

Q1 Minor Hockey Association (MHA) or League you represent?

Answered: 17 Skipped: 0

| # | RESPONSES | DATE |
|----|----------------------------------|--------------------|
| 1 | Southey | 2/15/2022 6:54 PM |
| 2 | Dundurn | 2/15/2022 9:32 AM |
| 3 | Eston Minor Hockey | 2/14/2022 12:40 PM |
| 4 | Lashburn | 2/14/2022 9:56 AM |
| 5 | Maidstone | 2/14/2022 9:41 AM |
| 6 | Rosetown | 2/13/2022 9:29 PM |
| 7 | Weyburn Minor Hockey Association | 2/12/2022 1:36 PM |
| 8 | Pense/grand coulee | 2/11/2022 9:46 PM |
| 9 | Melville | 2/11/2022 12:30 PM |
| 10 | Esterhazy | 2/11/2022 12:04 PM |
| 11 | Hepburn Minor Hockey | 2/11/2022 10:21 AM |
| 12 | Bruno | 2/11/2022 10:19 AM |
| 13 | Shellbrook | 2/11/2022 9:57 AM |
| 14 | Cudworth MHA | 2/11/2022 9:45 AM |
| 15 | Martensville | 2/11/2022 9:35 AM |
| 16 | Prince Albert Hockey | 2/11/2022 9:24 AM |
| 17 | Alameda | 2/11/2022 9:23 AM |

Q2 Do you have any concerns with the proposed re-structuring of the Hockey Saskatchewan Board of Directors?

Answered: 16 Skipped: 1

| # | RESPONSES | DATE |
|----|---|--------------------|
| 1 | No | 2/15/2022 6:54 PM |
| 2 | No | 2/15/2022 9:32 AM |
| 3 | Just the verbiage of the tier system - ensure that smaller communities without a senior team know they have a voice and chance to take part in that tier. | 2/14/2022 12:40 PM |
| 4 | No | 2/14/2022 9:41 AM |
| 5 | No | 2/13/2022 9:29 PM |
| 6 | No concerns with proposed re-structuring. | 2/12/2022 1:36 PM |
| 7 | Not really | 2/11/2022 9:46 PM |
| 8 | No | 2/11/2022 12:30 PM |
| 9 | No | 2/11/2022 12:04 PM |
| 10 | Yes I disagree with some of the wording in the three different tiers. I think it will make the average member not think they are eligible with the wording for the third tier saying plus Senior Hockey. It makes it look like you must have senior hockey. Could it be worded... of 100 members with or without a Senior Hockey team. Also I don't see anywhere in the proposal of how you are going to keep a diversity of people from around Sask on the Board. I know currently you have a wide segment of Sask covered, but how is that in place for the future. It needs to be clearly outlined otherwise future Boards could get ingrown, and just a certain segment be on the Board. This is very important because you are moving from a rather large Board to only 9. All areas of the province need to be covered-- this needs to be very clearly outlined in the New Board Structure moving forward. We can't say it will just happen. We do not know who will be involved moving forward. We have a large province and knowing that a huge problem in hockey is politics we have to be very careful how one moves forward. | 2/11/2022 10:21 AM |
| 11 | No | 2/11/2022 10:19 AM |
| 12 | no | 2/11/2022 9:57 AM |
| 13 | No | 2/11/2022 9:45 AM |
| 14 | none | 2/11/2022 9:35 AM |
| 15 | None | 2/11/2022 9:24 AM |
| 16 | No | 2/11/2022 9:23 AM |

Q3 What words or phrases would you use to define Hockey Politics?

