



INFORMATION BULLETIN

Bulletin No: 18/05

Date: October 23, 2018
To: Hockey Alberta Membership
SUBJECT: Nominations Committee Report

Further to the Hockey Alberta Recruitment Notice (August 10, 2018), below is a listing of the individuals that have filed a proper nomination application with the Nominations Committee. The following names will be brought forward for election to the Board at the 2018 Annual General Meeting (AGM) on Saturday, November 24.

Hockey Alberta's Director positions are elected by the members of Hockey Alberta at the AGM. There are three (3) positions of Director at Large up for election to the Hockey Alberta Board at this year's AGM and each successful candidate will be elected to serve a term of three (3) years.

<i>Nominee</i>	<i>Hometown</i>
Michael Bates	Cochrane
Edward Croken	Edmonton
Francois Gagnon	Fort McMurray
Wilson Gemmill	Grande Prairie
Jerrold Lemko (Incumbent)	Vegreville

Enclosed with this Bulletin for your reference is a brief introduction and a short credentials summary of each nominee. A short video of each candidate has also been prepared and the videos can be accessed at the following link:

<https://www.hockeyalberta.ca/members/annual-general-meeting/2018-board-candidates/>

Per Hockey Alberta Bylaw 5.2, further nominations may be submitted up to fourteen (14) days prior to the AGM. The nomination form is enclosed with this Bulletin for your reference. Nominations must be submitted to the Nominations Committee Chair, via the Hockey Alberta office, and can be sent via email to kpapke@hockeyalberta.ca. The deadline for Nominations is November 9, 2018.

After the Nomination deadline has passed a final Bulletin containing the names of all nominees will be distributed. All nominees will be given the opportunity to address the membership during the AGM on November 24.

More details about the 2018 Hockey Conference and AGM can be found online at hockeyalberta.ca/members/annual-general-meeting. Should you have any questions about the nominations process, please contact Rob Virgil, Nominations Committee Chair, rvirgil@hockeyalberta.ca.



Board Nominee Credentials of Michael Bates (Cochrane, AB)

Provide a brief history of your hockey involvement:

I played almost all of my minor hockey from what was then called 'Eaglets' (now Initiation) up to Midget in Innisfail, AB. In my last year I played Midget "AA" in Calgary, AB as I had graduated high school at age 16 and started attending the University of Calgary.

I had several years that I did not make the top team in Innisfail, but would eventually develop and participate for a brief time in the Alberta Program of Excellence and was selected twice for the Bantam "AA" All Star Team. I went on to have the good fortune to win Midget "A" Provincials with Innisfail in 1994, and in Calgary, I was part of the 1995 City and Provincial Championship winning team for the NEAA Midget "AA" Blazers.

I attended a number of major junior and Tier 2 Junior "A" camps but was not able to make any roster at those levels. I then played 4 years in the Heritage Junior Hockey League for the Innisfail Blades, the final two years of which I was named Captain.

My greater talent in the game of hockey may have been as a referee. For nearly 20 years I was an active official (highest was Level III), including one year with the Saskatchewan Hockey Association when I was in Saskatoon for law school. My skill and judgment was recognized with selections to call games in the 1998/99 Mac's Midget Tournament (including playoffs) and the 1998 Alberta Cup. In 1999 I was selected for the Elite Development Camp but regrettably had to decline due to personal work and pending university obligations.

In university I was hired as a coach and program manager for a spring "AAA" hockey program. Our teams were successful in tournaments in Whistler, BC and Brandon, MB. Several players I recruited and coached at novice and atom levels went on to play college, junior and even NHL hockey. One of those players should surpass 750 NHL games played this season and remains in contact.

In recent years I have been an assistant coach for my son's teams in novice and atom. Since 2015, I have been the President of a family advisor company which provides advice and guidance to players with goals of playing in the NCAA. I continue to play recreational hockey in my spare time and I am now looking for new ways to give back to the game of hockey.

