Association at which the expulsion is to be voted upon, with such notice to be provided at least fourteen (14) days in advance of the meeting, and which notice shall include a statement of the reason or reasons for the proposed expulsion.

- 2.22 A Member who is the subject of a proposed Special Resolution for expulsion shall be given an opportunity to be heard at the general meeting before the Special Resolution is put to a vote.
- 2.23 Pending acceptance of the Association by VIAHA, a decision of the Board or the Membership, as the case may be, to expel a Member is subject to ratification by VIAHA.

Termination

- 2.24 Membership in the Association is terminated when the:
- a) Member's term of membership expires;
 - b) Member resigns or dies; or,
 - c) Member is expelled in accordance with the Act or its Regulations or these Bylaws.
- 2.25 Loss of Membership status by expiration, resignation, death or expulsion immediately terminates all rights and privileges that the Member enjoyed within the Association, but does not relieve that Member from the Member's financial obligations to the Association, other Members, or anyone else to whom the Member may have a financial obligation for which the Association may bear liability.

Bylaw 3 - Board of Directors

Role of the Board

- 3.1 The Board shall manage, or supervise the management of, the activities and affairs of the Association, and is accountable to the Members which it serves.
- 3.2 The Board may delegate any, but not all, of its responsibilities. The Board shall have the authority to delegate those responsibilities, duties and authority that may be lawfully delegated to a Standing Committee, Select Committee, Working Group or Member of the Association, or to any third party to assist the Board in carrying out the Purpose of the Association.
- 3.3 The Board may make, or cause to be made, for the Association, in its name, any kind of contract which the Association may lawfully enter into and, save as otherwise provided in these Bylaws, generally may exercise all such other powers and do all such acts and things as the Association by its Constitution or otherwise, is authorized to exercise and do.

Duties and Responsibilities of the Board

- 3.4 The Board shall govern the affairs of the Association in accordance with the Act and its Regulations and the Constitution, Bylaws, policies, procedures, codes of conduct, terms of reference and requirements of the Association.
- 3.5 In addition to any other powers which are conferred upon the Board by law or these Bylaws, the Board shall have the power to:
- a) establish terms of reference and operating procedures for the Board, Standing Committees, select committees and working groups and to review and revise and approve such terms of reference and operating procedures, as warranted;
 - b) fill vacancies that occur on the Board through a process determined by the Board. If the process is a by-election, then the term of the Director elected in the by-election shall be for the remainder of the term of the vacated position. If the process is an appointment, then the term of the appointed Director expires at the next annual general meeting;
 - c) propose amendments the Constitutional provisions and Bylaws of the Association from time to time;
 - d) amend, adopt or repeal the policies, procedures, codes of conduct, terms of reference and requirements of the Association from time to time;
 - e) settle all questions not provided for in the Constitution, Bylaws, policies, procedures, codes of conduct, terms of reference and requirements of the Association;
 - f) suspend, expel or take such disciplinary action that may be deemed necessary against any Member, Volunteer, player, team or Team Official for refusing to accept or adhere to a decision of the Board or its committees;
 - g) remove any Director who fails to attend two consecutive meetings of the Board without just cause or leave of the President;
 - h) remove, by a vote of at least seventy-five percent (75%) of the votes cast, a Director from office in accordance with the Act or these Bylaws;
 - i) approve/appoint and notify the head coach for each team of the Association;
 - j) consider and render decisions as required for the ongoing administration and operation of the Association;
 - k) pending acceptance into VIAHA and BC Hockey, enter agreements from time to time with VIAHA, BC Hockey, other minor hockey associations, any other organizations or individuals regarding matters that are consistent with the Purpose of the Association;
 - l) establish policies for entering into and approving contracts and other financial arrangements as appropriate; and,
 - m) approve the annual operating budget of the Association and approve any adjustments thereto.

Composition

- 3.6 If accepted into the appropriate governing bodies, the Board shall appoint the required Association officials in accordance with the requirements established by the governing body.

3.7 The Officers of the Association shall consist of the following:

- a) President;
- b) Vice President Administration;
- c) Vice President Hockey Operations;
- d) Secretary; and,
- e) Treasurer.

3.8 The Board of the Association shall consist of the following:

- a) President;
- b) Vice President Administration;
- c) Vice President Hockey Operations;
- d) Secretary;
- e) Treasurer; and,
- f) a minimum of ten (10) and a maximum of fifteen (15) non-Officer Directors.

The Board may also accept, as non-voting observers, a minimum of zero (0) and a maximum of six (6) Local Minor Hockey Association Liaisons – these are the six Presidents (or delegates) of the neighbouring Minor Hockey Associations including Peninsula MHA, Saanich MHA, Victoria Racquet Club MHA, Victoria MHA, Juan de Fuca MHA and Sooke MHA).

3.9 The total number of voting Directors, inclusive of Officers, shall collectively be a minimum of fifteen (15) and a maximum of twenty (20).

Eligibility

3.10 Paid employees of the Association are not eligible for election or appointment as a Director.

3.11 In order to qualify to become or act as a Director, a person must be qualified under the Act and any other requirements in accordance with these Bylaws or the Election & Appointment Procedures Policy established by the Board.

3.12 Any person seeking election or appointment as a Director shall declare any conflict of interest in advance of seeking election or appointment.

Duties and Responsibilities of the Directors

3.13 The responsibilities of the Board shall generally include, but are not limited to, the following: administration and operation of hockey programs; coaching; player, coach and on-ice official development; communications; events; policy; procurement; referee allocation; refereeing; registration; safety and risk management; tournaments; or any other matters required for the ongoing administration and operation of the Association.

3.14 A Director may take on additional responsibilities to their elected or appointed position; however, that Director remains entitled to a single (1) vote only.

- 3.15 A Director, when exercising the powers and performing their functions as a Director of the Association, must:
- a) act honestly and in good faith and with a view to the best interests of the Association;
 - b) exercise the care, diligence and skill that a reasonably prudent individual would exercise in comparable circumstances;
 - c) act in accordance with the Act and its Regulations;
 - d) act in accordance with the Constitution, Bylaws, policies, procedures, codes of conduct, terms of reference and requirements of the Association; and,
 - e) act with a view to the Purpose of the Association.
- 3.16 Directors must adhere to the disclosure of Director's interest provisions in accordance with the Act or its Regulations and any other Conflict of Interest policies and codes of conduct of the Association.
- 3.17 The Directors shall help formulate plans and policies and serve as members of any standing committee, select committee or working and otherwise fulfill their responsibilities in accordance with the Act or its Regulations and the Constitution, Bylaws, policies, procedures, codes of conduct, terms of reference, requirements and position descriptions of the Association to the best of their ability.

Duties and Responsibilities of the President

- 3.18 The President shall preside at all meetings of the Board and at the annual general meeting and any special general meetings of the Association.
- 3.19 The President is the chair of the Board and is responsible for supervising and supporting the other Directors in the execution of their duties. The President shall:
- a) appoint elected Directors to specific roles
 - b) ensure meetings of the Board are efficiently managed and decision-making is transparent;
 - c) ensure the Board provides Directors with a position checklist that defines their function and responsibilities;
 - d) ensure Directors comply with the Constitution, Bylaws, policies, procedures, codes of conduct, terms of reference and requirements of the Association;
 - e) ensure communications and accountability to Members and other key stakeholders, appropriate governing bodies, and the general public are effective and appropriate;
 - f) have the power to suspend or take such disciplinary action against any Member, Associate Member, Volunteer, player, team or Team Official for unsportsmanlike conduct on or off the ice, or for failure to comply with the Constitution, Bylaws, policies, procedures, codes of conduct, terms of reference or requirements of the Association;
 - g) have the power to prevent any spectator from viewing any game or other activity or entering a facility to view such game or activity for any conduct which is deemed to be unbecoming or detrimental to the game and requires immediate action; any such actions are subject to ratification by the Discipline Committee; and

- h) represent the Association on matters involving the government, Members, external agencies, the media, appropriate governing bodies and at any other circumstances as required.
- 3.20 It shall be the duty of the President, as soon as practicable following the close of each annual general meeting of the Association, to:
- a) set the date of a “transition” meeting between current Board members and newly elected Board members;
 - b) set the date of the first meeting of the Board; and,
 - c) work with the Directors for the creation of working committees.
- 3.21 The President shall fulfill any and all responsibilities and obligations in accordance with the President position description as established by the Board.

Duties and Responsibilities of the Vice President Administration

- 3.22 The Vice President Administration shall assist the President in the performance of the President’s duties. In the event the President is absent or should resign or is otherwise unable to remain in office for any reason, the Vice President Administration shall assume those duties.
- 3.23 The Vice President Administration shall fulfill any and all responsibilities and obligations in accordance with the Vice President Administration position description as established by the Board.

Duties and Responsibilities of the Vice President Hockey Operations

- 3.24 The Vice President Hockey Operations shall assist the President in the performance of the President’s duties. In the event the President and the Vice President Administration are both absent or should resign or are otherwise unable to remain in office for any reason, the Vice President Hockey Operations shall assume those duties.
- 3.25 The Vice President Hockey Operations shall fulfill any and all responsibilities and obligations in accordance with the Vice President Hockey Operation position description as established by the Board.

Duties and Responsibilities of the Secretary

- 3.26 The Secretary shall:
- a) issue notices meetings of the Board, the annual general meeting, and any special general meetings of the Association;
 - b) keep a full and complete record of all meetings of the Association and of all business and correspondence transacted thereat in accordance with the Act or its Regulations;
 - c) ensure that all statements, lists, annual reports or other reports are filed in accordance with the Act or its Regulations; and,

- d) turn over or otherwise make available all files, communications and documents pertaining to the affairs of the Association to their successor.

3.27 The Secretary shall fulfill any and all responsibilities and obligations in accordance with the Secretary position description as established by the Board.