Answered: 16 Skipped: 1

| # | RESPONSES | DATE |
|----|---|--------------------|
| 1 | Parents. Parents personal agendas. Parents biased opinions. | 2/15/2022 6:54 PM |
| 2 | Phrases like "It's not how good you are, it's who you know" or other clique phrases like "coaches kid" etc were stereotypes of the past. | 2/15/2022 9:32 AM |
| 3 | An unfair situation that a participant may experience based on outside factors - 100% unrelated to that participants skill or ability. Typically it is preferential treatment commonly related to financials | 2/14/2022 12:40 PM |
| 4 | Some kids get left behind or left out, due to 'hockey politics' | 2/14/2022 9:41 AM |
| 5 | "It's all who you know". "Their parent paid their way onto the team". Those are the biggest phrases that define "hockey politics" | 2/13/2022 9:29 PM |
| 6 | Politice is widespread it begins early and starts at the top. Making decisions that put the interests of a person or persons in a position of power that created an unjust situation within a team, division, or association. | 2/12/2022 1:36 PM |
| 7 | Mostly due to adults not being able to be adults with each other. Expectations of MHA board to fix it all. | 2/11/2022 9:46 PM |
| 8 | Hockey Politics speaks for itself | 2/11/2022 12:30 PM |
| 9 | Unfair evaluations with tiered hockey. Player selection based off relationships of parents. | 2/11/2022 12:04 PM |
| 10 | Politics are situations where one person or group is given more privilege or favored in the process of choosing teams, Boards, or any other activities in relation to the sport of Hockey. Those in power making decisions to appeal to those who they are associated with. | 2/11/2022 10:21 AM |
| 11 | Negative nature Favouritism | 2/11/2022 10:19 AM |
| 12 | Old boys club, favoritism, the coaches buddies kid | 2/11/2022 9:57 AM |
| 13 | Issues between individuals involved mainly to do with something negative. | 2/11/2022 9:45 AM |
| 14 | it should always be about the kids, parents and coaches need to remember that. | 2/11/2022 9:35 AM |
| 15 | Unfair, Biased. | 2/11/2022 9:24 AM |
| 16 | Urban | 2/11/2022 9:23 AM |

Q4 As an MHA what can you do to create a “Welcoming Atmosphere” annually for all parents and coaches of teams within your Membership?

Answered: 16 Skipped: 1

| # | RESPONSES | DATE |
|----|---|--------------------|
| 1 | We try and keep the focus on all players being able to be involved and part of a team. The focus is on what is good for the association long term and everyone involved, instead of individuals with self motivated intentions and short term goals. | 2/15/2022 6:54 PM |
| 2 | We hold an early season steak night fundraiser that gets all members together for an evening. | 2/15/2022 9:32 AM |
| 3 | Information sessions, stay completely uninvolved with all the politics of the game, promote "fun" through the league play and teams. | 2/14/2022 12:40 PM |
| 4 | This is one of the issues I am struggling with as a MHA President - any advice would be appreciated. | 2/14/2022 9:41 AM |
| 5 | All parents and players get the same experience. U7 players are all on the ice together and the parents all have a start of the year meeting to get the ins and outs of the association | 2/13/2022 9:29 PM |
| 6 | Starting early prior to the season having a "Welcome back to Hockey" event with an emphasis on a FUN and welcoming environment. | 2/12/2022 1:36 PM |
| 7 | Parents: More of a structured opening team meeting. Coaching philosophies defined, expectations, explain "what is minor hockey" Coaches: would love for coaches to feel like the MHA has their back and supports their development and goals for the season. | 2/11/2022 9:46 PM |
| 8 | Now that registration has went online and nothing is in person . Could schedule a welcome to hockey night and go over the minor hockey expectations as well answer questions | 2/11/2022 12:30 PM |
| 9 | Provide coach mentoring, have experienced coaches/managers work with new coaches and managers of you gets age groups to provide advise. Parent meeting with board members to address concerns throughout the season. | 2/11/2022 12:04 PM |
| 10 | We need to continue to grow our welcome evenings and information evenings. As SASK Hockey- it would be very helpful to have a video series that we could share at these meetings outlining the goals of Hockey. It would also be great if all hockey MHL would receive a welcome email to send out with links to all relevant things on the Hockey Sask webpage to all our members every year. There could be videos for new members and ones for returning. There could also be once you are registered on our Hockey Canada an email could go out to all teams.... Emails could be specialized for each team... This would be very helpful to give an overall explanation of all things hockey. Thank you | 2/11/2022 10:21 AM |
| 11 | We have a year end party per team where the parents and the players can do fun activities together. (Eg) watersiding. We could look at doing some sort of team building early in the season. However in a small town everyone knows each other and I feel that they feel welcomed overall | 2/11/2022 10:19 AM |
| 12 | I believe we do a good job at that already, tiering kids can lead to some parents not feeling welcomed. | 2/11/2022 9:57 AM |
| 13 | Be sure to provide equal opportunity for all, treat all families with respect and acknowledge thoughts and ideas of all. | 2/11/2022 9:45 AM |
| 14 | provide information and resources so new families know what to expect and how to navigate the common parts of the game. Equipment needs, maintenance of skates, sticks. Access to used equipment | 2/11/2022 9:35 AM |
| 15 | Focus more attention to giving families/coaches resources to help hook them into hockey. | 2/11/2022 9:24 AM |
| 16 | Have rules similar to ice size that each age group must follow. Example, no short benches for certain age, or take turns for goalie until certain age group. Just a couple examples | 2/11/2022 9:23 AM |

Q5 As an MHA what policies/standards/procedures can you Association put in place to ensure coaches are focusing on the importance of skill, development, fun and retaining players in the game?

