



Clarington Girls Hockey Association

Annual Meeting

Date & Time: September 9, 2024 | 6:00pm

Location: Virtual

Annual Meeting Agenda

- 1. Call to Order**
 - 1.1. Opening remarks and confirmation of quorum.
 - 2. Approval of Agenda**
 - 2.1. Review and approval of the meeting agenda.
 - 3. Completion of Previous AGM Business**
 - 3.1. Approval of minutes from the partially completed AGM (June 2023).
 - 4. President's Report** **see appendix B*
 - 4.1. Summary of activities and achievements for the fiscal year April 2022 - March 2023.
 - 4.2. Summary of activities and achievements for the fiscal year April 2023 - March 2024.
 - 5. Financial Report**
 - 5.1. Review of approved financial statements for April 2022 - March 2023.
 - 5.2. Presentation of financial statements for April 2023 - March 2024.
 - 6. Appointment of Auditor**
 - 7. Introduction of New By-Laws**
 - 7.1. Presentation of the new by-laws.
 - 7.2. Explanation of key changes and their implications.
 - 7.3. Opportunity for questions.
 - 8. Approval of New By-Laws**
 - 8.1. Motion to approve the new by-laws.
 - 8.2. Vote on the by-laws.
 - 9. Approval of Articles of Amendment**
 - 9.1. Motion to approve the Articles of Amendment.
 - 9.2. Vote on the Articles.
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10. Explanation of Election Process and Term Length Adjustments and Voting Process

- 10.1. Explanation of the election process due to the unique circumstances of the previous AGM adjournment and ONCA compliance. This includes introducing **1-, 2-, and 3-year terms** to maintain the staggered board term structure.
 - **10.2. Term Length Adjustments:**
 - **1-Year Terms:** These positions will serve a one-year term, with elections to follow a regular three-year cycle thereafter.
 - **2-Year Terms:** These positions will serve a two-year term, aligning with the staggered board structure.
 - **3-Year Terms:** These positions will serve a full three-year term as per the normal election cycle.
 - **10.3. Voting Process:**
 - Explanation of how the voting will occur.
 - Voting for officers and directors.
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10. Presentation of Nominees and Voting **see appendix A for more information*

- 11.1. **1-Year Terms:**
 - **President: Julie Van Hartingsveldt, Brent Strand**
 - Treasurer: Emily Martin
 - Registrar: Suzanne Hurley
 - Director of Tournaments/Events/Fundraising: No nominees
 - 11.2. **2-Year Terms:**
 - **Vice President: Hannah Boyd, Melissa Wilson**
 - Secretary: Magda Bonner
 - Director of Player Development (House/Rep/HPP/Goalie): Matt Holla
 - Director of Technology/Webmaster: No nominees
 - Director of Equipment: Kyle Dean, Jason Armstrong
 - **Ice Scheduler: Craig Smith, Kristen Connor**
 - 11.3. **3-Year Terms (Concluding in 2027):**
 - Director of Communications (Sponsorship/Brand): Stephanie Hartford
 - Director of Development (Coaches/Managers): Jeff Pimm
 - Director of HPP & Rep (High-Performance Program & Representative Teams): Derek McGrath
 - Director of House League: Mandi Levesque
 - Director of Wellness/Safety: Jay Bonner
 - Referee in Chief/Timekeeper Scheduler: Danielle Taylor
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12. Other Business

- 12.1. Open floor for additional items or questions from members.

Appendix A - Voting Process with Vote-APA

Voting Process with Vote-APA

We are using **Vote-APA**, a secure and anonymous voting platform, to ensure a fair and transparent election process during this year's AGM. Here's how the voting will work:

1. **Unique Voting Link:**
 - Prior to the voting session, each registered participant will receive a **unique voting link** via email or during the Zoom webinar.
 - This link will direct you to the Vote-APA platform, where you can cast your vote securely.
2. **Anonymous Voting:**
 - **Your vote will be anonymous**, ensuring privacy and fairness for all participants. Each vote is encrypted and cannot be traced back to the voter.
3. **Voting Options:**
 - When the voting session begins, you will see a list of candidates and/or by-law amendments for which you can vote.
 - You will be able to select your preferred candidate or choice for each position or amendment.
4. **Time to Vote:**
 - You will have a set amount of time (e.g., 5-10 minutes) to cast your vote. During this time, please ensure you submit your choices before the voting period closes.
5. **Vote Submission:**
 - Once you've made your selections, click **Submit** to finalize your vote. You will receive a confirmation that your vote has been recorded.
6. **Monitoring and Support:**
 - If you experience any issues during the voting process, support will be available via the chat feature in Zoom, or you can reach out to the designated AGM technical support team.
7. **Results Announcement:**
 - Once the voting session has concluded and all votes have been securely tallied, the results will be announced during the AGM.