Provide a history of involvement in other professional or volunteer positions that you believe would help you excel in this position:

In general, for the 15 years I have been a practicing lawyer, I have held volunteer board and committee positions which require a working knowledge of specific legislation / bylaws / rules and the need to conduct orderly meetings. While some positions are more advisory in nature, others such as my involvement in the Canadian Bar Association and Criminal Defence Lawyers Association are more focused on advocacy, marketing and lobbying on behalf of members. Primary examples include:

- (1) Canadian Bar Association (2003-current)
Executive Member, National Criminal Justice Section (2009-2010)



Board Nominee Credentials of Michael Bates (Cochrane, AB)

Co-Chair, Alberta South Criminal Justice Section (2012-2014)

*various other executive positions as required

Agenda for Justice and Advocacy Committee (2016 - current)

Access to Justice Committee - Legal Aid Benchmarks Working Group (current)

Supreme Court of Canada Liaison Committee (current)

(2) Alberta Court of Queen's Bench

Calgary Criminal Coordinating Committee (2017-current)

Court Management Advisory Committee (2014-current)

(3) Criminal Defence Lawyers Association - Vice President (2017-current)

Co-Chair, Legal Aid Action Committee (current)

Chair, Policing Committee (current)

(4) Criminal Trial Lawyers Association (2010-current)

Policing Committee (2010-current)

(5) Alberta Justice - 2017 Criminal Justice Summit (Re: R v Jordan and court delay)

Defence bar representative - Legal Aid working group

(6) Cochrane Town Council

Cochrane Environmental Committee

(Chair, 2016; Vice-Chair, 2015; Member 2013-2016)

What skills, attributes, experiences would you bring to the Hockey Alberta Board if elected?

Communication skills are the lifeblood of the practice of trial and appellate litigation. Being able to effectively express oneself orally and in writing in a manner that is persuasive and assertive yet respectful of differing views is essential. I feel I would be able to bring the skills I have developed in court to the meetings and discussions of the Board, and also assist with any requirements for communicating on behalf of the Board to various stakeholders.

Representing the interests of accused people that require legal aid and who are often from marginalized and disadvantaged communities brings with it the need to effectively communicate with and lobby government officials for increased funding, improvements to service delivery, and finding organizational efficiencies. Over the years I believe I have become a welcomed advisor to provincial cabinet ministers in large part due to the common sense and practical approach I bring to the search for solutions to complex problems.

In terms of governance of large organizations, the ability to build consensus is extremely valuable. The CBA, for example, represents in excess of 30,000 members of the legal profession from highly diverse backgrounds. I was able to successfully draft a submission that gained formal approval of the organization to be presented to the Canadian Senate as the official CBA position on proposed legislative amendments. This was a complicated task that was able to be achieved by my being fully capable of hearing and considering multiple perspectives on an issue in spite of the fact that I had strong personal views. While most organizations necessarily require careful adherence



Board Nominee Credentials of Michael Bates (Cochrane, AB)

to policy and procedure, one cannot forget that such associations are groups of actual people and by showing basic respect and a willingness to listen, most people can find significant amounts of consensus on even some of the most difficult issues.

Beyond the above, I look to approach the opportunity to serve as a Board member as just that - an opportunity to serve and give back time and commitment to an organization that in many ways can take credit for the person and professional I have become. The enthusiasm I have to use the skills I learned as a player, referee, coach, and now parent, to improve the game of hockey for those who now follow is genuine, and I hope can be at some level, inspiring.

What is it that you believe is important for the Hockey Alberta Board to focus on in the next three years?

I do not approach the prospect of becoming a Board member with any particular agenda or preconceived idea of things that must be changed. My intention, if elected, will be to educate and inform myself about the various challenges faced by member associations and bring to the table my passion to give back to the game of hockey to hopefully assist in finding creative yet practical solutions. That said, as a parent and a student of the game, both in terms of its real-world player experiences and also its economic and business realities, it is my belief that some of the focus of the Hockey Alberta Board in the next three years should include:

1. Continued development of female leagues, players, officials and coaches. While much has been accomplished in recent years, the opportunities for continued growth and improvement in this area are vast. As more female stars and role models continue to become known and respected in the hockey world, the Board can help set a course to foster and maximize the participation of girls and women in every aspect of the game. There remains much untapped potential to grow the game in this regard.
2. Continued leadership in best practices and education for concussion prevention, diagnosis and rehabilitation. While there may continue to be a certain level of controversy as concussion lawsuits and debates about the science of CTE are ongoing, there is no doubt that rule changes and emphasis on taking head-shots out of the game have had a positive impact on player safety and the overall enjoyment of the game for everyone involved. There is a need to continue to educate all players, parents, coaches and on-ice officials so that concussion injuries are prevented as much as possible, and managed properly when they do occur. The Board can continue to play an important role in this area.
3. Increasing the buy-in and support from players and parents on progressive skill development as the key to success. As more is learned about the benefits of evidence-based training in sport in general, the Board can play a key role in helping hockey players and parents to see the benefits of new approaches being tested and implemented at an organization level. In the Olympics, athletes routinely train to set goals and achieve 'personal best' results regardless of whether they reach a podium. At a grassroots level, hockey players of all skill and experience levels can implement similar approaches. While a difficult transition, the move to half-ice play for the youngest players should pay major dividends in terms of fundamental skill development. The Board can continue to play a positive role in helping parents and players come to see meaningful skill development as the highest priority for defining a successful hockey season.



Board Nominee Credentials of Ed Croken (Edmonton, AB)

Provide a brief history of your hockey involvement:

Give or take 40 years I have been involved in various roles in the great sport of hockey. Over the years I have been involved as a board member of Minor Hockey Grande Prairie, Hockey Edmonton, served as President Maple Leaf Athletic club, coached, managed, acted as treasurer for teams. and played the game...

As a player after juvenile league and due to a Phys-Ed requirement of assistant coaching for a year, I took a new step into the hockey world. This was the start of a great run in the game. Over time you will find I am no stranger to getting things that need to be done, done. MLAC needed an entire overhaul. We were seen as nothing but an old boys club. In less than 12 months we turned it around to the point coaches were applying to the Club instead of us filling the coaches spots after all the other clubs were concluded.

5 Years ago I opened the can of worms with respect to boundaries for the 4 major clubs in Edmonton. I am happy to report we are close to a successful conclusion. Next up is the amount of elite teams playing within the elite programs in Edmonton.

Provide a history of involvement in other professional or volunteer positions that you believe would help you excel in this position:

Over the years I have served on a number of boards in Alberta, Alberta Food Processors, a counselor in Peace River Alberta, Parks and Recreation Board member in Grande Prairie, Better Business Bureau in Edmonton, Bosco Homes, Boys & Girls Club of Edmonton, AA council Edmonton, Chamber of Commerce member Ft SK, Sherwood Park and Edmonton, over and above all the hockey positions.

What skills, attributes, experiences would you bring to the Hockey Alberta Board if elected?

Served in enough meetings and boards to cut through the stuff and get the work done. I am dedicated to see Hockey Alberta continue its success across Alberta, giving my input on what we might be able to do better.

I do not have all the answers but I will find out the answers that I do not know and let the individuals know who asked.

I do not take the appointment to a board lightly. Whatever needs to be done will get done. Over the years there have been many tough tasks that needed to be done. At MLAC I took the bylaws and policies and reviewed them. Instituting major changes that help the club get turned around.

What is it that you believe is important for the Hockey Alberta Board to focus on in the next three years?

Hockey Canada Hockey Academy's continue to provide challenges to local minor hockey while regulations are in place for both we need to establish more protocols and common courtesy between the two both programs. We want players to stay in Alberta, not going outside of the Province.

Non sanctioned Hockey Atom super league is an emerging issue that all parties need a better understanding of.

Getting the word out, there are a high number of new Canadians that do not know the game we must market to them. Then reduce the price of the game, make it affordable for everyone...



**Board Nominee Credentials of
Francois Gagnon
(Fort McMurray, AB)**

Provide a brief history of your hockey involvement:

Coached in Fort McMurray Minor Hockey Association from Novice to Midget both in house league to AA level (1998 - 2005)

Volunteered in various positions for Fort McMurray Minor Hockey Association from Division Director to President (2005-2011)

Volunteered in various positions and committees for Hockey Alberta including Minor Council, Operations Advisory, Discipline, Player Safety and Appeal Officer. (2011 to now)

Provide a history of involvement in other professional or volunteer positions that you believe would help you excel in this position:

Over 35 years of experience in business and financial administration in Government and not-for-profit sector including 21 years as Associate-Superintendent Business & Finance for Publicly Funded Alberta School Board.