Duties and Responsibilities of the Treasurer

3.28 The Treasurer shall:

- a) receive and deposit monies collected from the Members or other sources;
- b) keep accounting records in respect of the financial transactions of the Association, which at all times must be up to date;
- c) keep adequate accounting records for each of the financial years of the Association, including a record of each transaction materially affecting the financial position of the Association;
- d) prepare an annual operating budget;
- e) make the required filings of the Association respecting taxes if any, in accordance with the Act or its Regulations;
- f) prepare a financial statement for the annual general meeting of the Association in accordance with the Act or its Regulations; and,
- g) turn over or otherwise make available all books, papers, vouchers and monies to their successor.

3.29 The Treasurer shall fulfill any and all responsibilities and obligations in accordance with the Treasurer position description and Financial Policy as established by the Board.

Terms of Office

3.30 A Director elected at the annual general meeting of the Association shall serve a two (2) year term. The term shall commence at the end of the annual general meeting at which the Director was elected and shall terminate at the end of the annual general meeting occurring approximately two (2) years later.

Nominations

3.31 Nominations for the position of Director may only be submitted in writing to the Vice President Administration. A Director must be nominated by any Member. The candidate for Director must provide written consent to the nomination in accordance with the Act or its Regulations and the bylaws and policies of the Association.

3.32 No Member may submit a number of nominations that exceeds the number of Director positions available for election.

3.33 The nomination process and any additional requirements for nominations for the position of Director shall be in accordance with the election policy and protocol established by the Board.

Elections

3.34 The Directors of the Association shall be elected at the annual general meeting of the Association in accordance with the Act or its Regulations, these Bylaws and Election & Appointment Procedures Policy established by the Board. Those Directors who are not directly elected as Officers of the Association shall be appointed to their Director positions by the President.

Election of the President

3.36 The Members shall elect the President for a two (2) year term at an annual general meeting of the Association in accordance with the Act or its Regulations and in accordance with the Election & Appointment Procedures Policy established by the Board.

3.37 Following the election of the President at the annual general meeting of the Association, all of the remaining nominees, including nominees who unsuccessfully ran for the position of President, shall be eligible to run for the vacant Director (non-Officer) positions.

3.38 Any currently elected Director who runs for and is elected as President, shall immediately resign from their previous position as a Director. The Director's position vacated by the new President and elections to fill the positions of the elected Directors whose terms have expired shall then be held.

Election of the Other Officers

3.39 At each annual general meeting of the Association, elections shall be held to fill the positions of the elected Officers of the Association whose terms have expired and to fill any vacancies. The election of the Officers shall be in accordance with these Bylaws and the Election & Appointment Procedures Policy established by the Board.

3.40 Upon the completion of the elections, only the names of the elected Officers shall be announced.

Election of the Directors

3.41 At each annual general meeting of the Association, elections shall be held to fill the positions of the elected Directors whose terms have expired and to fill any vacancies. The election of the Directors shall be in accordance with these Bylaws and the Election & Appointment Procedures Policy established by the Board.

3.42 Upon the completion of the elections, only the names of the elected Directors shall be announced.

- 3.43 The Board will endeavour to set a rotation of vacant Director positions so that no more than fifty (50) percent of the Director positions are required to be filled in one annual general meeting.

When a Director Ceases to Hold Office

- 3.44 A Director ceases to hold office with the Association when, the:
- a) Director's term of office expires; or,
 - b) Director ceases, in accordance with these Bylaws, to hold office;
 - c) Director resigns or dies; or,
 - d) Director is removed from office in accordance with the Act or its Regulations or in accordance with these Bylaws.

Resignation of Directors

- 3.45 A Director who intends to resign must give their resignation to the Board in writing, and the resignation takes effect on the later to occur of the following:
- a) the receipt by the Vice President Administration of the written resignation; or,
 - b) if the written resignation specifies that the resignation is to take effect on a specified date, on that specified date and time or on the occurrence of a specified event.

Suspension of Directors

- 3.46 In exceptional circumstances, a Director may be suspended from office by Special Resolution in accordance with these Bylaws or pursuant to any policy established by the Board.
- 3.47 The Board shall provide the Director subject to suspension with a statement of the reason or reasons for the proposed suspension at least fourteen (14) days prior to the meeting of the Board at which the proposed suspension is to be voted on. The statement shall include a notice of the place and time when the Board will meet to vote on the suspension.
- 3.48 The Director subject to suspension shall be given an opportunity to be heard and the matter will be considered by the Board at the time cited in the notice. The motion by the Board to suspend a Director requires no less that a seventy-five percent (75%) majority of those entitled to vote to pass. The Director whose suspension is proposed shall not be entitled to vote on the motion.

Removal of Directors

3.49 A Director may be removed from office in accordance with the Act, its Regulations and / or these Bylaws.

Filling a Vacancy for the President Position

3.50 A vacancy in the President position shall be filled in accordance with the following:

- a) the Vice President Administration will act as the Interim President;
- b) in such case as the Vice President Administration is unable to take on the Interim role or the position is vacant, the Vice President Hockey Operations will act as the Interim President; or,
- c) in such case as the Vice President Hockey Operations is unable to take on the Interim role or the position is vacant, the Board shall elect from within their numbers an individual to act as Interim President until the Members elect a new President; and,
- d) the Members shall fill the vacancy at the next annual general meeting of the Association, in accordance with the Election & Appointment Procedures Policy established by the Board.

Registry Filings Respecting Directors

3.51 The Association must, promptly after a change in its Directors or in the address of any of its Directors, file with the Registrar of Companies a Notice of Change of Directors. If a change of Directors occurs at the annual general meeting of the Association, the Association shall provide notice of the change in the annual report the Association is required to file with the Registrar of Companies in accordance with the Act.

Board Meetings

3.52 A meeting of the Board may be called by the President or by any other three (3) Directors.

3.53 Notice and the agenda for any meeting of the Board shall be provided to each Director at least seven (7) days before such meeting. Notice may be waived or abridged with the consent of every Director who has not received the prescribed seven (7) days' notice.

3.54 At all meetings of the Board, a quorum shall consist of a simple majority of Directors, which must include a minimum of three Officers.

3.55 A Director may participate in a meeting of the Board by means of a telephonic, electronic, or other communications facility that permits all participants to communicate adequately with each other during the meeting. A Director participating in this manner shall be taken to be present at the meeting.

- 3.56 The President, at any time, may take a vote of the Board via telephonic, electronic, or other communications facility that permits all participants to communicate adequately with each other. Voting will be time limited to a maximum of 72 hours unless otherwise stated. The motion and the results of the vote are to be recorded in the minutes of the next meeting of the Board.
- 3.57 Questions arising by way of motion at any meeting of the Board shall be decided by a majority vote of the Directors present, unless a larger proportion of the votes is required in accordance with these Bylaws. Each Director is authorized to exercise a single (1) vote. The President shall vote only in the event of a tie. Proxies are not accepted at any meeting of the Board.

Bylaw 4 - Committees and Working Groups

Standing Committees

- 4.1 The Standing Committees of the Association shall be, the:
- a) Appeals Committee;
 - b) Dispute Resolution & Discipline Committee;
 - c) Finance Committee;
 - d) Governance Committee; and,
 - e) Hockey Operations Committee
- 4.2 The Chair of each Standing Committee, shall be a Director, and shall be appointed by the majority of the Directors. The President may act as the Chair in such a case as the appointed Chair is unable to attend a committee meeting.
- 4.3 The composition of each Standing Committee shall be determined by the majority of the Directors in accordance with these Bylaws. Each Standing Committee shall consist of a minimum of four (4) and a maximum of six (6) individuals, including the Chair. The Chair will vote only to break ties in all situations. Individuals selected for Committees and Working Groups must be Members of the Association, but need not be Directors.
- 4.4 The Board shall establish terms of reference for each Standing Committee and those terms of reference shall be available to the Members. Each Standing Committee may propose changes to its terms of reference to the Board for its approval.

Appeals Committee

- 4.5 The Appeals Committee (Committee) shall consist of the Officers of the Association and the Vice President Administration shall be the Chair. Officers who participated in the original decision being appealed will not participate in the Appeals Committee's consideration of an appeal of that decision.

- 4.6 The Committee shall hear appeals from decisions made by and/or disciplinary actions taken by the Association's Dispute Resolution & Discipline Committee and Hockey Operations Committee.
- 4.7 The Committee may, upon the hearing of an appeal, re-admit any Member, Volunteer, player, team, Team Official or spectator or uphold, or modify, any decision made by the Dispute Resolution & Discipline Committee or the Hockey Operations Committee established by the Board.
- 4.8 The Committee shall generally only hear an appeal under one of the following grounds:
- a) the decision of the original hearing was made without authority or jurisdiction;
 - b) irregularities in the procedures of the original hearing that may have led to an unjust decision;
 - c) new evidence not used in the original hearing can be presented which may have an effect on the decision – provided that there is a reasonable explanation for the failure to present that evidence at the original hearing.
- 4.9 The Committee shall exercise its authority in accordance with the Constitution, Bylaws, policies, procedures, codes of conduct and requirements of the Association and the Appeals Committee's terms of reference established by the Board.

Dispute Resolution & Discipline Committee

- 4.10 The Dispute Resolution & Discipline Committee (Committee) shall consist of:
- a) the Director, Safety & Risk Management, who shall be Chair;
 - b) the Referee in Chief; and,
 - c) three (3) Directors appointed by the majority of the Directors.
- 4.11 The Committee is responsible for applying alternative dispute resolution practices to resolve conflicts in an interest-based manner. The Committee is responsible for taking the disciplinary action that it may deem necessary against any Member, Volunteer, player, team, Team Official or spectator including, a:
- a) reminder about the applicable Code of Conduct;
 - b) written reprimand;
 - c) monetary fine;
 - d) suspension;
 - e) expulsion; or,
 - f) any combination of the above or other course of action the Committee deems appropriate.
- 4.12 The Committee shall make decisions and/or take disciplinary actions in matters related to violations of the Zero Tolerance Policy established by the Board and any other hockey operations, player safety or conduct-related or other matters reported through the Incident Reporting Procedure established by the Board.