Appendix B – President’s Report: 2023-2024 CGHA Accomplishments and Challenges

Accomplishments

Enhancing Our Facilities and Programs

1. **Flames Room Re-Development:**
 - We successfully transformed the Flames Room from a storage area into a beautiful, functional space for teams to use for meetings, game reviews, and more. This is now a key asset for the CGHA community.
2. **Advocating for Better Ice and Facilities:**
 - Advocated for access to Rickard Pad A and secured a premium ice surface and an upgraded dressing room. This advocacy has improved the experience for our teams and players.
 - Presented to the Clarington Council about the growing need for more ice pads, reflecting the significant growth in women’s hockey in our region.
3. **Collaboration with Other Associations:**
 - Worked with other Clarington hockey associations to improve ice allocation and foster a collaborative approach across organizations.
 - Met with presidents of other associations to create consistency across OWHA programs, ensuring better coordination for everyone involved.

Player and Coach Development Initiatives

1. **Mental Performance Training:**
 - We rolled out mental performance training for all rep players, equipping them with the tools they need to handle the pressures of the game, both physically and mentally.
2. **Coach Mentorship and Selection:**
 - Implemented a coach mentorship program and a transparent coach selection process, using independent evaluations and a coach metric to ensure fairness. This has helped raise the standards for our coaching teams.

Financial Stability and New Funds

1. **Tax Filings Completed:**

- After three years of effort, CGHA is now up to date on all tax filings (18 years) marking a significant step toward long-term financial stability.
- 2. **Bursary and Financial Need Funds:**
 - Established a bursary fund and a financial need fund to help families cover hockey-related expenses, ensuring that financial barriers don't stand in the way of players' participation.

Successful Tournaments and Events

1. Hosted successful events, including **Clarington's largest hockey tournament** and the **FirstShift program** in partnership with Hockey Canada. We also organized community-building events like the **Pep Rally** and **Signing Event**, showcasing the talent and enthusiasm within CGHA.
2. This year we are hosting Western University and Ottawa at the end of September and will provide Q&A for parents and athletes.

House League and Volunteer Recruitment

1. Recruited **House League director** to help enhance the House League program, which has already seen improvements under her leadership. Despite challenges, we are committed to ensuring that the House League gets the attention it deserves.

Challenges and Frequent Questions

1. What is High Performance?

In other centres, **High Performance** programs are often defined by elements such as **mental performance training**, off-ice and on-ice development beyond standard practices, and additional opportunities like **university tours**. These programs may also include features like **nicer jerseys** and specialized resources for elite players.

At CGHA, we've taken a unique approach. While many associations reserve these benefits exclusively for their High Performance teams, we believe in offering **comprehensive development** to all of our **Rep teams**. This means that key aspects such as **mental performance training**, advanced skill development, and structured off-ice training are available not only to our High Performance teams but to all of our Rep players.

In doing so, we ensure that every athlete in our program, regardless of the level they're playing at, has access to the tools they need to improve and reach their potential. However, we also recognize that this broader offering may dilute the traditional exclusivity of High Performance programs.

Moving forward, we're committed to continuously enhancing our **High Performance program**, refining it to meet the growing expectations of our players and families while maintaining our commitment to providing **elite development opportunities** across the board.

2. Challenge: Switching Jersey Providers (2022-2023)

Two years ago, we made the decision to switch to a new jersey provider. This coincided with our **rebranding efforts** and the launch of a new website, which made the timing feel ideal. However, shortly after transitioning to the new provider, we encountered significant issues. Over **150 complaints** were filed regarding the **quality, timing, and accuracy** of the jerseys. The situation worsened when the black jerseys arrived with an incorrect oversized neck that was not what we had ordered.

At this point, we had two options:

1. **Continue with the flawed jerseys** and force hundreds of families to purchase them, or
2. **Make a difficult, but necessary, change** to ensure future orders met the high standards our members expect.

