



Annual General Meeting  
Sarnia Jr Lady Sting Hockey  
6:30pm at Clearwater Lower Hall

**Attendees:** Tony Mancusi, Brent Campbell, Amy Carlaw, Bryan Chapelle, Colin Davison, Kyle Doyle, Brad Jackson, Nathan Jeffrey, David Schrie, Stephanie Simpson, Gary Watson, Stacey Watson,

**Other Attendees:** Cheryl Carroll, Mike Carroll, Sacha Coutu, Andrew Gardiner, Jolene Kuz,

**Regrets:** Todd Pepper, Jen Tomkins

6:30 – Welcome  
President, Tony Mancusi

Quorum has been satisfied, with 9 voting Members present

Season Review  
Tony Mancusi, President

- Sarnia Jr. Lady Sting has had a successful year. Last season there were 166 players registered. This season we are at 220 kids, which is a good growth rate.
- As a Board, we are taking a more businesslike approach to running the organization.
- There will be a “Presidential look-back” Report published in the coming months.
- Thank you to the girls, parents, coaches for all their hard work and dedication this year.

Brent Campbell, Director of Hockey Operations

- SJLS has 2-4 teams at every age level this year!
- We have four First Nations coaches and two female coaches
- We have built several strategic partnerships; with Sarnia Hockey, Kathy MacIllwain, and Prospects Goaltending school
- We now have 8 coaches who have goalie coach certification – up from 0 last year!
- SJLS hosted a Silver Stick tournament and a U7 Festival last year
- Amy Carlaw led the organization in a re-branding, focusing on increasing the social media presence.
- Pat Nicholls (The Vice-President of the OWHA) let us know she is impressed by the growth and the visibility of the organization



- We increased the organization ice time usage by 5 hours last year
- There were no coach suspensions this season, and only two player suspensions.

#### 2023/24 Financials

Tony Mancusi, and Stacey Watson, Treasurer

- Thank you to Brad Jackson, and the previous Board of Directors for leaving a nice nest egg for the new board to work with,
- Thank you to Stacey for her role as a treasurer for the past 7 years, and on the board of directors for 10 years.
- Using cheques and signing hundreds of cheques for reimbursements is a cumbersome task. We are moving to a more digital model.
- This year we were able to place \$100,000 in long term investments
- Our target was to spend \$200,000 on Ice, development, ITRs, insurance, referees and marketing this year.
- We have a healthy financial footing, making a profit of approximately \$23,000 last season. All of which will be reinvested in the organization.
- We have updated the pricing for next season, due to rising costs.

#### Silver Stick "Look-back"

David Schrie, Silver Stick Tournament Director

- The SJLS would like to thank David Schrie, for stepping up last year as the Director of the Sarnia Girls Silver Stick tournament.
- The tournament this year has been scheduled for Thursday January 2<sup>nd</sup>, 2025 to Sunday January 5<sup>th</sup>, 2025. Teams who live within 1.5 hours of Sarnia can expect to play on the Thursday evening.
- Last year there were 59 teams, and 44 teams have already registered for the tournament this year.
- This is the 25<sup>th</sup> Anniversary of the Sarnia Girls Silver Stick Tournament
- Unfortunately, the tournament fell short of it's \$15,000 target last year, and brought in roughly \$7,000
- Registration fee has been increased this year to \$1500
- Vicky Prall, from tourism Sarnia-Lambton has indicated that Hockey Hall of Fame is interested in bringing some memorabilia to Sarnia for the tournament.
- Thank you to Brad Jackson, who created a volunteer sign-up platform that was incredibly well received last year.
- Partnership with Lambton College marketing students last year. They helped create an Instagram page for the tournament.



## Compliance Issues and lessons learned this year

Nathan Jeffrey, Director of Compliance

- We have been working on a lot of policy modifications this year
- There was one large issue this year at the U18 level involving bullying between teammates on social media, inappropriate music in the dressing room and discrimination against an equity seeking group. This situation allowed SJLS to see where the current policies fell short in this changing environment.
- SJLS is working with Hockey Canada on a structure for disciplinary issues, including the one at the U18 level. A “Pathway to Return” to team activity was created for the offending player, but the player was ultimately removed from the team after failing to meet the criteria laid out in her pathway.
- It was determined that the Two-Deep policy was not followed, and the adults who were in the dressing rooms were not actively supervising the group. This is something SJLS will update in the code of conduct. Specifying what is expected of the adults involved with the teams.
- We are holding everyone to a higher standard on and off the ice. The need for a code of conduct was found. There will now be a code of conduct for Players, Parents, Team officials and Coaches. These “Code of Conduct” documents will need to be signed before September 1<sup>st</sup>, to ensure that teams understand their roles and responsibilities before they step on the ice.
- There is a new Vulnerable Sector Check (VSC) Portal announced this season. Coaches and Team officials will be able to upload their own VSC or annual attestation by using their Hockey Canada Locker IDs.