- 4.13 The Committee shall exercise its authority in accordance with the Constitution, Bylaws, policies, procedures, codes of conduct and requirements of the Association and the Dispute Resolution & Discipline Committee's terms of reference established by the Board.

Finance Committee

- 4.14 The Finance Committee (Committee) shall consist of:
- a) the Treasurer, who shall be Chair; and,
 - b) Director of Sponsorship, Fundraising and Gaming; Tournament Director; Equipment Manager; Ice Allocator and Hockey Development Director.
- 4.15 The Committee is generally responsible for oversight related to the Association's auditing and reporting, presenting to the Board annually and preparing an annual operational budget for the approval of the Board.
- 4.16 The Committee shall exercise its authority in accordance with the Constitution, Bylaws, policies, procedures, codes of conduct and requirements of the Association.

Governance Committee

- 4.17 The Governance Committee (Committee) shall consist of:
- a) the Vice President Administration, who shall be Chair; and,
 - b) three Directors selected by the Officers.
- 4.18 The Committee is responsible for advising the Board on matters relating to the overarching governance, processes and policies, structure and procedures of the Association and to provide advice and recommendations to the Board about the Constitution, Bylaws, policies, procedures, codes of conduct, terms of reference, requirements and position descriptions of the Association.
- 4.19 The Committee shall exercise its authority in accordance with the Constitution, Bylaws, policies, procedures, codes of conduct, terms of reference, requirements of the Association and the Governance Committee's terms of reference established by the Board.

Hockey Operations Committee

- 4.20 The Hockey Operation Committee (Committee) shall consist of, the:
- a) Vice President Hockey Operations, who shall be the Chair;
 - b) Director, Coaching;
 - c) Director, Goalie Development;
 - d) Director, Hockey Development;
 - e) Director of Competitive (Rep) Hockey; and
 - f) Director of Recreational (House League) Hockey.

- 4.21 The Committee is responsible for advising the Board about hockey development-related issues including the recruitment, screening, interviewing and recommending qualified head coaches for teams within each division of the Association and the general oversight of the development programs of the Association. The Committee shall ensure the establishment of program practice standards, monitoring performance of programs against approved objectives
- 4.22 The Committee shall exercise its authority in accordance with the Constitution, Bylaws, policies, procedures, codes of conduct, terms of reference and requirements of the Association.

Select Committees and Working Groups

- 4.23 The Board may establish select committees or working groups to undertake a specific issue or project that is to be completed within a defined period of time and provide a report to the Board. A select committee or working group shall be dissolved after it has completed its mandated assignment. The Chair of any such select committee or working group must be an Officer or Director of the Associations, but the committee membership may be comprised of non-Directors of the Association or in some situations, selected or invited non-Members of the Association.
- 4.24 The terms of reference of each select committees or working group shall be set out in policies established by the Board and shall be available to the Members. Each select committee or working group may propose changes to its terms of reference to the Board for its approval.
- 4.25 At all select committee or working group meetings, a majority of the individuals who serve on that select committee or working group shall constitute a quorum. The select committee or working group Chair must be present at all meetings of the committee. The President may serve as the Chair in such case as the appointed Chair is unable to attend a select committee or working group meeting.

Bylaw Five – Incident Reporting & Appeals

Incident Reporting

- 5.1 Any player safety or injury-related concerns, such as those involving the physical, psychological, emotional health or general welfare of a player shall be submitted in writing in accordance with the Incident Reporting Procedure established by the Board. Incidents of a safety or injury-related matter must be reported immediately to the Board.
- 5.2 Any Member, Volunteer, player, team, Team Official, on-ice official or spectator conduct-related concerns, stemming from an Association authorized event or an event sponsored by a governing body of the Association shall be submitted in writing in accordance with the Incident Reporting

Procedure established by the Board. A period of no less than twenty-four (24) hours between the occurrence of the event or incident and the written submission to the Board must have elapsed unless the matter involves player safety.

- 5.3 Any hockey operations-related complaints, such as those involving: team administration; player participation; equal and fair ice time; game and/or practice scheduling; and, ice time allocation shall be submitted in writing in accordance with the Incident Reporting Procedure established by the Board. A period of no less than twenty-four (24) hours between the occurrence of the event and the written submission to the Board must have elapsed unless the matter involves player safety.
- 5.4 Any Member, Director, Team Official, parent/guardian, Volunteer, on-ice official or player who has knowledge of any player safety, conduct or hockey operations incidents and/or events that in the judgement of a reasonable person should be reported to the Board and fails to do so may be subject to discipline, suspension and/or expulsion from the Association in accordance with these Bylaws and or the policies, procedures, codes of conduct, terms of reference or requirements of the Association.
- 5.5 Every Member, Director, Team Official, parent/guardian, Volunteer and on-ice official has a duty to report instances of child abuse or neglect to the appropriate authorities.

Appeals

- 5.6 Any Member, Volunteer, player, team, Team Official or spectator may appeal any disciplinary action taken against them in accordance with the Appeals Procedure established by the Board or the Representative Player Assessment Appeals Procedure established by the Board to the Dispute Resolution & Discipline Committee or the Hockey Operations Committee established by the Board.
- 5.7 Any Member, Volunteer, player, team, Team Official or spectator or may appeal any decision of the Dispute Resolution & Discipline Committee or the Hockey Operations Committee established by the Board to the Appeals Committee established by the Board.
- 5.8 Any appeal to the Appeals Committee by the aggrieved party shall be submitted in writing to the Chair of the Appeals Committee in accordance with the Appeals Procedure established by the Board.
- 5.9 Any actions, decisions and/or rulings of the Appeals Committee in a given matter shall be in accordance with the Constitution, Bylaws, policies, procedures, codes of conduct and requirements of the Association and the Appeals Committee's terms of reference established by the Board.
- 5.10 Any Member, Volunteer, player, team, Team Official or spectator may appeal a decision of the Appeals Committee established by the Board.

- 5.11 Any appeal to the Board by the aggrieved party shall be submitted in writing to the President in accordance with the Appeals Procedure established by the Board.
- 5.12 Any actions, decisions and/or rulings of the Board in a given matter shall be in accordance with the Constitution, Bylaws, policies, procedures, codes of conduct and requirements of the Association and the Board's terms of reference established by the Board.
- 5.13 The Board's decisions and actions in a given matter are final. This provision is unalterable.

Court Proceedings

- 5.14 No Member, Volunteer, player, team, Team Official or spectator may pursue any recourse in the courts of any jurisdiction prior to exhausting all rights, remedies and rights of appeal under: these Bylaws, policies, procedures, codes of conduct, terms of reference and requirements of the Association; or, the Bylaws, Playing Rules or Regulations of the appropriate governing bodies, if applicable.

Bylaw Six – Financial

Fiscal Year

- 6.1 The fiscal year of the Association begins on April 1 of the calendar year and end on March 31 the following year, unless otherwise determined by Special Resolution.

Signing Officers

- 6.2 The Signing Officers of the Association are the President, the Treasurer and either the Vice President Administration or another Director assigned by the Board.
- 6.3 A contract, agreement or other financial record to be signed by the Association must be signed on behalf of the Association, by:
- a) the President, together with the Treasurer;
 - b) if the President is unable to provide such a signature, by the Vice President Administration together with the Treasurer;
 - c) if the Vice President Administration is unable to provide such a signature, by the Vice President Hockey Operations together with the Treasurer;
 - d) if the Vice President Hockey Operations is unable to provide such a signature, by another Director assigned by the Board together with the Treasurer;
 - e) if the President, Vice President Administration Vice President Hockey Operations are unable to provide such signatures, by any other two Directors assigned by the Board together with the Treasurer; or,
 - f) if the Treasurer is unable to provide such a signature, by the President together with the Vice President Administration and the Vice President Hockey Operations.

Budget and Financial Documents

- 6.4 On or before May 31 of each year, the Board shall approve the operational budget of the Association for the upcoming fiscal year.
- 6.5 The Board may establish annual fees and assessments, including the Family Membership Fee and any applicable Hockey Registration Fees. All applicable fees and assessments shall be published by way of a Schedule of Fees & Assessments in the Financial Policy as established by the Board.
- 6.6 At least seven (7) days prior to the annual general meeting, the Board shall provide to the Membership the financial statements of the Association for the immediately preceding year. Members, by way of Resolution at the annual general meeting, must vote on those financial statements.

Borrowing

- 6.7 The Board may, from time to time:
 - a) borrow funds upon the credit of the Association in such amounts and on such terms as may be deemed expedient; or,
 - b) mortgage, hypothecate, pledge or otherwise create a security interest in all or any property of the Association, owned or subsequently acquired, to secure any obligation of the Association.
- 6.8 The Board may, by Resolution, delegate any or all of the borrowing powers to a committee of Directors, as it deems appropriate.

Directors' Remuneration

- 6.9 A Director shall be reimbursed for reasonable expenses incurred in the performance of their duties as provided for in the Financial Policy established by the Board, upon submission of receipts.
- 6.10 Unless approved by at least a seventy-five percent (75%) vote of the Directors, no Director or Officer shall be remunerated for being or acting as a Director or Officer for any volunteer duty whatsoever. A Director may, however, receive an honorarium at the Board's discretion.

Bylaw Seven – Meetings

General Provisions

- 7.1 Meetings of the Board, the annual general meeting and any special general meetings shall be called by the President in accordance with the Act or its Regulations and these Bylaws.