Leadership and Decision-Making Process:

As a **transformational leader**, I recognized the need to address this issue swiftly and decisively. Despite knowing that the decision might not be popular, I took the necessary steps to engage with members, hear their concerns, and present the options to the board. Through **conflict resolution strategies**, we discussed the benefits and drawbacks of each choice, and in the end, the board voted in favor of switching to a new provider.

Result: Roys Enterprises and Improved Satisfaction

Today, we are in our second year with **Roys Enterprises**, and the results speak for themselves. Compared to the over 150 complaints we received with the previous provider, we have experienced **almost no complaints** with Roys. The jerseys now reflect the quality and professionalism we want for our players, and this outcome demonstrates the importance of making hard decisions for the long-term benefit of the association.

3. Challenge: Governance and Policy Implementation

In any organization, a structured approach to governance is essential for ensuring fairness, transparency, and accountability. During my time with CGHA, I have worked diligently to introduce a series of policies designed to formalize processes and protect the integrity of the association. These include:

- Volunteer Policy (CGHA-002)
- Sponsorship and Fundraising Policy (CGHA-003)
- Refund Policy (CGHA-004)
- Respect and Accountability Policy (CGHA-005)
- Equipment and Apparel Policy (CGHA-006)
- Resident Eligibility for Competitive/Rep Players Policy (CGHA-007)
- Conflict of Interest Policy (CGHA-008)
- Competitive Tryout Policy (CGHA-009)
- House League Team Selection Policy (CGHA-010)
- Inclusion Policy (CGHA-011)
- Privacy Policy (CGHA-012)

Additionally, I implemented a **Code of Conduct for board directors**, ensuring that all leaders are held to the highest standards.

4. Challenge: Resistance to Change and Misinformation

Before these policies were in place, many operations were unstructured, and some individuals benefited from the lack of formal rules. The introduction of structure has, understandably, caused resistance among some who were accustomed to the old ways. Unfortunately, this resistance has manifested in the spread of misinformation, with claims that I or the board randomly choose when to follow policies.

However, this is simply **not true**. **Organizational Change Theory** teaches us that when new systems and rules are introduced, there will always be a period of adjustment and resistance, particularly from those who were comfortable with the previous, less structured approach. It's important to acknowledge that changes are difficult, but they are necessary for the long-term health and success of the association.

Addressing Policy Deviations and Flexibility

At times, policies need to be **amended or temporarily adjusted** to meet evolving needs or unforeseen challenges. For example, this year during tryouts, we faced external pressure from Oshawa's recruitment of our players, combined with the natural attrition of players at the U15 level. In response to these factors, along with concerns raised by a coach who did not receive a team, we were forced to allow players to attend tryouts mid-session or late, deviating from our **Competitive Tryout Policy**.

While I personally believe in adhering strictly to policy, it's important to recognize that flexibility is sometimes necessary. **Transformational Leadership** is about adapting in the face of new challenges, and in this case, after thorough discussion and with **board majority approval**, we made the decision to deviate from the policy to mitigate the loss of players and ensure fairness in the tryout process.

Result: Policy-Driven Governance and Fair Decision-Making

Throughout these changes, my focus has always been on the **long-term stability** of the CGHA. By introducing and maintaining these policies, we are ensuring that decisions are not made arbitrarily, but are based on a foundation of fairness and transparency. When deviations occur, they are not made lightly and are always approved by the board, ensuring the decisions reflect the best interests of the entire association.

As we continue to build on this structured approach, I remain committed to upholding the policies we've put in place, while also maintaining the flexibility needed to address the unique challenges that arise in youth sports.

5. Challenge: Coach Selection Process and Previous Practices

In the past, the coach selection process often lacked transparency and structure. I recall sitting on interview panels where it was made clear that some interviews were merely a formality—a **courtesy interview**—and the decision had essentially already been made. This approach did not respect the time of our volunteers or the commitment of our coaches, and it failed to ensure that the best candidates were chosen for the role.

To address this, we needed a way to measure and select candidates fairly and consistently, rather than relying on personal relationships or who the board members knew.

