

Proposed Constitutional Amendments

1. SUBMITTED BY: JAMES NEUFELD

Presently Reads

Section 10.04 Coaching Selection Committee

The Coaches committee shall be chaired by the First Vice President in the absence of the board of directors not appointing another person to perform such task.

The Coaching Selection Committee shall:

- (a) be responsible for dissemination of the Coaching Application Forms;
- (b) actively pursue new coaches and provide the training as required either alone or in conjunction with the NOHA;
- (c) recruit and train volunteers to perform the functions required for coach selection for the Association;
- (d) screen and interview candidates on the basis of the criteria set out by the Association;
- (e) arrange ongoing team personnel development clinics, ensure that all team personnel selected for the hockey season are properly qualified and are capable of fulfilling their duties in a satisfactory fashion;
- (f) recommend its choices of coaches to the Board for approval;
- (g) establish a coaches and team personnel evaluation form and procedure; and
- (h) recommend policy to the Board regarding nomination and election procedures.

Proposed Changes

The **Coaching Selection Committee** shall be chaired by the First Vice President in the absence of the board of directors not appointing another person to perform such task. **The Coaching Selection Committee will be comprised of the Committee Chair, three non-board members with significant elite hockey experience and any one additional SMHA Executive Board member who SMHA deems appropriate. The Coaching Selection Committee must be approved by the SMHA Executive Board.**

The Coaching Selection Committee shall:

- (a) be responsible for dissemination of the Coaching Application Forms;
- (b) actively pursue new coaches and provide the training as required either alone or in conjunction with the NOHA;
- (c) recruit and train volunteers to perform the functions required for coach selection for the Association;
- (d) screen and interview candidates on the basis of the criteria set out by the Association;
- (e) arrange ongoing team personnel development clinics, ensure that all team personnel selected for the hockey season are properly qualified and are capable of fulfilling their duties in a satisfactory fashion;
- (f) recommend its choices of coaches to the Board for approval;
- (g) establish a coaches and team personnel evaluation form; ~~and~~
- (h) recommend policy to the Board regarding nomination and election procedures-;
- (i) disclose all conflict of interests or perceived conflict of interests about coaches to be evaluated to the Sault Major Board of Executives prior to evaluating any coaches. All conflict of interests must be resolved prior to proceeding with the coach evaluations;**

- (j) ensure that child of an applied Parent-Coach has sufficient skills and abilities to compete at the level the Parent-Coach is applying to. A third party evaluator shall be used as a resource to define skill and ability level; and
- (k) review all coaching evaluations and complaints issued from the current season and past seasons, and question applicant on evaluations and/or complaints issued.

Rational:

This defines the members of the coaching committee. Three outside committees is Sault Major Board of Executive and two Sault Major Board of Executive members.

- (i) Ensure all coaching selection committee members are required to disclose any conflict of interests or perceived conflict of interests prior to evaluating a coach.
- (j) A Parent-Coach should not be allowed to coach a division as a Parent-Coach if their child does not have the skills or ability to play in the division applied for.
- (k) The coaching selection committee must clearly understand the past and present evaluations and complaints of a coach prior to interviewing a coach.

2. SUBMITTED BY: MARIA COCCIMIGLIO

Section 9.03 First vice president

Presently Reads:

(h) administer a coaching evaluation at the end of the regular season via coaching evaluation forms filled out by parents, players and coaching staff members;

Proposed changes:

(h) administer a coaching evaluation at the end of the regular season via coaching evaluation forms filled out by parents, players and coaching staff members; **Coach evaluations are encouraged to be filled out by all coaching staff, parents, and players. The process will be assured confidential and results available to director of the league and coaching selection committee. As directed by the VP, communication about evaluation form availability will be sent via email to all team managers to encourage participation, as well as posted on SMHA website.**

3. SUBMITTED BY: MARIA COCCIMIGLIO

Article X. COMMITTEES OF THE BOARD

Presently Reads:

The Board of Directors shall, in any year, determine whether some or all of the Standing Committees are necessary or advisable for that particular fiscal year. In the event that any Standing Committee is deemed unnecessary or unadvisable, the Board of Directors shall be authorized to deal with the duties of such Standing Committee. Nothing in this By-law shall be construed to limit the ability of the Directors and Members of the Association from abolishing or creating Standing Committees by By-law or from establishing such ad hoc committees or subcommittees by Directors' Special Resolution, as may be desired or required from time to time.

Proposed changes:

Add the following

Committees enhance the effectiveness of the executive and promote involvement within the association. Issues and concerns can be efficiently addressed and decision making in a smaller group. Members of the association are encouraged to participate in committees. All resolutions, recommendations, and decision of the committees are to be brought to the board for discussion, ratification, approval, or denial.