Notice of Meetings

- 7.2 Whenever, under the Act or its Regulation and these Bylaws, notice is required to be given, such notice may be given by mail in a postpaid sealed envelope addressed to the address of the Member at their address as the same that appears on the Register of Members or by electronic means to the email address as the same that appears on the Register of Members.
- 7.3 Notice of meetings shall be given as defined in these Bylaws or the Meetings Procedures Policy established by the Board or such greater length of time as may be prescribed by the Act or its Regulations.
- 7.4 The Vice President Administration shall send notice of the date, time and place of the annual general meeting or any special general meeting to each Director and to each Member in accordance with these Bylaws or the Meetings Procedure Policy established by the Board.

Quorum

- 7.5 Business must not be transacted at the annual general meeting or any special general meetings unless a quorum of Members is present in accordance with these Bylaws and the Meetings Procedure Policy established by the Board.
- 7.6 A quorum for a meeting of the Board shall consist of a majority of Directors.
- 7.7 A quorum for the annual general meeting and any special general meetings shall consist of a majority of Directors and a minimum of twenty (20) Members or fifty percent (50%) of the Membership, whichever is less.
- 7.8 If, at any time during the annual general meeting or any special general meetings, there ceases to be a quorum present, business then in progress must be suspended until there is a quorum present or until the meeting is adjourned or terminated.

Annual General Meetings

- 7.9 The annual general meeting of the Association shall be held each year following March 31 and not later than April 30 at a location within the boundaries of the Association to be determined by the Board.
- 7.10 It shall be the duty of the Vice President Administration to notify all Members no less than fourteen (14) days prior to the date, as to the time and location of the annual general meeting. That notice shall be given in accordance the Act or its Regulations and these Bylaws and shall include any documents required under the Act or its Regulations.

- 7.11 A proposal submitted for inclusion on the agenda of the annual general meeting of the Association in accordance with the Act or its Regulations and these Bylaws shall be considered at the annual general meeting.

Special General Meetings

- 7.12 A special general meeting shall be held when the Board approves a motion to call for a meeting or at such time as seven (7) or more Directors, or 25 Members requisition a special general meeting. Any such requisition by the Directors or Members shall be made in a written submission sent to the Board in accordance with the Act, its Regulations and the Meetings Procedure Policy established by the Board, and must set out the purpose of and any Special Resolution for which such meeting is being requisitioned.
- 7.13 It shall be the duty of the Vice President Administration to notify all Members at least seven (7) days prior as to the date, as to the time, place and reason for the special general meeting. That notice shall include any documents required under and the Act or its Regulations and these Bylaws.

Voting

- 7.14 Members in attendance at the annual general meeting or any special general meeting who are in good standing and have paid the Family Membership Fee are permitted to vote on any matter on which Members are entitled to vote in accordance with section 2.7 e). Voting by proxy is not permitted.
- 7.15 Decisions at the annual general meeting or any special general meetings shall be in accordance with the Act or its Regulations, these Bylaws and the Meeting Procedures Policy established by the Board.
- 7.16 Decisions shall be by a showing of hands or, if decided, by ballot in accordance with the Meeting Procedures Policy established by the Board.

Constitutional Amendments

- 7.17 A proposal to amend the Constitution or Bylaws of the Association may be submitted by a Director or a Member to the Vice President Administration.
- 7.18 Amendments to the Constitution or Bylaws require a Special Resolution at the annual general meeting or any special general meetings.
- 7.19 Amendments to the Constitution or Bylaws shall take effect when filed with the Registrar of Companies or at a later date as specified in the Special Resolution.

Bylaw Eight – General

Application

- 8.1 All provisions and/or terms of these Bylaws, policies, procedures, codes of conduct, terms of reference and requirements shall be deemed to be severable one from the other, and if any such provision is ever found or declared by a competent authority to be void or invalid, it shall be stricken from the documents of the Association as the case may be, without affecting the validity of any other provision.
- 8.2 These Bylaws may be amended, annulled or rescinded by a Special Resolution at the annual general meeting or any special general meetings.

Indemnity

- 8.3 Every Director, Select Committee participant, Working Group participant, employee or Volunteer of the Association shall be indemnified by the Association against such claims and for such conduct as may be afforded within the general liability and Directors and Officers insurance policies of BC Hockey, as amended from time to time.

Rights

- 8.4 The Association is the owner of all rights emanating from agreements, competitions and other events coming under its jurisdiction, without any restrictions as to content, time, place and law. These rights include, among others, every kind of economic rights, marketing and promotional rights, incorporeal rights and intellectual property rights.
- 8.5 The Board shall decide how and to what extent the rights described above are utilized and disposed of. The Board may decide whether these rights shall be utilized exclusively, or jointly with a third party or entirely through a third party.

Liquidation and Dissolution

- 8.6 The Association may be wound up, or liquidated and dissolved, by a:
- a) liquidation or dissolution initiated by the governing bodies
 - b) a Court-ordered liquidation and dissolution initiated by an application to the Court.
- 8.7 In the event that the Association should at any time be wound up, liquidated or dissolved, the remaining assets after payment of all debts and liabilities shall be turned over to a recognized not-for-profit organization with the similar Purpose in the province of British Columbia or the Yukon Territory.

APPENDIX C:
PRACTICE AND GAME SCHEDULES
OF FEMALE HOUSE TEAMS
IN THE 2016-17 SEASON

PMHA ATOM FEMALE

Type	Teams	Arena	Day	Date	Time	Duration
Practice	Atom Female	B - Panorama	Sat	24-Sep-16	9:50	80
Practice	Atom Female	A - Panorama	Tues	27-Sep-16	4:40	60 Shared with Peewee
Game	Novce 3 @ Atom Female	B - Panorama	Sun	2-Oct-16	9:00	80
Practice	Atom Female	A - Panorama	Wed	5-Oct-16	4:30	60 Shared with Peewee
Practice	Atom Female	A - Panorama	Tues	11-Oct-16	4:40	60
Game	Saanich Atom Female @ Atom Female	B - Panorama	Sun	16-Oct-16	10:30	80
Practice	Atom Female	B - Panorama	Mon	17-Oct-16	4:20	60
Development	Atom Female	A - Panorama	Mon	24-Oct-16	5:40	55 Shared with Peewee
Practice	Atom Female	A - Panorama	Tues	25-Oct-16	4:40	60 Shared with Peewee
Practice	Atom Female	A - Panorama	Wed	2-Nov-16	4:30	60 Shared with Peewee
Game	Campbell River @ Atom Female	A - Panorama	Sat	5-Nov-16	4:20	90
Practice	Atom Female	A - Panorama	Tues	8-Nov-16	4:40	60 Shared with Peewee
Practice	Atom Female	A - Panorama	Wed	16-Nov-16	4:30	60
Game	Novice 3 @ Atom Female	A - Panorama	Sat	19-Nov-16	13:30	70
Game	Oceanside @ Atom Female	B - Panorama	Sun	20-Nov	4:00	80
Practice	Atom Female	B - Panorama	Mon	21-Nov-16	4:20	60
Game	Campbell River @ Atom Female	A - Panorama		26-Nov-16	4:20	80
Development	Atom Female	A - Panorama	Mon	28-Nov-16	5:40	55
Practice	Atom Female	A - Panorama	Wed	30-Nov	4:30	60 Shared with Peewee
Practice	Atom Female	A - Panorama	Tues	6-Dec-16	4:40	60 Shared with Peewee
Game	Oceanside @ Atom Female	A - Panorama	Sat	10-Dec-16	4:20	80
Practice	Atom Female	A - Panorama	Wed	14-Dec-16	4:30	60 Shared with Peewee
Practice	Atom Female	B - Panorama	Mon	19-Dec-16	8:00	50
Practice	Atom Female	A - Panorama	Tues	3-Jan	4:40	60
Development	Atom Female	A - Panorama	Mon	9-Jan	5:40	55
Practice	Atom Female	B - Panorama	Mon	9-Jan	4:20	60
Game	Saanich Atom Female @ Atom Female	B - Panorama	Sun	15-Jan	9:00	75
Practice	Atom Female	A - Panorama	Tues	17-Jan	4:40	60 Shared with Peewee
Practice	Atom Female	A - Panorama	Wed	25-Jan	4:30	60 Shared with Peewee
Practice	Atom Female	A - Panorama	Tues	31-Jan	4:40	60 Shared with Peewee
Game	Saanich Atom Female @ Atom Female	B - Panorama	Sat	4-Feb	9:50	80
Practice	Atom Female	A - Panorama	Wed	8-Feb	4:30	60
Game	Saanich Atom Female @ Atom Female	B - Panorama	Sun	12-Feb	9:00	80

Practice	Atom Female	B - Panorama	Mon	13-Feb	4:20	60
Game	Atom C2 @ Atom Female	B - Panorama	Sun	19-Feb	10:30	80
Development	Atom Female	A - Panorama	Mon	20-Feb	5:40	55
Practice	Atom Female	A - Panorama	Wed	22-Feb	4:30	60 Shared with Peewee
Game	Atom C2 @ Atom Female	B - Panorama	Sat	25-Feb	9:50	80
Practice	Atom Female	A - Panorama	Tues	28-Feb	4:40	60 Shared with Peewee
Practice	Atom Female	B - Panorama	Tues	7-Mar	5:00	60