## Communications and Marketing Team year end review

Amy Carlaw, Director of Communications

- The focus for this season was celebrating all players, from U7 to U18
- An event called *Funfest* was held at Canatara Park. This fun event was held to attract attending to the Girls Hockey Program, with fun games, tattoos and stickers for the children. The event was then redone at Gregory Hogan School in the fall.
- The Vice President of Hockey Canada was so impressed with our Rivalry Series Events and the Esso Fun Day pre-game day, that they are using it as a model for future events.
- Thanks to this Esso Fun Day, we realized that partnerships with the other local girl’s hockey organizations were beneficial to everyone. Girls from the Mooretown Lady Flags, the Lambton Attack, and the Sarnia Jr. Lady Sting came together and got excited about watching the Canadian and American national teams play locally.
- We increased the visibility of the organization in the arenas, even when were not there. Thank you to Cyndie Doyle and Lynsey Philipsen for revamping the trophy cabinet at PASA 2. The next step is updating the Bluewater Sharks cabinet, once permission is granted.
- The Manager Handbook was created this past year, making it easier for the volunteers to excel in their volunteer roles. This year, cheat sheets have also been added to include important dates, and costs.



- A Sting Spirit Day is in the works. This will be a Homecoming like event, where teams will play on PASA 1, and each team will invite a team to play against them.
- There is a volunteer spotlight on the website now, which will allow people to nominate some of the amazing ways our volunteers show up in big and little ways Every volunteer makes a difference to out players, organization, teams, making this hockey journey a little easier for all.

#### Development Look-back and Helios

Kyle Doyle, Director of Player Development

- Everything we do as an organization is a conscious effort to invest in the development of our girls.
- Over \$30,000 was spent on development last year (compared to \$5,000-\$7,000 in previous years)
- Helios is a great program in which you can see baselines, length of stride, stride power, length of shifts, heart rate, explosiveness. It's quantifiable data, where you can see the baseline and measure performance. The individual feedback is hoped to motivate players to work their hardest
- There is the option of individual video highlights, for individual players.
- This is a pilot project for the organization. The U13 Tier 1 team will be trying out the technology.
- David Schrie commented that different coaches had different levels of "buy in" on the new development program. Some coaches ignored the messages coming from the organization.
- While the vast majority of coaches in the organization were receptive to this program, some were not. As a part of the coaching contract this year it was made clear that the development program is not optional. We want all coaches to take advantage of the tools available to them and their coaching staff.
- First class skills coaches were brought in. Even if the times available are not ideal, coaches should encourage their players to take advantage of the development opportunities.

#### Creation of new SJLS By-Laws

Tony Mancusi & Brad Jackson, Past President

- Ontario's Not-for-Profit Corporations Act (ONCA) has mandated that changes must be made to bylaws. There was a three-year transition period allowed from the time when the act came into force (October 19, 2021) which means we have only until October 2024 to make the necessary changes to our bylaws.
- SJLS had been planning on updating bylaws anyway, so we will take this opportunity to bring our bylaws up to date while meeting the mandated compliance.
- A committee has been put into place to work on this important task.



7:20 – Voting in of new members

Tony Mancusi

- As an organization, we need to find different ways of attracting volunteers. We may have to offer an alternate incentive plan. Parents are too busy now to have time to volunteer as they have done in the past.
- Voting in of new members. There have been two individuals put forward for nomination today.
  - Andrew Gardiner, a parent from U11 has been nominated for the role of the Treasurer.
  - Leslie Smith-Taylor, a parent from U18 has been nominated for the role of Registrar.

Tony Mancusi nominates Andrew Gardiner, as Treasurer and Leslie Smith-Taylor as Registrar.

Seconded by Brent Campbell.

Vote: All in favour.

Motion has been passed.

Approval of Minutes of 2022/2023 Meeting

- Minutes were sent out by email to all Board of Directors, Coaches and Managers who attended the meeting on May 30<sup>th</sup>, 2024.
- No error or omission were noted by board and members of SJLS.

Recognizing our Retiring/Long-Time Board Members

Thank you to the following individuals for their years of service to the organization. Each retiring member was presented with a gift of thanks for their years of dedication. Thank you again.

- ❖ Maureen Leckie – **30 Years on the Board of Directors!**
- ❖ Brad Jackson – 13 Years on the Board of Directors, including 5 years as President
- ❖ Stacey Watson – 10 Years on the Board of Directors, including 7 years as Treasurer
- ❖ Gary Watson – 8 years on the board of directors
- ❖ Jen Tomkins – 8 years on the board, including 4 years as Registrar
- ❖ Jon Leppington – 5 years on the board of directors

7:54pm Meeting Adjourned.