Solution: Introduction of a Matrix-Based Evaluation System

To bring structure and fairness to the process, we applied a **matrix-based evaluation system** similar to the one used in the selection of firefighters. This matrix evaluates coaching candidates based on a wide range of factors, including:

- **Coaching experience**
- **Credentials and certifications**
- **Playing experience**
- **Parent feedback**
- **Team performance**

After each candidate is evaluated through the matrix, the highest-ranking individuals are then invited to participate in a detailed interview. These interviews include both behavioral and tactical questions, ensuring that we assess not only their knowledge of the game but also their ability to lead and develop a team effectively.

Result: Fair and Comprehensive Coach Selection

While I understand that not everyone will be satisfied with the outcome, especially those who were not selected, this process has greatly improved the fairness and transparency of our coach selection. By using a **data-driven, objective approach**, we've moved beyond the days when personal relationships influenced decisions. This ensures that we are choosing the best coach for each team based on a variety of relevant factors.

Situational Leadership Theory teaches us that the best leaders adapt their decision-making approach to the situation at hand. In this case, we needed to move away from informal practices and create a more structured, merit-based process. This shift wasn't easy, but it was necessary for the long-term integrity of our association.

Addressing Concerns

I recognize that some members may feel disappointed when they are not selected as a coach, and this can lead to frustration or negative perceptions. However, I assure you that every effort has been made to select the best candidates for the job through a comprehensive, multi-faceted assessment process—one that values merit and fairness above all else. This system is more rigorous and transparent than anything that was in place before, and I believe it sets the standard for how we move forward as an organization.

6. Challenge: Player Attrition and Recruitment

This year, we faced several external and internal challenges contributing to higher-than-usual player movement. Some of the key factors include:

1. **Active Recruiting from Oshawa:** Promises were made to players about opportunities to play at a higher level, which enticed some to leave.
2. **No Cap on Clarington/Import Players in Oshawa:** A new policy this year allowed Oshawa to recruit an unlimited number of Clarington and import players, further impacting our player retention.
3. **Influential Coach Not Receiving a Team:** An influential coach who did not receive a team contributed to a **negative narrative**, which exacerbated dissatisfaction.
4. **Conflicting Coach Preferences:** A separate group of players and families supported another coach, which added even more tension and discontent within the association.
5. **Jersey and Tryout Process Discontent:** A group of players and families from the previous season remained upset over the jersey issues and the tryout process, particularly the decision to uphold a policy that did not allow late entry for a player when other players had been turned away. When the issue was revisited, the board voted to maintain the policy, which created frustration and added to the "perfect storm."

Despite all of these challenges, including removing one Tier 4 team at the U15 level, we've maintained **strong player numbers**, consistent with previous years.

Data-Driven Results: Rebuilding and Stability

For the **2023-2024 season**, here's the data to show our stability:

- **608 Players Registered**
- **291 Staff Registrations**
- **38 Rosters Created**
- **81 Outgoing Transfers** balanced by **39 Incoming Transfers**
- **365 Tryout Passports Purchased**

Despite reducing the number of U15 teams, the overall numbers remain steady, a testament to the resilience of our association and the continued interest in our programs.

Metrics	2022-2023	2023-2024
Total Players Registered	615	608
Staff Registrations	280	291
Rosters Created	37	38
Tryout Passports Purchased	375	365
Outgoing Transfers	72	81
Incoming Transfers	42	39

7. Challenge: Fraudulent Activity in the Community

This year, we faced an unexpected challenge with fraudulent coupons being sold within the community. We acted swiftly and worked closely with DRPS to address the issue. While this added complexity to our operations, we prioritized protecting the integrity of the association and maintaining trust within our community.

8. Challenge: Ice Time

Ice time allocation continues to be a recurring challenge, particularly with concerns around early and late slots, as well as overall availability. We have been actively advocating with the municipality to secure better time slots and more ice allocation. While progress has been made, this is an area that requires ongoing attention, and I am committed to ensuring we receive the necessary support for our teams moving forward.

9. Challenge: Volunteer Shortages and Role Overload

This year, the lack of volunteer support placed additional strain on our operations. In order to maintain continuity, I took on several roles beyond my position, including handling communications, updating the website, managing social media, and providing disciplinary support. These responsibilities often required over 20 hours of my time each week. While I am proud of the progress we've made, this situation highlights the need for more volunteer involvement to sustain our momentum.