PMHA PEEWEE FEMALE

Type	Teams	Arena	Day	Date	Time	Duration
Development	Peewee Female	A - Panorama	Mon	24-Oct-16	5:40	55 Shared with Atom
Development	Peewee Female	A - Panorama	Mon	28-Nov-16	5:40	55
Development	Peewee Female	A - Panorama	Mon	9-Jan-17	5:40	55
Development	Peewee Female	A - Panorama	Mon	20-Feb	5:40	55
Game	Saanich Peewee @ Peewee Female	A - Panorama	Sun	18-Sep-16	4:20	80
Game	Saanich Peewee @ Peewee Female	A - Panorama	Sat	24-Sep-16	5:50	80
Game	Cowichan Valley @ Peewee Female	B - Panorama	Sun	16-Oct-16	4:00	80
Game	Cowichan Valley @ Peewee Female	B - Panorama	Sun	23-Oct-16	4:00	80
Game	Saanich Peewee @ Peewee Female	B - Panorama	Sun	20-Nov-16	10:30	80
Game	Saanich Peewee @ Peewee Female	A - Panorama	Sat	26-Nov-16	5:50	80
Game	Oceanside @ Peewee Female	B - Panorama	Sat	7-Jan	9:50	80
Game	Cowichan Valley @ Peewee Female	B - Panorama	Sat	14-Jan-17	9:50	80
Game	Campbell River @ Peewee Female	A - Panorama	Sat	4-Feb	4:20	80
Game	Campbell River @ Peewee Female	B - Panorama	Sun	19-Feb	9:00	80
Practice	Peewee Female	A - Panorama	Sat	10-Sep-16	7:40	60
Practice	Peewee Female	A - Panorama	Tues	20-Sep-16	4:40	60
Practice	Peewee Female	A - Panorama	Tues	27-Sep-16	4:40	60 Shared with Atom
Practice	Peewee Female	A - Panorama	Wed	5-Oct-16	4:30	60 Shared with Atom
Practice	Peewee Female	A - Panorama	Mon	10-Oct-16	4:10	60
Practice	Peewee Female	A - Panorama	Tues	25-Oct-16	4:40	60 Shared with Atom
Practice	Peewee Female	A - Panorama	Wed	2-Nov-16	4:30	60 Shared with Atom
Practice	Peewee Female	A - Panorama	Tues	8-Nov-16	4:40	60 Shared with Atom
Practice	Peewee Female	B - Panorama	Mon	14-Nov-16	4:20	60
Practice	Peewee Female	A - Panorama	Tues	22-Nov-16	4:40	60
Practice	Peewee Female	A - Panorama	Wed	30-Nov	4:30	60 Shared with Atom
Practice	Peewee Female	A - Panorama	Tues	6-Dec-16	4:40	60 Shared with Atom
Practice	Peewee Female	A - Panorama	Wed	14-Dec-16	4:30	60 Shared with Atom
Practice	Peewee Female	B - Panorama	Tues	20-Dec-16	6:10	60
Practice	Peewee Female	B - Panorama	Mon	2-Jan-17	4:20	60
Practice	Peewee Female	A - Panorama	Tues	10-Jan-17	4:40	60
Practice	Peewee Female	A - Panorama	Tues	17-Jan	4:40	60 Shared with Atom

Practice	Peewee Female	A - Panorama	Wed	25-Jan	4:30	60 Shared with Atom
Practice	Peewee Female	A - Panorama	Tues	31-Jan	4:40	60 Shared with Atom
Practice	Peewee Female	B - Panorama	Mon	6-Feb	4:20	60
Practice	Peewee Female	A - Panorama	Tues	14-Feb	4:40	60
Practice	Peewee Female	A - Panorama	Wed	22-Feb	4:30	60 Shared with Atom
Practice	Peewee Female	A - Panorama	Tues	28-Feb	4:40	60 Shared with Atom
Practice	Peewee Female	A - Panorama	Wed	8-Mar	5:10	60
Practice	Peewee Female	A - Panorama	Thurs	16-Mar	7:00	60
Practice	Peewee Female	B - Panorama	Tues	21-Mar	5:30	90

Saanich Minor Hockey

Acct ID:

c/o 850 Daffodil Avenue
Victoria, BC V8Z 2S9Phone: (250) 479-4333
Fax:
Email: livelton@shaw.ca**Customer Schedule****09/19/2016 - 03/12/2017****Female - Rec**
Ian Fleetwood**Ian Fleetwood**

Email: ian.g.fleetwood@gmail.com

Date	Day	Complex	Facility	Event Type	Start Time	End Time	Dur. (Min)
09/20/2016	Tue	PRC	Green Rink	Practice	5:45 AM	7:05 AM	90
09/22/2016	Thu	PRC	Green Rink	Practice	3:45 PM	5:05 PM	90
09/27/2016	Tue	OB	Oak Bay	Practice	8:00 PM	9:30 PM	100
09/29/2016	Thu	PRC	Gold Rink	Practice	5:30 AM	6:50 AM	90
10/03/2016	Mon	PRC	Gold Rink	Practice	5:00 PM	5:50 PM	60
10/04/2016	Tue	PRC	Green Rink	Practice	5:45 AM	7:05 AM	90
10/07/2016	Fri	PRC	Gold Rink	Practice	5:30 AM	6:50 AM	90
10/11/2016	Tue	OB	Oak Bay	Practice	8:00 PM	9:30 PM	100
10/13/2016	Thu	PRC	Green Rink	Practice	3:45 PM	5:05 PM	90
10/15/2016	Sat	PRC	Gold Rink	Game	9:00 AM	10:20 AM	90
10/18/2016	Tue	OB	Oak Bay	Practice	8:00 PM	9:30 PM	100
10/20/2016	Thu	PRC	Gold Rink	Practice	5:30 AM	6:50 AM	90
10/23/2016	Sun	PRC	Gold Rink	Game	10:00 AM	11:20 AM	90
10/24/2016	Mon	PRC	Gold Rink	Practice	5:00 PM	5:50 PM	60
10/25/2016	Tue	PRC	Green Rink	Practice	5:45 AM	7:05 AM	90
10/28/2016	Fri	PRC	Gold Rink	Practice	5:30 AM	6:50 AM	90
10/29/2016	Sat	PRC	Gold Rink	Game	9:00 AM	10:20 AM	90
10/30/2016	Sun	PRC	Gold Rink	Game	10:00 AM	11:20 AM	90
11/01/2016	Tue	OB	Oak Bay	Practice	8:00 PM	9:30 PM	100
11/03/2016	Thu	PRC	Green Rink	Practice	3:45 PM	5:05 PM	90
11/06/2016	Sun	PRC	Gold Rink	Game	10:00 AM	11:20 AM	90
11/08/2016	Tue	PRC	Green Rink	Practice	5:45 AM	7:05 AM	90
11/10/2016	Thu	PRC	Gold Rink	Practice	5:30 AM	6:50 AM	90
11/13/2016	Sun	PRC	Green Rink	Game	8:45 AM	10:05 AM	90
11/14/2016	Mon	PRC	Gold Rink	Practice	5:00 PM	5:50 PM	60
11/15/2016	Tue	OB	Oak Bay	Practice	8:00 PM	9:30 PM	100
11/18/2016	Fri	PRC	Gold Rink	Practice	5:30 AM	6:50 AM	90
11/19/2016	Sat	PRC	Gold Rink	Game	9:00 AM	10:20 AM	90
11/22/2016	Tue	PRC	Green Rink	Practice	5:45 AM	7:05 AM	90
11/24/2016	Thu	PRC	Green Rink	Practice	3:45 PM	5:05 PM	90

* Indicates event spans multiple days.

11/27/2016	Sun	PRC	Gold Rink	Game	10:00 AM	11:20 AM	90
11/29/2016	Tue	OB	Oak Bay	Practice	8:00 PM	9:30 PM	100
12/01/2016	Thu	PRC	Gold Rink	Practice	5:30 AM	6:50 AM	90
12/03/2016	Sat	PRC	Gold Rink	Game	9:00 AM	10:20 AM	90
12/05/2016	Mon	PRC	Gold Rink	Practice	5:00 PM	5:50 PM	60
12/06/2016	Tue	PRC	Green Rink	Practice	5:45 AM	7:05 AM	90
12/09/2016	Fri	PRC	Gold Rink	Practice	5:30 AM	6:50 AM	90
12/10/2016	Sat	PRC	Gold Rink	Game	9:00 AM	10:20 AM	90
12/13/2016	Tue	OB	Oak Bay	Practice	8:00 PM	9:30 PM	100
12/15/2016	Thu	PRC	Green Rink	Practice	3:45 PM	5:05 PM	90
12/20/2016	Tue	PRC	Green Rink	Practice	5:45 AM	7:05 AM	90
01/03/2017	Tue	OB	Oak Bay	Practice	8:00 PM	9:30 PM	100
01/06/2017	Fri	PRC	Gold Rink	Practice	5:30 AM	6:50 AM	90
01/07/2017	Sat	PRC	Gold Rink	Game	9:00 AM	10:20 AM	90
01/12/2017	Thu	PRC	Gold Rink	Practice	5:30 AM	6:50 AM	90
01/12/2017	Thu	PRC	Green Rink	Practice	3:45 PM	5:05 PM	90
01/14/2017	Sat	PRC	Gold Rink	Game	9:00 AM	10:20 AM	90
01/17/2017	Tue	OB	Oak Bay	Practice	8:00 PM	9:30 PM	100
01/23/2017	Mon	PRC	Gold Rink	Practice	5:00 PM	5:50 PM	60
01/27/2017	Fri	PRC	Gold Rink	Practice	5:30 AM	6:50 AM	90
01/28/2017	Sat	PRC	Gold Rink	Game	9:00 AM	10:20 AM	90
01/29/2017	Sun	PRC	Gold Rink	Game	10:00 AM	11:20 AM	90
01/31/2017	Tue	OB	Oak Bay	Practice	8:00 PM	9:30 PM	100
02/02/2017	Thu	PRC	Gold Rink	Practice	5:30 AM	6:50 AM	90
02/02/2017	Thu	PRC	Green Rink	Practice	3:45 PM	5:05 PM	90
02/05/2017	Sun	PRC	Gold Rink	Game	8:30 AM	9:50 AM	90
02/13/2017	Mon	PRC	Gold Rink	Practice	5:00 PM	5:50 PM	60
02/14/2017	Tue	OB	Oak Bay	Practice	8:00 PM	9:30 PM	100
02/17/2017	Fri	PRC	Gold Rink	Practice	5:30 AM	6:50 AM	90
02/18/2017	Sat	PRC	Gold Rink	Game	9:00 AM	10:20 AM	90
02/23/2017	Thu	PRC	Gold Rink	Practice	5:30 AM	6:50 AM	90
02/23/2017	Thu	PRC	Green Rink	Practice	3:45 PM	5:05 PM	90
02/25/2017	Sat	PRC	Gold Rink	Game	9:00 AM	10:20 AM	90
02/28/2017	Tue	OB	Oak Bay	Practice	8:00 PM	9:30 PM	100
03/04/2017	Sat	PRC	Gold Rink	Game	9:00 AM	10:20 AM	90
03/06/2017	Mon	PRC	Gold Rink	Practice	5:00 PM	5:50 PM	60
03/10/2017	Fri	PRC	Gold Rink	Practice	5:30 AM	6:50 AM	90

99.0 (hrs)

End of Listing

* Indicates event spans multiple days.