Answered: 15 Skipped: 2

| # | RESPONSES | DATE |
|----|---|--------------------|
| 1 | We have a code of conduct with expectations, responsibilities, written out that we have all coaches sign. This helps with accountability to what is written because they have signed and agreed to it. | 2/15/2022 6:54 PM |
| 2 | We stress that they follow the Hockey Canada development plan. We've began to implement a peer coaches review plan for the association. | 2/15/2022 9:32 AM |
| 3 | Are there coaching clinics that teach inclusion tactics? | 2/14/2022 9:41 AM |
| 4 | We give the coaches all resources possible. Whether is be mentors, hockey Canada, hockey Sask or out side information. We encourage all our coaches to use apps and modern technology for practice plans and to help with players development | 2/13/2022 9:29 PM |
| 5 | We can encourage our development committee and ensure that our members are aware of the committee. Create and bring awareness around "fair Play policy". Strengthen the cohesiveness of our executive - division directors. | 2/12/2022 1:36 PM |
| 6 | Mandatory check ins with division reps during season Mid season surveys to parents | 2/11/2022 9:46 PM |
| 7 | Coach Mentor/ Skills coach chosen by MHA | 2/11/2022 12:30 PM |
| 8 | Evaluate coaches, provide feedback. Supply external coach mentoring. | 2/11/2022 12:04 PM |
| 9 | We need to continue to have our Board follow Hockey Sask initiatives. This is hard. The coaches who have been trained recently are more on board. there are a few old school ones who are hard to bring up to speed. Mentor coaches would be so important. We have used the U& mentors in the past. Could have a coaching review process-- but that is a lot of work... but it would be interesting to have player feedback and parent feed back... maybe an online survey that each MHA would get their own responses back from their coaches and then can meet with coaches about the process. Issue is we are all volunteers and can't take a ton more work. | 2/11/2022 10:21 AM |
| 10 | We have put up a Code of Conduct. We sent it to all minor hockey families and bench staff. However we had one coach that particularly wasn't following the rules. We found that most people don't read our emails and he was one of them. After a thorough sit down meeting going through the rules it has been better but still needs to be watched. | 2/11/2022 10:19 AM |
| 11 | Fair play policy, access to Hockey Canada coaching information. | 2/11/2022 9:57 AM |
| 12 | We work collectively as an executive with coaches to ensure this. Provide ideas to them for development and a fun atmosphere. | 2/11/2022 9:45 AM |
| 13 | use of skill coaches, coach mentors. Reminders and leveraging coach evaluations/feedback to ensure that we are putting coaches in place who focus on these pieces | 2/11/2022 9:35 AM |
| 14 | Check in with coaches, watch practices, send out links to drills/skills that can be utilized. | 2/11/2022 9:24 AM |
| 15 | Comprehensive, consistent season plans that each coach of the say u7, u9 must follow. Including drills etc. | 2/11/2022 9:23 AM |

Q6 How can we stop Politics in Hockey?