Looking Forward

Moving into the next season, we remain committed to addressing these challenges head-on while continuing to build on our successes. We will prioritize volunteer recruitment, enhancing player development, and advocating for better ice time and resources. As always, we thank our community for their continued support and look forward to a brighter and stronger future for CGHA.

Appendix C – Biographies for Board Roles

1-Year Terms

President

Julie Van Hartingsveldt

Julie Van Hartingsveldt has played pivotal roles within the Clarington Girls Hockey Association (CGHA), from Secretary and Director of Fundraising to her current position as President. Throughout her tenure, Julie has demonstrated a leadership style grounded in Transformational Leadership Theory—inspiring change and fostering long-term sustainability for the organization. She's led CGHA through both growth and challenges by consistently prioritizing fairness, transparency, and strategic planning, key principles that guide her decision-making.

Julie's extensive expertise in non-profit governance, parliamentary procedure, government relations, and advocacy has been a cornerstone of her success as a leader. Backed by her recently completed master's degree focused on these areas, she draws from a robust professional background, serving as Executive Director of the Durham Children's Aid Foundation. Her previous leadership roles at Durham College, Ontario Shores Centre for Mental Health Sciences, and her career in professional sports with the Toronto Blue Jays

and Maple Leaf Sports & Entertainment (MLSE) further underscore her versatility and leadership.

Before joining CGHA, Julie was the President of the Clarington Orioles Baseball Association, where she led the introduction of an elite program and the creation of a second tier for every division, setting the association up for long-term success. Her broader community involvement includes membership in the Chamber of Commerce and the Board of Trade, further enhancing her leadership profile and network.

As President of CGHA, Julie has made tough but necessary decisions to ensure the long-term health of the association. Whether it's advocating for improved ice allocation, managing player attrition, or implementing policies for better governance, Julie's approach embodies Situational Leadership Theory—adapting her leadership style based on the needs of the organization and its members. She understands that effective leadership requires not just making difficult choices, but standing by them with integrity and ensuring they serve the greater good.

Julie's leadership has not only improved CGHA's financial stability, but she has also elevated its reputation within the broader women's hockey community. Her advocacy work with the OWSHA, municipal leaders, and other associations has strengthened CGHA's external relationships, while her commitment to inclusivity has ensured that every player—whether in House League or Rep—feels valued and supported. She believes that a strong president must not only manage day-to-day operations but also create an environment where diversity, inclusivity, and forward-thinking initiatives can flourish.

Julie's focus on the long-term success of the association, coupled with her demonstrated ability to handle the complexities of leadership, makes her the right choice to continue guiding CGHA towards a bright and sustainable future.

Brent Strand

Brent Strand is a father of 2 hockey-loving girls. He has been a dedicated member of the Flames organization since 2017. He has volunteered his time over these years, serving as head coach, assistant coach, manager, and/or on-ice helper for every team his daughters have played for, supporting newer coaches with learning league expectations and what's available for the development of their teams. Brent also joined the executive in 2019 and has served as the Equipment Director during his tenure, providing timely response and support to teams in both house league and rep with all their equipment needs. Additionally, Brent has volunteered with the First Shift Program since 2018, enjoying his part in coaching and supporting the development and interest of the next generation of Flames girls.

Outside of hockey, Brent has 15 years of experience as a senior-level manager, has coached girls' soccer, and enjoys the cottage and golf in the off-season. Brent's

commitment for the upcoming year will be focusing efforts and time where it matters most – skill development and enhancing the love of the game for our current and future players.

Treasurer

Emily Martin

With six years of experience in bookkeeping and tax preparation for both corporations and small businesses, I bring a comprehensive understanding of financial management. Additionally, I have served as a board member with the Flames for several years, holding key leadership roles, including Director of Fundraising, Director of Communications, and most recently Vice President of Rep.

Registrar

Suzanne Hurley

Suzanne has been an integral part of the Flames organization, serving in various capacities including player, parent, coach, trainer, manager, and executive member. Currently, she holds the position of registrar and is committed to creating a positive environment for player growth and development. Suzanne values open communication with members and is dedicated to enhancing the overall experience for everyone involved.

Director of Tournaments/Events/Fundraising

There are no nominees for this position.

2-Year Terms

Vice President

Hannah Boyd

Hannah has been nominated for Vice President of the Clarington Girls Hockey Association, bringing a unique, objective, and non-biased perspective to the role as a non-parent. Her deep passion for hockey, shaped as a former Flame, and her understanding of the sport's community impact make her an ideal leader for the association. Over the past two years, she has served as the Director of Tournaments, successfully coordinating events that have driven growth and success within the organization.

