

Norfolk County Minor Hockey Association

Proposal Highlights

October 2018

Rep Hockey Partnership Model

- Norfolk Minor Hockey Associations began discussions in early 2018 regarding mutual priorities and challenges:
 - A shared priority is to offer members a hockey program that maximizes development and enjoyment of the game.
 - It is agreed that to maximize development and enjoyment, forming competitive teams with players of consistent ability is necessary.
 - Currently, local associations are facing challenges offering full rep hockey programming, or having difficulty offering strong AE programs.

Rep Hockey Partnership Model

- All associations agreed that a full amalgamation was not appealing, and looked for a preferred cooperative model.
- The associations wanted to maintain community spirit and their existing local league experience, while cooperating at a higher level to benefit the Rep Programs, where each have struggled.
- This discussion led the associations to the Rep Hockey Partnership Model that would result in existing Local Associations remaining as Local League Centres and creating a new Norfolk County Minor Hockey Rep Program to be run jointly by the Local Associations.
- Delhi and Langton elected not to participate.

The Big Picture: Benefits of a Rep Partnership

- Preserves Our Hometown Hockey Experience ✓
- Preserves Independence of Local Boards on Local Issues ✓
- Ensures Local League Teams Remain in Local Rinks ✓
- Creates a New “A” Program that each Local Centre Feeds Into ✓
- Creates a New Board Structure with Equal Representation ✓
- Agreed principals on Coach Selection and Tryouts to ensure fairness and representation by all Associations ✓
- Uploads business functions to shared service model to help reduce burden and workload on volunteers ✓
- AAA Affiliation – no change ✓
- Maximizes use of Norfolk County rinks ✓
- Will result in competitive teams with balanced ability, thereby maximizing development and fun for all players ✓

Local Leagues

- The existing Local Leagues will continue in a modified form:
 - Provide fun, recreational hockey for ~70% of players
 - Kids play locally in their community rinks with their friends
 - Pride of “representing” their home communities
 - Streamlined roles & responsibilities for local organizations
 - Provide a mechanism for communities to elect their local Minor Hockey Directors & to engage local sponsors & volunteers



Partnership Model

- The Local League organizations will be bound together with a clearly defined and written Partnership Agreement setting out the relationship between the Parties:
 - Clearly defines the rights, obligations and relationship between the Partners
 - Provides the legal platform to create a new jointly administered Norfolk County Minor Hockey Association covering the Local League's joint boundaries that each LL program would flow into for Rep Hockey

Partnership Agreement

Port Dover
Local League

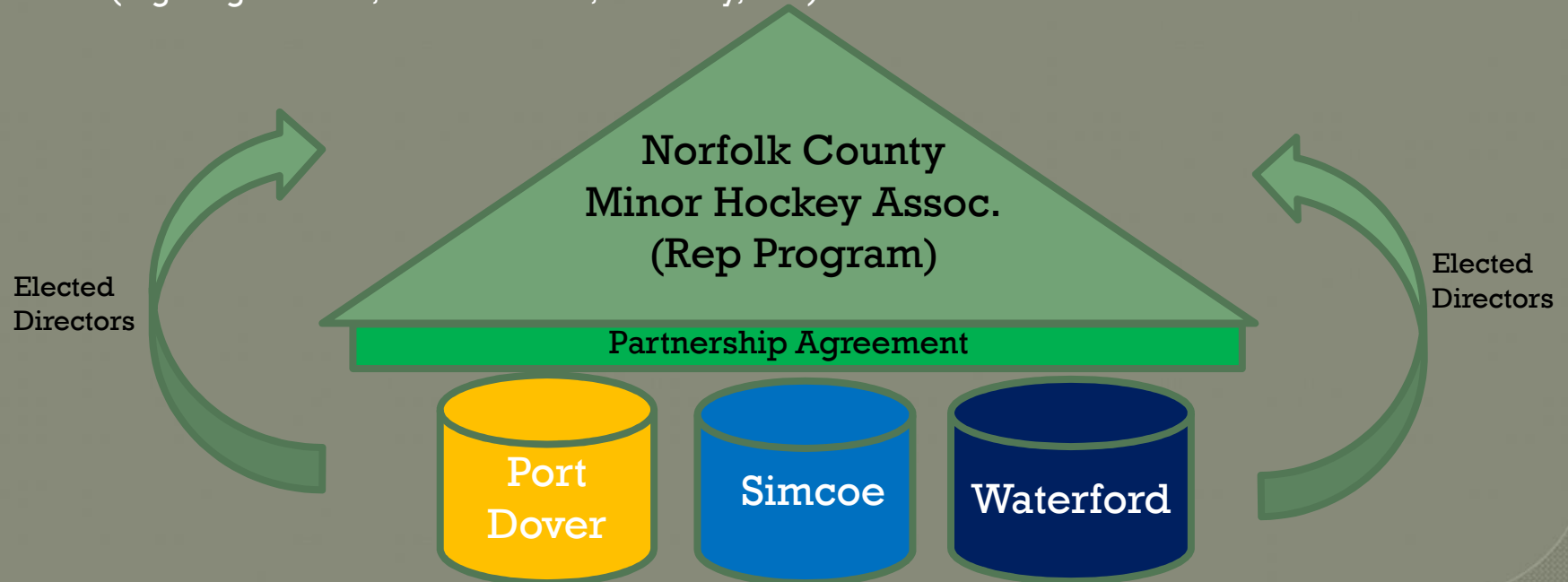
Simcoe
Local League

Waterford
Local League

Partnership Model

Proposed Structure:

- Local League organizations will transfer their OMHA Rep hockey rights to the newly created Norfolk County Minor Hockey Association to be run by the combined Board at the Partnership level
- Elected Directors from the Local League level would flow upwards and represent their communities on the combined Board of the new Centre, providing equal representation from each community
- Norfolk County Minor Hockey will provide high level business services to entire organization (e.g. Registration, Ice Contracts, Treasury, etc.)



Partnership Highlights

- Membership Rights:

- Players and families will continue to be Members of their existing Local Associations based on the Bylaws and Constitutions of those organizations
- Same membership rights and entitlements will continue
- Members of the Local Associations will participate indirectly in the administration of Norfolk County Minor Hockey by their Local Association's Board electing four (4) Local Directors who represent them on the Norfolk County Minor Hockey Board
- Members are still entitled to attend Norfolk Minor Hockey Membership Meetings, be informed about Association activities, ask questions and participate in meetings – but their elected Delegates will represent their local community interests on the Norfolk Board

Partnership Highlights

- Proposed Structure:

- Overall Board structure ensures that Voting Directors are equally balanced between all Associations
- Board will act to ensure Committees have representation from each Association
- Any future issue that might seek to change the basic partnership structure, including admitting new partners, would need the consent of ALL Local Associations
- Day to Day Business: Simple Majority of the Board would determine decisions. In the event of a deadlock on major issues, a mutually agreeable OMHA Representative will help to resolve the concern

Partnership Highlights

- Financial Issues:

- Local Associations will maintain their existing cash reserves
- Each Local Association will contribute \$10,000 (total of \$30,000) as start up capital to found the new Norfolk County Minor Hockey Association
- Establish a coordinated player registration process
- Future revenue share will be on a “per capita” player basis
- Player registration fees will follow the player to whichever Local League Association they play for
- Rep Player fees will remain with the Norfolk County Minor Hockey Association

Partnership Highlights

- Territory and Border Issues:

- No changes to OMHA Borders – new Norfolk County Associations will consist of combined borders of each Local League organization
- New Centre Point at xxx *(to be added upon OMHA verification)*
- AAA Rights – no change, will remain with Brantford, subject to OMHA future determinations
- *Right of Choice – Import Players (to be added upon OMHA verification)*

Partnership Highlights

- Category of Play for Rep Teams:
 - Intention is to be an “A” Centre, subject to OMHA approval
 - Should be competitive with 600-700 players
 - Allows for Minor and Major Teams at all Age Divisions
 - Overall goal is to create more quality hockey opportunities
 - Intent is to allow kids play and develop at appropriate age and skill level where they are best positioned to be successful and have fun
 - Larger pool of players should allow for more successful teams at both the Rep and Local League levels
 - Opportunities for additional AE Teams in situations where there are strong player numbers and interest
 - Local League players can AP to Norfolk County Rep Teams from each Local Association

Partnership Highlights

- Name and Colours for Norfolk County Rep Teams:
 - Not yet decided upon
 - All parties want a fresh name and logo – unique from existing Local Teams
 - Will need to be decided upon to be ready for next season
 - New Board will likely seek suggestions from Membership for possible ideas

Partnership Highlights

- Termination of Agreement:

- Automatic Review Period at the 2 Year Mark
- Up to and including 2nd Anniversary, any Party can exit partnership, have their \$10,000 contribution refunded, and return to previous status quo with fully independent LL and Rep Programs
- After the 2nd Anniversary – the exiting party returns to be an independent Local League Centre only and full OMHA Rep rights remain with Norfolk County Minor Hockey Association
- Provides reasonable opportunity for all Parties to try out this arrangement and see how it works
- 2 year deadline creates some certainty going forward – and consequences to motivate Local Associations to cooperate

Conclusions

- Partnership Model consistent with history & traditions of Norfolk County communities and preserves each town's local identity
- Achieves a large, competitive and robust "A" Centre with Rep Program
- Reduces NRP losses and promotes player retention
- Well structured and stable model that will clearly define roles and responsibilities – easily manageable by all Centres
- Provides a flexible "win / win" for each Association – leaves some independence at the Local League level, while allowing cooperation in areas where all Associations currently struggle
- Local League Centres don't lose their identity and partnership of equals provides better hockey opportunities for all players
- For 70% of membership at Local League level – *no significant changes*
- For 30% of membership at Rep level – *better quality hockey experience and more competitive teams*