Answered: 16 Skipped: 1

| # | RESPONSES | DATE |
|----|--|--------------------|
| 1 | Unrealistic to say it can be eliminated. Strong leadership from Hockey Sask would help limit and control. | 2/15/2022 6:54 PM |
| 2 | Continue with bringing the issues to the forefront, making people aware of the issues and having these discussions. | 2/15/2022 9:32 AM |
| 3 | When it comes to higher level of hockey - no parent coaches, no parent involvement or communication with coaches. Parents should not be "talking" to coaches. Encourage coaches to only discuss the game to parents and leave communications up to management. | 2/14/2022 12:40 PM |
| 4 | You can't stop it - it needs to be refocused | 2/14/2022 9:41 AM |
| 5 | It would take a very long time. Unfortunately it is part of the culture. From Aaa u18 down to U7, the system would need to be started from scratch. | 2/13/2022 9:29 PM |
| 6 | Coach Selection and Independent evaluations for teams. Making sure the right people are in place for coaches, assistant coaches and managers to provide strong leadership and transparency across the board. | 2/12/2022 1:36 PM |
| 7 | Huge question. I don't know the answer. Hockey politics is not just about parents of the good kids or ones with connections. Lots of adults seem to like to complain rather than have adult conversations and there always someone who doesn't like someone else so anything they do is wrong. | 2/11/2022 9:46 PM |
| 8 | Team is selected prior to coach selection. Once team is picked then coach is selected | 2/11/2022 12:30 PM |
| 9 | Stop tiered/carded hockey in younger age groups. Parent surveys, provide fees back. | 2/11/2022 12:04 PM |
| 10 | Continue to be a welcoming sport. Stop the discrimination for kids when they do not get accepted on teams due to where they live... etc. Continue to help all feel welcome. Politics is never going to be fully erased and much of the perceived politics is just that perceived and not much truth to it. rumors spread quick, truth not as fast. | 2/11/2022 10:21 AM |
| 11 | Ethical people on the minor hockey association help but essentially it comes down to the bench staff. Could make an ethics course portion mandatory for coach 1/2 training. | 2/11/2022 10:19 AM |
| 12 | Not so sure you can. | 2/11/2022 9:57 AM |
| 13 | I don't think you can stop it but minimize it by maybe implementing consequences to those involved. | 2/11/2022 9:45 AM |
| 14 | For team selections (outside of AA) eliminate 'coach picks'. In tiered environments have evaluation scores determine players placement. In house league use evaluation scores to make even teams. | 2/11/2022 9:35 AM |
| 15 | Try to out people in place who have good intentions. Try to have your evaluation process be as fair as possible to eliminate the possibility of any biased opinions. | 2/11/2022 9:24 AM |
| 16 | It's prominent when there are multiple teams in the same age group. Politics come to play when dividing the kids. Have non parents, or people with zero ties to the age group involved picking the teams. It takes any feelings of obligation out of play. | 2/11/2022 9:23 AM |

Q7 As an MHA how do all of us share in educating coaches on the importance of skill, development, fun and retaining players in the game?

Answered: 14 Skipped: 3

| # | RESPONSES | DATE |
|----|--|--------------------|
| 1 | We as an association have an easier time trying to educate our coaches if Sask hockey says those things are THE top priorities of a coach. | 2/15/2022 6:54 PM |
| 2 | We need to continue promoting the long term development of players. Skills and a love of the game over win/loss record. | 2/15/2022 9:32 AM |
| 3 | Promoting educational sessions to them. Open communication of the issues we face in the sport today. | 2/14/2022 12:40 PM |
| 4 | Larger coaching staffs could help, so there is not just one guy running the whole show on a team. | 2/14/2022 9:41 AM |
| 5 | The more training and information available the better | 2/13/2022 9:29 PM |
| 6 | Coaches, assistant coaches, managers and division heads that are all buying in on the leadership our association and Hockey SK are providing members to ensure that we are developing players. | 2/12/2022 1:36 PM |
| 7 | At the end of the day a good, genuine coach cares about the players being better at the end of the of the year compared to the start physically and mentally and have had enough enjoyment to come back. This whether they get education from an MHA or not. I have a few volunteers who would love to develop more of an association level mentor for coaches or regular idea sharing meetings. But as a volunteer who usually works a full time job and maybe coaches one of the teams not to mention is a parent and spouse. It's hard find any extra time for these nice to haves. If we had extra guidance and assistance from hockey Sask it might alleviate some of the pressure. | 2/11/2022 9:46 PM |
| 8 | Coach mentorship | 2/11/2022 12:30 PM |
| 9 | Virtual coaches training, meetings. | 2/11/2022 12:04 PM |
| 10 | more communication from Hockey Sask for Coaches. Individual team communication. Encouragement emails for U7 coaches with drill ideas, an encouragement quote resources on the webpage. Do this for each skill level. Have online chat groups where coaches can get feedback for hard situations they may be facing. | 2/11/2022 10:21 AM |
| 11 | 100% | 2/11/2022 10:19 AM |
| 12 | use of coach mentors and resource sharing on our website. use coach evaluations to ensure that the right coaches are selected with the right focus. | 2/11/2022 9:35 AM |
| 13 | Starting from HC, Hockey Sask, and local associations we need to give coaches the tools and resources they need to LEARN. Drill Hub access, Coaches Site access, etc. would be opportunities for coaches to take responsibility of their learning with guided principles in place. | 2/11/2022 9:24 AM |
| 14 | Not sure | 2/11/2022 9:23 AM |

Q8 What does your MHA do to recruit Officials? If you do not do anything why and what can you consider doing?