VMHA MIDGET FEMALE

Type	Teams	Arena	Day	Date	Time	Duration
Practice	Royals	Oak Bay	Wed	7-Sep-16	19:45	60
Practice	Peewee	Archie Browning	Sat	10-Sep-16	17:15	55
Practice	Midget	Archie Browning	Sat	10-Sep-16	18:20	55
Practice	Midget	Archie Browning	Sun	11-Sep-16	9:55	90
Practice	Peewee	Oak Bay	Sun	11-Sep-16	9:45	90
Practice	Midget	SOFMC	Tues	13-Sep-16	19:00	75
Practice	Royals	SOFMC	Wed	14-Sep-16	19:30	75
Practice	Midget	Archie Browning	Sun	18-Sep-16	9:55	90
Practice	Midget	Oak Bay	Mon	19-Sep-16	20:50	70
Practice	Royals	SOFMC	Wed	21-Sep-16	19:30	75
Practice	Midget	Archie Browning	Fri	23-Sep-16	6:00	60
Practice	Midget	Archie Browning	Sun	25-Sep-16	16:30	80
Practice	Midget	Oak Bay	Mon	26-Sep-16	21:10	50
Practice	Royals	SOFMC	Wed	28-Sep-16	19:30	75
Practice	Midget	Archie Browning	Fri	30-Sep-16	6:00	60
Practice	Midget	Naden	Sat	1-Oct-16	16:00	90
Practice	Midget	Oak Bay	Mon	3-Oct-16	21:10	50
Practice	Royals	SOFMC	Wed	5-Oct-16	19:30	75
Practice	Midget	SOFMC	Thurs	6-Oct-16	6:00	60
Practice	Midget	SOFMC	Sat	8-Oct-16	14:00	120
Practice	Midget	Oak Bay	Mon	10-Oct-16	21:10	50
Practice	Royals	SOFMC	Wed	12-Oct-16	19:30	75
Practice	Midget	SOFMC	Thurs	13-Oct-16	6:00	60
Practice	Midget	Archie Browning	Fri	14-Oct-16	16:30	90
Practice	Midget	SOFMC	Sat	15-Oct-16	14:00	120
Practice	Royals	Oak Bay	Wed	19-Oct-16	20:00	50
Practice	Midget	Naden	Fri	21-Oct-16	19:30	50
Game	Peninsula @ Midget	Archie Browning	Sun	23-Oct-16	9:55	90
Practice	Midget	Oak Bay	Mon	24-Oct-16	21:10	50
Practice	Royals	SOFMC	Wed	26-Oct-16	19:30	75
Practice	Midget	SOFMC	Thurs	27-Oct-16	6:00	60
Game	Midget	Archie Browning	Sun	30-Oct-16	16:30	80
Practice	Royals	SOFMC	Wed	2-Nov-16	19:30	75
Practice	Midget	Naden	Fri	4-Nov-16	17:30	50
Game	Campbell River @ Midget	Archie Browning	Sun	6-Nov-16	9:55	90
Practice	Midget	Oak Bay	Mon	7-Nov-16	18:00	70
Practice	Royals	SOFMC	Wed	9-Nov-16	19:30	75
Practice	Midget	Archie Browning	Thurs	10-Nov-16	6:00	50
Practice	Midget	Oak Bay	Mon	14-Nov-16	21:10	50
Weekly	Schedule	Missing	For	This	Week	
Practice	Midget	Oak Bay	Mon	28-Nov-16	20:05	55
Practice	Midget	SOFMC	Wed	30-Nov-16	6:00	60
Practice	Midget	Oak Bay	Mon	5-Dec-16	20:05	55

Practice	Midget	SOFMC	Wed	7-Dec-16	6:00	60
Practice	Royals	SOFMC	Wed	7-Dec-16	19:30	75
Game	Royals	Archie Browning	Sat	10-Dec-16	17:15	120
Practice	Midget	Oak Bay	Mon	12-Dec-16	20:05	55
Practice	Midget	SOFMC	Wed	14-Dec-16	6:00	60
Practice	Royals	Oak Bay	Wed	14-Dec-16	18:30	75
Practice	Midget	Archie Browning	Sun	18-Dec-16	9:55	90
Practice	Midget	Oak Bay	Mon	19-Dec-16	21:10	50
Practice	Midget	Oak Bay	Tues	3-Jan	20:00	90
Practice	Royals	SOFMC	Wed	4-Jan	19:30	75
Practice	Midget	SOFMC	Fri	6-Jan	6:00	60
Practice	Midget	Oak Bay	Mon	9-Jan	20:05	55
Practice	Royals	Naden	Sat	14-Jan	11:30	80
Practice	Midget	SOFMC	Wed	18-Jan	6:00	60
Practice	Midget	Oak Bay	Mon	23-Jan	20:05	55
Practice	Royals	SOFMC	Wed	25-Jan	19:30	75
Practice	Midget	Oak Bay	Mon	30-Jan	21:10	50
Practice	Midget	SOFMC	Wed	1-Feb	6:00	60
Practice	Royals	SOFMC	Wed	1-Feb	19:30	75
Practice	Midget	Oak Bay	Mon	6-Feb	20:05	55
Practice	Midget	SOFMC	Wed	8-Feb	6:00	60
Practice	Royals	Archie Browning	Sat	11-Feb	17:15	120
Practice	Royals	Oak Bay	Sat	11-Feb	17:15	120
Game	CVMHA @ Midget	Archie Browning	Sun	12-Feb	16:30	80
Practice	Midget	Oak Bay	Mon	13-Feb	20:05	55
Practice	Midget	SOFMC	Wed	15-Feb	6:00	60
Practice	Royals	SOFMC	Wed	15-Feb	19:30	75
Practice	Midget	Oak Bay	Mon	20-Feb	21:10	50
Practice	Royals	SOFMC	Wed	22-Feb	19:30	75
Game	Sooke @ Midget	Oak Bay	Sat	25-Feb	15:15	80
Practice	Midget	SOFMC	Wed	1-Mar	6:00	60
Practice	Royals	SOFMC	Wed	1-Mar	19:30	75
Game	Nanaimo @ Midget	Oak Bay	Sat	4-Mar	15:15	90
Practice	Royals	Naden	Sat	4-Mar	16:00	110
Practice	Midget	Oak Bay	Mon	6-Mar	20:05	55
Practice	Midget	SOFMC	Wed	8-Mar	6:00	60
Practice	Royals	SOFMC	Wed	8-Mar	19:30	75
Practice	Midget	Oak Bay	Mon	13-Mar	20:05	55
Practice	Royals	SOFMC	Wed	15-Mar	19:30	75
Practice	Midget	Archie Browning	Sat	18-Mar	12:50	90

JDF MHA - MIDGET FEMALE

Type	Teams	Arena	Date	Time	Duration
Practice	Midget Girls	JDF	Sat	17-Sep-16	21:00 90
Practice	Midget Girls	Westhills	Sun	18-Sep-16	10:30 90
Practice	Midget Girls	ICE	Thurs	22-Sep-16	17:45 150
Practice	Midget Girls	Naden	Sun	25-Sep-16	8:30 90
Practice	Midget Girls	Westhills	Thurs	29-Sep-16	20:00 60
Practice	Midget Girls	Q Centre	Mon	3-Oct-16	19:30 90
Shared Practice	Midget Girls	Q Centre	Thurs	13-Oct-16	19:30 90
Shared Practice	Midget Girls	JDF	Fri	14-Oct-16	21:30 60
Game	Sooke @ Midget Girls	Q Centre	Sat	15-Oct-16	17:00 120
Practice	Midget Girls	Naden	Sun	16-Oct-16	11:30 60
Practice	Midget Girls	Q Centre	Thurs	20-Oct-16	6:00 90
Game	Peninsula @ Midget Girls	JDF	Sat	22-Oct-16	16:00 90
Practice	Midget Girls	JDF	Thurs	27-Oct-16	20:30 90
Practice	Midget Girls	JDF	Fri	28-Oct-16	19:00 60
Practice	Midget Girls	Westhills	Fri	4-Nov-16	17:00 60
Shared Practice	Midget Girls	Q Centre	Sun	6-Nov-16	18:00 90
Practice	Midget Girls	Q Centre	Thurs	10-Nov-16	6:00 90
Shared Practice	Midget Girls	JDF	Wed	16-Nov-16	19:30 90
Practice	Midget Girls	JDF	Fri	18-Nov-16	21:30 60
Game	CVMHA @ Midget Girls	Westhills	Sat	19-Nov-16	14:30 90
Shared Practice	Midget Girls	Q Centre	Sun	20-Nov-16	19:00 90
Shared Practice	Midget Girls	JDF	Fri	25-Nov-16	20:00 60
Game	Nanaimo @ Midget Girls	Q Centre	Sun	27-Nov-16	16:00 90
Practice	Midget Girls	Q Centre	Mon	28-Nov-16	20:00 60
Practice	Midget Girls	JDF	Wed	30-Nov-16	6:00 90
Game	TBA @ Midget Girls	Q Centre	Sun	4-Dec-16	19:00 90
Shared Practice	Midget Girls	Q Centre	Mon	5-Dec-16	19:30 90
Shared Practice	Midget Girls	Westhills	Tues	6-Dec-16	18:30 90
Practice	Midget Girls	JDF	Fri	16-Dec-16	20:30 60
Shared Practice	Midget Girls	Q Centre	Sun	18-Dec-16	19:00 90
Shared Practice	Midget Girls	JDF	Fri	23-Dec-16	20:00 60
Practice	Midget Girls	JDF	Wed	4-Jan	6:00 90
Shared Practice	Midget Girls	JDF	Fri	6-Jan	21:30 60
Practice	Midget Girls	JDF	Sun	8-Jan	10:00 60
Shared Practice	Midget Girls	Westhills	Fri	13-Jan	17:00 60
Practice	Midget Girls	Westhills	Sat	14-Jan	13:00 90
Game	Campbell River @ Midget Girls	Westhills	Sun	15-Jan	9:00 90
Shared Practice	Midget Girls	Westhills	Tues	17-Jan	18:00 90
Shared Practice	Midget Girls	JDF	Fri	27-Jan	20:00 60
Game	Triport @ Midget Girls	Westhills	Sat	28-Jan	14:30 90
Shared Practice	Midget Girls	Q Centre	Mon	30-Jan	19:30 90
Shared Practice	Midget Girls	Westhills	Tues	31-Jan	18:30 60
Shared Practice	Midget Girls	Q Centre	Sat	4-Feb	10:30 90