4. SUBMITTED BY: MARIA COCCIMIGLIO

Section 10.04 ADD – to Coaching Selection Committee

Presently Reads:

The Coaching Selection Committee shall:

- (a) be responsible for dissemination of the Coaching Application Forms;
- (b) actively pursue new coaches and provide the training as required either alone or in conjunction with the NOHA;
- (c) recruit and train volunteers to perform the functions required for coach selection for the Association;
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- (e) arrange ongoing team personnel development clinics, ensure that all team personnel selected for the hockey season are properly qualified and are capable of fulfilling their duties in a satisfactory fashion;
- (f) recommend its choices of coaches to the Board for approval;
- (g) establish a coaches and team personnel evaluation form and procedure; and
- (h) recommend policy to the Board regarding nomination and election procedures.

Proposed changes:

Add the following

- Where possible 1 individual must be external to SMHA membership; The members of the committee must be approved by the board.
 - Committee members may only participate for max 2 years consecutively on same committee.
 - All committee members/interviewing teams members must declare a conflict of interest and not participate in a selection process. Conflicts of interest include, but are not limited to, having a dependent or family member in the division the applicant is seeking to coach, having past or current personal, working or business relationship with the applicant.
 - Coach applicants must be screened and selected based on criteria set out by the association including but not limited to:
 - parent evaluations of past year coaches
 - season evaluation reports
 - interview (verbal and possible written questionnaire)
 - reference check of prospective candidates (references must be submitted by coach, however league director may seek references from past players and or parents etc.
 - police clearance check of prospective candidates
 - if applying as parent coach, the dependent player must be deemed to possess the skills necessary to compete and play within the elite division as per the Hockey Canada and OHF evaluation guideline.
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5. SUBMITTED BY: JAMIE NELSON

Section 7.05 Board Composition

Presently Reads:

The Board shall consist of and be composed of the following positions:

- (a) Immediate Past President – immediate – ex officio
- (b) President - elected – two (2) year term;
- (c) First Vice-President – elected – two (2) year term;
- (d) Second Vice-President – elected – two (2) year term;
- (e) Treasurer – elected – two (2) year term;
- (f) Secretary – elected – two (2) year term;
- (g) Registrar – elected – two (2) year term;
- (h) Fund raising chair- elected - two (2) year term;
- (i) NOHA Liason – elected - two (2) year term;
- (j) Ice Scheduler – elected - two (2) year term;
- (k) League Directors – 6 - 8 positions depending on league structure - elected - two (2) year term;
- (l) Directors at Large – 2 – 3 positions depending on league structure - two (2) year term;

Proposed changes:

(K) League Directors - 4-8 positions depending on league structure - elected - two (2) year term;

Rationale:

This would allow us to merge the U15A & U15HL director to one position as well as the U18A & U18HL director to one position.

6. SUBMITTED BY: ANGEL BARBISAN

Section 9.11 Directors

Presently reads:

The Directors shall:

Reports directly to the 2nd Vice-President, the Directors shall assist in the administration and enforcement of the rules, regulations and policies established by the SAULT MAJOR HOCKEY ASSOCIATION INC. The Directors will attend games and team functions as decided upon and scheduled the Board of Directors. An introductory parent, player and coaching staff team meeting will be included in the list of team functions that should be attended by one of the Directors. The AAA Director will be responsible for dealings with the association AAA teams, including U10AA, U11AA, U12AAA, U13AAA, U14AAA, U15AAA, and U18AAA teams. The AA Director will be responsible for dealings association's AA teams including U12AA, U13AA, U14AA, U15AA and U16AA teams. Directors may be assigned additional duties as deemed necessary by the 2nd Vice-President

Proposed changes:

Reports directly to the 2nd Vice-President, the Directors shall assist in the administration and enforcement of the rules, regulations and policies established by the SAULT MAJOR HOCKEY ASSOCIATION INC. The Directors will attend games and team functions as decided upon and scheduled the Board of Directors. An introductory parent, player and coaching staff team meeting will be included in the list of team functions that should be attended by one of the Directors. The AAA Director will be responsible for dealings with the association AAA teams, including U10AA, U11AA, U12AAA, U13AAA, U14AAA, U15AAA, and U18AAA teams. The AA Director will be responsible for dealings association's AA teams including U12AA, U13AA, U14AA, U15AA, U16AA and U18AA teams. Directors may be assigned additional duties as deemed necessary by the 2nd Vice-President

Rationale:

Change will reflect the current teams within our system

7. SUBMITTED BY: ANGEL BARBISAN

Presently Reads:

All league directors may appoint an assistant that is approved by the Board that will have voting rights when the League Director is absent from meetings.

Proposed changes:

All league directors may appoint an **assistant or assistants that are** approved by the Board. **If more than one assistant is appointed, only one that** will have voting rights when the League Director is absent from **meetings and this individual will be determined by the League Director.**

Rationale:

It is difficult to have a league director attend all league games due to the volume of games and the time commitment required as dictated by the number of teams in our leagues. By having 1 or more assistant available, we would be more likely to have representation at all of the league games.