Hannah also brings valuable board experience from her time as Secretary of the Nogojiwanong Friendship Centre, where she strengthened her organizational and leadership skills while fostering meaningful connections to her Indigenous roots. This experience adds a deeper cultural understanding and commitment to inclusivity, which she brings to the CGHA.

Professionally, Hannah has spent 15 years as a Class One Funeral Director and now works as a Corporate Trainer for a prominent funeral and cemetery company in Toronto. Balancing her professional role with her dedication to the hockey community and her proud identity as a mother, Hannah brings a fresh and balanced perspective to her nomination. Her blend of objectivity, cultural awareness, and leadership makes her an excellent candidate for Vice President of CGHA, poised to guide the organization into the future with fairness and inclusivity.

Melissa Wilson

I have been an active member with the Clarington Flames since my daughter got bitten by the hockey bug in 2019. I have helped within the organization for a couple of years as a team manager and have been on the executive for approximately the past two seasons as the Director of Wellness and Safety. In that role, I have worked at providing support for our trainers, onboarding a concussion management program, and continuing to develop our mental toughness program for our Rep teams. Outside of my involvement with the CGHA, I am on the Board of Directors for a nonprofit called Lead Thru Sport, whose mandate is to promote leadership in sport for female athletes working to keep them in sport.

I have also been fortunate to play several sports at the provincial, national, and international levels, specifically in Touch Football, Flag Football, Ball Hockey, and Field Hockey throughout my athletic career, and believe that those experiences will assist in the role of Vice President.

I believe that making myself available to our members to hear their concerns and to be able to effectively communicate our league's direction are a priority. A focus on hockey and development, providing mentorship and opportunities to develop for our coaches, and supporting our current athletes at both our house and rep levels while encouraging new athletes to join the CGHA are crucial.

Secretary

Magda Bonner

With over 20 years of organizational and administrative experience, Magda Bonner is a dedicated professional eager to contribute her expertise to the association as Secretary. Her strong background in managing complex tasks and supporting leadership teams

positions her as a valuable asset to the organization. Passionate about giving back, she looks forward to playing a key role in ensuring the continued success and growth of the association.

Director of Player Development (House/Rep/HPP/Goalie)

Matt Holla

With more than a decade of minor hockey experience as a head coach, assistant coach, and trainer, Matt Holla has been part of boys' and girls' teams spanning a wide range of ages and competitive levels, helping to foster a culture of growth, teamwork, and sportsmanship.

Matt looks forward to using his experience to support and work with the CGHA coaches and managers, ensuring they have the skills, support, and resources needed to thrive in their roles. He strongly believes in the importance of putting development first, creating a positive and supportive environment, as well as promoting continuous improvement and learning for the betterment of the organization and its athletes.

Matt is eager to bring his expertise, passion, and forward-thinking ideas to this important role.

Director of Technology/Webmaster

There are no nominees for this position.

Director of Equipment

Kyle Dean

Hello, my name is Kyle Dean. I am a hockey enthusiast and a very proud hockey parent! My goal from day one has been to stay as involved as I can in my daughter's hockey. Last year I coached a U9 house league team, "the mighty minions," and this year I am the goalie coach for the U9 B team, where my daughter plays. I was a career goalie at a high level and I'm looking to share my experience with any goalie willing to listen and learn.

This brings me to being nominated for the position of Director of Equipment with the CGHA. Whether voted into the position or not, I am excited to have the opportunity and will continue to stay as involved as possible. I look forward to sharing my knowledge to continue moving Clarington forward and improving the opportunities for our girls in our own community. I believe it is important to keep our homegrown talent here and attract

other high-level talent to our great organization! As for the position, my promise is to be honest and available at any time to help and answer everyone's questions/concerns.

Jason Armstrong

My name is Jason Armstrong, and I am running for Director of Equipment. I am a father of three girls, two of whom play within the Flames organization, while my youngest awaits her opportunity to learn to skate. I am the current U11A Head Coach and have been a part of the Flames organization for a number of years now, volunteering my time coaching and helping out wherever possible. My coaching experience consists of U9B Head Coach, U9A Assistant Coach, U11A Head Coach, fundamentals on-ice helper, and House League Assistant Coach, with other coaching experience with various teams outside the Flames organization.