Answered: 17 Skipped: 0

| # | RESPONSES | DATE |
|----|---|--------------------|
| 1 | Word of mouth. Need better strategy, as we are not developing officials like we need... | 2/15/2022 6:54 PM |
| 2 | We offer to reimburse our members for the costs of the officials course. | 2/15/2022 9:32 AM |
| 3 | Hosting recruitment camps, provided a pay back for the officials. Ie: split the cost of certification? | 2/14/2022 12:40 PM |
| 4 | Encourage young officials to get involved. Cover the costs of clinics. Pay cash right away, pay top rates. Give constructive feedback to gain confidence. | 2/14/2022 9:56 AM |
| 5 | We ahve started running small officials clinics throughout the year | 2/14/2022 9:41 AM |
| 6 | We pay for all training for officials and have recently started a year end bonus program. | 2/13/2022 9:29 PM |
| 7 | This year we put out an advertisement on social media but our Referee In Chief is very involved and open to all new officials that are interested so everyone feels welcome to take up reffing. We have a strong official mentoring program as well so that our young officials are developing and supported. | 2/12/2022 1:36 PM |
| 8 | Paying for the registration cost We are slowly getting some experienced officials in our area so possibly looking at down kind of mentorship or pairings once we get there. | 2/11/2022 9:46 PM |
| 9 | New Ref scheduler has made sure to distribute games evenly. Previous years the was a "boys club" of who got what games and how many games. With the changes this year the younger officials had more games to do | 2/11/2022 12:30 PM |
| 10 | Pay at minimum Hockey Sask rates Provide on ice mentoring Hockey Canada hockey academy in our elementary school has added an additional 13 officials to our group. Buy end of year gifts for all officials Promoting officials on social media | 2/11/2022 12:04 PM |
| 11 | Talk to the eligible Officials in our area. We are not a huge centre. there is only so much we can do. | 2/11/2022 10:21 AM |
| 12 | Advertise on the website and talk to people who we think might be interested. | 2/11/2022 10:19 AM |
| 13 | We don't do anything, always relied on kids being interested themselves. | 2/11/2022 9:57 AM |
| 14 | We haven't but are working to implement incentives to officiate.... Discount registration fees etc. | 2/11/2022 9:45 AM |
| 15 | We have not traditionally done a lot outside of hosting an officials session locally. Recruiting young officials is not a problem. We have many. It's retaining older officials where it is more difficult. | 2/11/2022 9:35 AM |
| 16 | Unsure. | 2/11/2022 9:24 AM |
| 17 | No fees | 2/11/2022 9:23 AM |

Q9 Other Comments Do you have any other comments on anything related to Hockey Saskatchewan?

Answered: 10 Skipped: 7

| # | RESPONSES | DATE |
|----|---|--------------------|
| 1 | Thanks, you've been doing a great job! | 2/15/2022 9:32 AM |
| 2 | No | 2/14/2022 9:41 AM |
| 3 | we would like to see a collaboration with Hockey SK and the associations that have carded teams to make sure that feedback can be provided and discussions can take place now that we have tried it for one season. Discussion about what went well, what types of improvements could be implemented for next season, etc. | 2/12/2022 1:36 PM |
| 4 | A few random feedback from members: -increase u11 season game limit to 50 vs 45. Some tournaments allow for an extra game if you make it to the final. U11 is a small step up in competition and max games should reflect that. -allow MHA with multiple U9 teams to have players cross over if a team is short. This would mimic u7. | 2/11/2022 9:46 PM |
| 5 | Not at this time | 2/11/2022 12:30 PM |
| 6 | Appreciate the time that is put into monthly meeting and the context that is covered. The length of the meeting is good. Not too long that people lose interest. | 2/11/2022 12:04 PM |
| 7 | Thank you for your work. When will we be dropping all mandates for all teams within Hockey Saskatchewan? We hope by Monday. If not we will start another campaign to stop them all! :) I don't think you want the work that will create! Thanks again. | 2/11/2022 10:21 AM |
| 8 | You guys are doing a great job. Thanks for being there for us when we need you. It's really appreciated. | 2/11/2022 10:19 AM |
| 9 | Hockey Sask needs to ensure that the feedback from Associations is weighed and considered when making decisions. Decisions that affect only certain associations need to be made in consultation with those associations. U9 pathway decisions had big impacts on a couple of associations and the voices of those associations were not heard. The areas surrounding larger interlock associations are very different from smaller rural associations and that needs to be recognized. The decision to reduce tiering and dissolve interlocks for U9 has had negative impacts on teams and players with absolutely zero benefits! Hockey Sask needs to recognize this and allow interlocks to manage those relationships themselves. | 2/11/2022 9:35 AM |
| 10 | Maltreatment needed to be looked at from all angles. Not just player and coaches towards officials and other players. I've seen too many times recently where off ice officials (timekeepers) are swearing, yelling and using derogatory terms to players. So, it goes both ways. And this is adults to kids. | 2/11/2022 9:23 AM |