Game	VMHA @ Midget Girls	Q Centre	Sun	5-Feb	19:00	90
Shared Practice	Midget Girls	Q Centre	Mon	6-Feb	20:00	60
Practice	Midget Girls	JDF	Wed	15-Feb	20:30	90
Practice	Midget Girls	JDF	Thurs	16-Feb	20:30	90
Practice	Midget Girls	Westhills	Fri	17-Feb	17:00	60
Game	VMHA @ Midget Girls	JDF	Sat	18-Feb	16:00	90
Shared Practice	Midget Girls	Westhills	Sun	19-Feb	13:30	90
Shared Practice	Midget Girls	JDF	Fri	24-Feb	20:00	60
Game	TBA @ Midget Girls	JDF	Sat	25-Feb	19:30	90
Shared Practice	Midget Girls	Q Centre	Sun	26-Feb	19:30	90
Shared Practice	Midget Girls	Westhills	Tues	28-Feb	18:00	90
Game	Sooke @ Midget Girls	Westhills	Sat	4-Mar	14:30	90
Practice	Midget Girls	Naden	Sun	5-Mar	13:30	60
Shared Practice	Midget Girls	Q Centre	Mon	6-Mar	19:30	90
Game	VMHA @ Midget Girls	Naden	Sat	11-Mar	17:30	90
Shared Practice	Midget Girls	Q Centre	Sun	12-Mar	19:00	90
Practice	Midget Girls	Westhills	Mon	20-Mar	20:00	60

SOOKE MHA MIDGET FEMALE

Type	Teams	Arena	Date	Time	Duration
Practice	Sooke Midget Fem	Seaparc - Details	Wed Sep 07, 2016	10:00 pm - 10:50 pm	50
Practice	Sooke Midget Fem	Seaparc - Details	Sat Sep 10, 2016	7:30 pm - 8:20 pm	50
Practice	Sooke Midget Fem	Seaparc - Details	Mon Sep 12, 2016	8:00 pm - 8:50 pm	50
Practice	Sooke Midget Fem	Seaparc - Details	Wed Sep 14, 2016	10:00 pm - 10:50 pm	50
	TBA @ Sooke Midget Fem				
	Officials: John Harrison, Morgan Couture, Liam Millward	Seaparc	Sat Sep 17, 2016	3:00 pm - 4:30 pm	90
Midget Game	@ Midget C1				
	Details				
	Officials: David Spiers, John Harrison, Nik Shaffner	Seaparc	Sat Sep 17, 2016	6:00 pm - 7:30 pm	90
Midget Game					
Practice	Sooke Midget Fem	Seaparc - Details	Sat Sep 17, 2016	7:30 pm - 8:20 pm	50
Practice	Sooke Midget Fem	Seaparc	Mon Sep 19, 2016	8:00 pm - 9:00 pm	60
Practice	Sooke Midget Fem	Seaparc	Wed Sep 21, 2016	10:00 pm - 11:00 pm	60
	Victoria Midget Female 2 @ Sooke Midget Fem 3				
	Officials: David Spiers, Liam Millward, Tyson Purnell	Seaparc	Sat Sep 24, 2016	9:00 am - 10:30 am	90
Midget Game	@ Midget C1				
	Details				
	Officials: David Spiers, Nik Shaffner, John Harrison	Seaparc	Sat Sep 24, 2016	3:00 pm - 4:30 pm	90
Midget Game					
Practice	Sooke Midget Fem	Seaparc	Mon Sep 26, 2016	8:00 pm - 9:00 pm	60

Practice	Sooke Midget Fem Peninsula Midget Female 5 @ Sooke Midget Fem 2 Officials: David Spiers, Nik Shaffner, Tyson Purnell	Seaparc	Wed Sep 28, 2016	10:00 pm - 11:00 pm	60
Midget Game		Seaparc	Sun Oct 02, 2016	5:00 pm - 6:30 pm	50
Practice	Sooke Midget Fem Cow Valley Midget Female 1 @ Sooke Midget Fem 7 Officials: David Spiers, John Harrison, Nik Shaffner	Seaparc	Wed Oct 05, 2016	10:00 pm - 11:00 pm	60
Midget Game		Seaparc	Sat Oct 08, 2016	2:30 pm - 4:00 pm	90
Practice	Sooke Midget Fem	Seaparc	Wed Oct 12, 2016	10:00 pm - 11:00 pm	60
Practice	Sooke Midget Fem	Seaparc	Mon Oct 17, 2016	8:00 pm - 9:00 pm	60
Practice	Sooke Midget Fem	Seaparc	Wed Oct 19, 2016	10:00 pm - 11:00 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Thu Oct 20, 2016	7:30 pm - 9:00 pm	90
Practice	Sooke Midget Fem	Seaparc	Mon Oct 24, 2016	8:00 pm - 9:00 pm	60
Practice	Sooke Midget Fem	Seaparc	Wed Oct 26, 2016	10:00 pm - 11:00 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Sat Oct 29, 2016	8:30 am - 10:00 am	90
Practice	Sooke Midget Fem JDF Midget Female @ Sooke Midget Fem Officials: Nik Shaffner, Larry Galbraith, Martin Steve Couture	Seaparc	Wed Nov 02, 2016	10:00 pm - 11:00 pm	60
Midget Game		Seaparc	Sat Nov 05, 2016	5:30 pm - 7:00 pm	90
Practice	Sooke Midget Fem	Seaparc	Mon Nov 07, 2016	9:00 pm - 10:00 pm	60
Practice	Sooke Midget Fem TBA @ Sooke Midget Fem	Seaparc - Details	Wed Nov 09, 2016	7:30 pm - 8:30 pm	60
Midget Game		Seaparc	Sat Nov 12, 2016	11:00 am - 12:30 pm	90
Practice	Sooke Midget Fem	Seaparc	Mon Nov 14, 2016	8:00 pm - 9:00 pm	60

Practice	Sooke Midget Fem Peninsula Midget Female @ Sooke Midget Fem	Seaparc - Details	Wed Nov 16, 2016	10:00 pm - 11:00 pm	60
Midget Game	Details Cow Valley Midget Female @ Sooke Midget Fem	Seaparc	Sat Nov 19, 2016	10:00 am - 11:30 am	90
Midget Game	Details	Seaparc	Sun Nov 20, 2016	4:00 pm - 5:30 pm	90
Practice	Sooke Midget Fem	Seaparc	Mon Nov 21, 2016	9:00 pm - 10:00 pm	60
Practice	Sooke Midget Fem Tri-Port @ Sooke Midget Fem	Seaparc - Details	Wed Nov 23, 2016	7:30 pm - 8:30 pm	60
Midget Game	Details	Seaparc	Sat Nov 26, 2016	5:30 pm - 7:00 pm	90
Practice	Sooke Midget Fem	Seaparc	Mon Nov 28, 2016	8:00 pm - 9:00 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Wed Nov 30, 2016	10:00 pm - 11:00 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Sat Dec 03, 2016	7:00 am - 8:30 am	90
Practice	Sooke Midget Fem	Seaparc - Details	Mon Dec 05, 2016	9:00 pm - 10:00 pm	60
Practice	Sooke Midget Fem Nanaimo midget Female @ Sooke Midget Fem Details Officials: Larry Galbraith, Tyson Purnell, Morgan	Seaparc - Details	Wed Dec 07, 2016	7:30 pm - 8:30 pm	60
Midget Game	Couture	Seaparc	Sat Dec 10, 2016	12:00 pm - 1:30 pm	90
Practice	Sooke Midget Fem	Seaparc - Details	Mon Dec 12, 2016	8:00 pm - 9:00 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Wed Dec 14, 2016	10:00 pm - 11:00 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Mon Jan 02, 2017	9:00 pm - 10:00 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Wed Jan 04, 2017	7:30 pm - 8:30 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Mon Jan 09, 2017	8:00 pm - 9:00 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Wed Jan 11, 2017	10:00 pm - 11:00 pm	60