My occupation is a Project Coordinator/Estimator. I manage a team of 20-30 employees in the construction field on any given day, ensuring deadlines are met and jobs are completed in a timely manner, professionally and safely.

I am currently the Equipment Director of the Lady Blue Knights Lacrosse Club. My duties consist of making sure all 22 nets are in good condition at the start of the season before distributing to 7 different locations across Brooklin, Whitby, and Oshawa. My role is also to make sure each team has all equipment necessary to run a successful program. These items consist of first aid kits, balls, cones, pinnies, etc.

Having two daughters playing the sport of hockey within the organization, I am determined to help grow the women's side of the sport. With my board experience, knowledge of the game of hockey, and my drive to give back to the community, I believe I would be a great asset to the organization.

Ice Scheduler

Craig Smith

With a proven track record of excellence in sports scheduling, Craig Smith is an exceptional candidate for the Ice Scheduler position with the Clarington Girls Hockey Association. Since taking on the role of ice scheduler in 2021, Craig has demonstrated remarkable organizational skills and a deep commitment to ensuring that games and practices are scheduled smoothly and efficiently.

Craig's expertise extends beyond ice sports; he has also served as the diamond scheduler for the Clarington Baseball Association since 2019. His experience in managing schedules

for multiple sports showcases his versatility and adeptness at handling complex logistical needs across different types of facilities.

Craig's strong relationships with the Municipality of Clarington have been instrumental in securing the best possible ice times for the hockey association. His dedication to leveraging these connections ensures that our teams have access to high-quality facilities, which is crucial for their development and success. Craig's passion for sports, coupled with his ability to coordinate schedules across multiple sports and his commitment to maintaining excellent relations with staff, makes him the ideal choice for this role. Voting for Craig is a vote for enhanced scheduling efficiency, strong community ties, and continued excellence for the Clarington Girls Hockey Association.

Kristen Connor

Kristen is the VP of Operations for a global SaaS-based organization based out of Whitby, Ontario, where making a difference in our community is at the forefront of both her and the company's values. Kristen manages 196 people globally, focused on finding efficiencies and streamlining operations. She has an Honours Degree in Criminology and is also a Certified Fraud Examiner with over seven years of experience working in the banking industry, where adherence to policy, procedures, rules, and regulations are at the forefront of her responsibilities.

Kristen has been an active member of the Clarington Flames organization since 2020 when her two daughters entered the U9 and Fundamentals programs. She has been the trainer and on-ice staff/coaching in all five seasons. Presently, Kristen is managing the U11A team and has done so for the 2023-2024 season as well. She also plays hockey herself, playing in multiple leagues around the region. She brings a wealth of knowledge from the many years she spent in competitive sport, including competing on behalf of Canada at two World Baton Twirling Championships and winning multiple awards during her four-year varsity volleyball career.

She has been a coach in the community for Baton, Volleyball, and Hockey for many years, with the firm belief that it is important to give back to sport and the community. Kristen prides herself on clear and effective communication with a focus on being highly responsive, as she believes this is the key to success.

3-Year Terms (Concluding in 2027)

Director of Communications (Sponsorship/Brand)

Stephanie Hartford

My name is Stephanie Hartford, and my daughter currently plays for the U11BB team. A little of my hockey background: I grew up playing for Durham West Lightning, playing between the BB/A team all the way through until I left for university. When I came back from school, I helped on the bench of my sister's A team. I volunteered as a dressing room mom during my daughter's first year of U9B and was the manager and trainer for her second year on the U9B team. For the upcoming season, I am the U11BB manager.

I feel as though my love for hockey and my experience as an Event Director will allow me to succeed in this position. I have been in the golf industry for 20 years and have been involved in planning many junior golf events, corporate events, weddings, charity events, and special occasions. With this experience, I have very strong people skills, problem-solving skills, and experience dealing with my own staff and managing different personalities. I would love to offer my skill sets and allow them to be of value to the organization. Anything I can do to help grow the organization and allow for a great experience for all involved would be my goal moving forward. I would love the opportunity to positively impact our organization and aid in its growth and development of our "Flames family."

Director of Development (Coaches/Managers)

Jeff Pimm

I have been a member of the Flames Organization since 2018 and currently have a daughter playing U11AA. I have volunteered with the Flames since 2021 in many capacities but have experience being a Head Coach in the House League, DS, and Rep programs (Currently the U11AA head coach). I am a current Executive Member with the Clarington Flames, focusing on Player Development and Sponsorship. I have assisted in streamlining the vendor process for our on-ice development program for rep teams, which has taken some of the burden off of the rep teams. I have also previously served as Director of House League for the Pickering Hockey Association. I am committed to ensuring coaches and managers at all levels have the tools and information they need to provide the best possible experience for all members of the organization.

Director of HPP & Rep (High-Performance Program & Representative Teams)

Derek McGrath

Derek is a dedicated high-performance coach for the Clarington Flames Girls Hockey Association, with a passion for developing young athletes in hockey. With extensive experience and a deep understanding of the game, he has played a pivotal role in creating a competitive and supportive environment that fosters both athletic and personal growth.

As a former athlete, Derek understands the demands of high-level competition and brings that insight to his coaching. His approach emphasizes skill development, strategic thinking, and mental toughness, ensuring his players are prepared to succeed on and off the ice. Known for his innovative training methods and his ability to motivate and connect with players, he is committed to building a culture of excellence and growth within the organization to provide a High-Performance Program.

Director of House League

Mandi Levesque

Mandi Levesque is a healthcare professional who has dedicated her life practice as a nurse working at a leading-edge trauma hospital in Toronto, Ontario. As a rehabilitation nurse for acute and chronic neurology and oncology disorders, Mandi is dedicated to rebuilding the lives of adults recovering from life-changing illness or injury. In addition to her full-time job, Mandi is passionate about serving and giving back to her community where she resides in Bowmanville, working as a casual nurse at a long-term care facility in Durham, as well as volunteering her free time with an organization that provides innovative programs for members of the community diagnosed with developmental disabilities that are positive and inclusive through recreational, social, and learning experiences.

In addition to Mandi's professional growth, she has spent over a decade here in Bowmanville raising her family—volunteering in her daughter's recreational sports (soccer, dance, baseball/softball, hockey) in both House League and Representative programs as a coach, manager, and trainer. Mandi has been a member of the Clarington Girls Hockey Association for over eight years and spent the majority of that time as a certified Level 2 Trainer. Mandi's passion and dedication to giving back to her community found her applying for a seat on the CGHA Executive Board in February 2024, where she vowed to make integral contributions and changes to the House League and Developmental Stream (DS) program as the House League Director. Since joining the Executive team earlier this year, Mandi has initiated Convenor roles (new to the CGHA) to enhance fair play, safety, and communication with all members and players, and she has made a progressive change to the DS program to enhance growth and development for our young female athletes. Mandi is committed to leading and working in a collaborative environment, bringing her strong communication and interpersonal skills to help change the future of women's hockey.

Director of Wellness/Safety

Jay Bonner

Jason Bonner has played hockey his entire life, competing at the Bantam and Midget AAA

levels as well as a partial season in Junior A. Jason has 22 years of law enforcement experience, including roles with the Toronto and Durham Regional Police Services. His passion for hockey is evident in his 17 years of coaching, beginning with house league teams and most recently coaching at the U13A Rep level for the past two years. Jason, a member of the Clarington Girls Hockey Association (CGHA), began coaching his eldest daughter, who is now 24 years old. Jason, who is in his third year on the CGHA Board of Directors, has always prioritized equal opportunities for all players and is dedicated to the empowerment and development of female athletes and coaches.

Jason's background makes him ideally suited to oversee the Vulnerable Sector Screening (VSS) process, implement player initiatives, and navigate disciplinary matters. His law enforcement background, combined with his time as a coach and board member, positions him to effectively advocate for the safety, well-being, and development of players in the CGHA.

Referee in Chief/Timekeeper Scheduler

Danielle Taylor

Danielle Taylor is a dedicated and experienced official, currently nominated for Referee in Chief for the Clarington Girls Hockey Association. With seven years of experience as a Referee in Chief, Danielle has demonstrated exceptional leadership and a deep commitment to the sport. Her extensive knowledge of hockey rules and her passion for fostering fair play and sportsmanship make her a strong candidate for this pivotal role. Danielle's contributions have been instrumental in enhancing the quality and integrity of the games she oversees.