Campbell
 River @ Sooke
 Midget Fem

Midget Game	Details	Seaparc			
			Sat Jan 14, 2017	3:00 pm - 4:30 pm	90
Practice	Sooke Midget Fem	Seaparc - Details	Mon Jan 16, 2017	9:00 pm - 10:00 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Wed Jan 18, 2017	7:30 pm - 8:30 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Mon Jan 23, 2017	8:00 pm - 9:00 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Wed Jan 25, 2017	10:00 pm - 11:00 pm	60

Victoria @ Sooke
 Midget Fem

Midget Game	Details	Seaparc			
			Sat Jan 28, 2017	1:00 pm - 2:30 pm	90
Practice	Sooke Midget Fem	Seaparc - Details	Mon Jan 30, 2017	9:00 pm - 10:00 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Thu Feb 02, 2017	7:30 pm - 9:00 pm	90
Practice	Sooke Midget Fem	Seaparc - Details	Mon Feb 06, 2017	8:00 pm - 9:00 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Wed Feb 08, 2017	10:00 pm - 11:00 pm	60

TBA @ Sooke Midget
 Fem

Midget Game	Details	Seaparc			
			Sun Feb 12, 2017	1:00 pm - 2:30 pm	90
Practice	Sooke Midget Fem	Seaparc - Details	Wed Feb 15, 2017	7:30 pm - 8:30 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Mon Feb 20, 2017	8:00 pm - 9:00 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Wed Feb 22, 2017	10:00 pm - 11:00 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Mon Feb 27, 2017	9:00 pm - 10:00 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Mon Mar 06, 2017	9:00 pm - 10:00 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Wed Mar 08, 2017	10:00 pm - 11:00 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Mon Mar 13, 2017	9:00 pm - 10:00 pm	60
Practice	Sooke Midget Fem	Seaparc - Details	Wed Mar 15, 2017	10:00 pm - 11:00 pm	60

ADDENDUM #1 (May 4, 2017):

The original “Proposal for a Female MHA for Greater Victoria” was submitted on April 30 and subsequent minor revision to content on Page 40 was filed with VIAHA on May 1 (v2). There will be no further changes to the “v2” document. We will periodically submit any additional information henceforth as Addendums whenever there is substantial progress, for the information of VIAHA Executive Director, Officers and Executive Committee. Please file after last page of original Proposal, as reflected by page numbering of the Addendums. These reflect pertinent feedback from stakeholders or important decisions by our leadership group.

Following a meeting of the tentative Board of a proposed new Female MHA on May 4, 2017, please note the following changes and updates:

- 1) Domain name www.victoriagirlshockey.ca has been reserved (website not yet active). This is final and confirmed. (We also reserved www.victoriagirlshockey.com – to avoid confusion, this URL will redirect to our site).
- 2) Minor changes were made to the proposed By-Laws (refer to page 25 and Appendix B), increasing the maximum size of the Board to 22 (5 Officers and 17 non-Officer Directors); changing the duration of service to be considered for Life Membership from three years to five years; and adding a clause under 3.8 to allow for 0 – 6 additional non-voting Liaison positions to allow for representation for appropriate recreational, educational and community institutions.
- 3) Addition of the following proposed Board members (refer to Page 26):

Dean Gillis [VMHA]

Greg Mulroney [SMHA]

- 4) Regarding the **Introduction** (page 2-4), stakeholders commented that historically Female hockey has thrived at the MHA level intermittently over the years, usually around a core group of volunteers and coaches, a cohort of committed girls or a persistent effort at the MHA level. These efforts are transient and fluctuate. As those parent groups or clusters of players leave an Association or as Integrated MHA governance changes, the strength of the local Female hockey wavers. Establishing a Female MHA creates an enduring organization that is critical to sustaining and improving upon efforts of the past and will provide less fluctuation in the quality of programming over time.

- 5) Regarding **Schedule Challenges for Female House Hockey** (pages 9-12), it has been brought to our attention by stakeholders that Integrated House teams in some smaller VIAHA Associations play in an Intramural House League format rather than a format such as the VIAHA South Island or Mid-Island Recreational Leagues. This raises concerns that the current Victoria-based Female House teams are being forced to drive extended distances when the same is not true for certain Integrated House teams. This also serves to justify our proposal for an Intramural House League format for Female House teams within the boundaries of the proposed new Female MHA (as outlined on page 31-32).
- 6) Regarding **Development Challenges for Female Competitive Hockey** (page 14), we commented on the limitations of the selection process for AP's in the current format. Stakeholder feedback indicates that even if asked to participate as an AP, some players would decline based on the distance of travel to practices and those who commit as an AP would only attend sporadically due to distance of travel to practices. Engagement of APs would improve in the proposed new Female MHA, as both these issues would be eliminated by having all practices locally. This would tend to improve Development for all players involved.
- 7) Regarding **Efficient Use of Recreational Practices** (page 30-31), some stakeholders have commented that a single 80-min shared-ice practice per week is less than what some Associations currently offer to House teams. With no additional ice requirements for the Competitive teams based on what is in the Proposal (and the development model that sees all Peewee and Bantam Rep players getting extra ice nearly every week), we would commit to assigning any additional ice that is acquired sporadically to Recreational teams. For efficient use of additional ice, we sometimes assign these to specific teams (eg. Midget C3), but other times designate these as "*Development Practices*" such that usage can be optimized based on duration of ice time, time of day, rink location and needs of the Association. For example, these could be assigned as regional Atom practices (all Atom House players); Peewee and Bantam "Forwards"; all Goaltenders; all Sooke & District players etc. These sessions would provide opportunities for girls to interact with other girls from throughout the Association or with local players from other Divisions, again optimizing hockey development, but in combination with a community focus.
- 8) We were asked for further clarification of the proposed **Schedule for Competitive (Rep) teams**. On the schedule (see Figure 9; Page 33), it shows each Rep team playing a different 'type' of game – For example, Peewee playing Exhibition (E) against a VIAHA team (a selected Integrated team or a North Island Regional A team); Bantam team playing HOME double header vs PCAHA (P); Midget playing AWAY double header vs PCAHA (P). We wanted to clarify that organizationally, we would aim for both PCAHA

Home games to be on Saturday and both PCAHA Away games to be on Sunday (or vice versa) to allow maximal opportunities for AP's and potentially to allow for eventual acquisition of a team vehicle for the Female MHA teams to use. Scheduling in this fashion facilitates both of those plans.

- 9) In the section **MHA Conflicts of Interest**, we speculated it could be theoretically possible in some cases that female players may be retained by an Association to fill roster spots on an Integrated House team in order to promote other boys to a Rep team (page 39). While this situation may be unfair to the girls, it could also be considered unfair to the boys involved. Some parents of male players have expressed that they would favour a co-op approach in this situation so that small Associations' players can compete at their natural level for skill and ability, rather than being kept on a less competitive Rep team in their Home MHA. Therefore, in theory, the tact of placing girls on an integrated team to bolster rosters may also be unfair to boys in the same Association.
- 10) Addition to "The Future" section of the Proposal (Page 41-44). **IIHF World Women's Hockey Championship**. The sizable volunteer base created by the Membership of the new Female MHA would plan to submit a bid to host the IIHF WWHC in Victoria next time Canada is scheduled to host the event, with The Q Centre and SOFMC being the proposed venues. This is not relevant to hockey operations of the proposed Female MHA, but demonstrates the scope of opportunity created by a unified Female MHA and one of the many potential community benefits of such a program.
- 11) We originally stated that our proposal "**Aligns with and promotes VIAHA philosophy of Female First**" (Page 45). However, we have since come to learn that VIAHA's motion is constrictive, in that girls will be *limited* to playing Female Hockey as the primary option (unless they are selected for a Competitive Integrated team). Our proposal is promotional and immersive rather than constrictive. We will create an environment where girls *prefer* to play and get better development opportunities than are currently available; more games and practices than can be offered in the current environment; enhanced off-ice training; new mentorship opportunities and accompanying social events. We expect that over the next five years, the number of girls continuing to play on Integrated teams will decline by virtue of gradual migration of girls to the new Female MHA and by young girls initially registering and continuing in a Female MHA, but *NOT* because they are forced to play Female Hockey. We feel this is a more sustainable approach. Therefore, while our Proposal aligns with the objectives of VIAHA's "Female First" initiative, it seems quite different philosophically as we understand it.

12) Our tentative Board plans to meet weekly in order to continue meeting targets and accomplishing key tasks required to become operational for the upcoming 2017-18 season. We would welcome any representatives of VIAHA or local MHA's to attend these meetings.

Respectfully submitted,



Ian Fleetwood

On behalf of tentative Board of Directors

Proposed Female MHA: "Capital Region Female Minor Hockey Association"

ADDENDUM #2 (May 19, 2017):

Please file this Addendum with the original Proposal and note the following updates regarding the proposed **Capital Region Female Minor Hockey Association**:

1. New Directors (*denotes prior experience on an MHA Board)
 - a. Todd Pugh* [PMHA]
 - b. Bruce Leibel [VMHA]
2. Letter of support has been received from TriCities Predators.
3. Executive Summary has been prepared and is attached.
4. Communications Kit has been prepared for internal use only, including content of website, poster advertisements and FAQs.
5. Capital Region Female Minor Hockey Association was Incorporated on May 18, 2017 with minor revisions to By-Laws relative to what was circulated with the original application.
6. Banking established.
7. Website and social media platforms are complete and prepared for release.
8. Our tentative Board continues to meet weekly and, as previously, we welcome VIAHA participation in the meetings.
9. Due to misconceptions, inaccuracies and rumours circulating in the community, we are planning a General Information Session for parents of potential future players so individuals understand the concept of the proposal and the current status of the application. We will also invite representatives of MHAs and VIAHA to attend.
10. Multiple small groups working in parallel continue to achieve key tasks and we remain on track for and committed to launch in September 2017.

Respectfully submitted,



Ian Fleetwood
President

On behalf of tentative Board of Directors
Capital Region Female Minor Hockey Association