President of Fort McMurray Swim Club (2000-2005) and Coach of Little League Baseball (1998-2005)

Director on several organizations such as United Way, Credit Union, Community Development Corporation, Land Trust and Foundations.

What skills, attributes, experiences would you bring to the Hockey Alberta Board if elected?

In-depth knowledge of Board Governance theory and practice having worked under this model for 21 years as a Senior Manager, advising elected Board of Trustees of the delineation of responsibilities and participating in many workshops on this topic.

Professional responsibilities centered around strategic planning, budget, internal controls, financial accounting, risk management, labour management, interpretation and adherence to various legislations, policies and procedures, marketing and public relations.

Experience working with youth and their families, with indigenous communities, and with isolated and remote communities.

History of working collaboratively, listening and respecting of various points of view and opinions, bringing innovative ideas and always working for the interest of the organization and its members.

What is it that you believe is important for the Hockey Alberta Board to focus on in the next three years?

Continue to provide guidance and support the Executive Director and his team in



**Board Nominee Credentials of
Francois Gagnon
(Fort McMurray, AB)**

- Improving Player Experience and the Hockey Delivery System focusing on the Alberta One initiative and leagues across the Province;
- Working in Minor Hockey Associations to promote more flexibility for families to allow their children to participate in the game in balancing school, work and other activities;
- Growing the game by adapting to the changing demographic, the continued urbanization of the population and the economic pressures facing associations and many families
- Educating coaches and parents on the safety of the game
- Promoting the Long Term Athlete Development in response to the continued pressure from private organization to stream players to elite clubs at a young age



**Board Nominee Credentials of
Wilson Gemmill
(Grande Prairie, AB)**

Provide a brief history of your hockey involvement:

I have had the privilege and joy of playing and coaching Hockey for my entire life. My involvement started at a very early age and continues to this day where I am coaching all three of my children in Hockey and playing 1-2 times per week in my local men's league. I have always said to my friends and family that there is only one activity I enjoy more than playing Hockey and that is coaching youth Hockey.

My entire Minor Hockey experience was spent in the Grande Prairie Minor Hockey Association. I started off playing Atoms and Mites and progressed to the competitive / elite level into Peewee, Bantam & Midget. I then had some games with several Junior Hockey clubs (Grande Prairie Junior A North Stars & Junior B in Edmonton. I also played two seasons for the Grande Prairie Athletics in the North Peace Hockey League. I then began to focus more on my academic pursuits when I gained admission into the Faculty of Pharmacy at the University of Alberta in 1989. I graduated in 1993 and eventually found myself back in the Peace Country practicing Pharmacy.

I am currently coaching my Sons Lucas and Landon as well as my daughter Brooklyn. Lucas is in Peewee, Landon is in Novice and Brooklyn is in Atom Girls Hockey.

Provide a history of involvement in other professional or volunteer positions that you believe would help you excel in this position:

2006-2012 – Councilor / Board Member – Northern Alberta Representative with the Alberta College of Pharmacists.

2010 – Board Member – Canadian Mental Health Association (North Western Alberta).

Currently – Member of the Alberta College of Pharmacists & Alberta Pharmacists Association.

Hockey Coach:

2013-2014 – Head Coach Novice Boys – GPMHA (Grande Prairie Minor Hockey Association)

2014-2015 – Head Coach Novice Boys, Asst Coach Initiation Girls & Asst Coach Tom Thumb Division

2015-2016 – Head Coach Novice Girls, Asst Coach Atom Boys & Asst Coach Initiation Boys

2016-2017 – Head Coach Atom Boys, Asst Coach Novice Girls & Asst Coach Initiation Boys

2017-2018 – Head Coach Peewee Boys & Head Coach Atom A Girls

2018-2019 – Head Coach Peewee C Boys, Asst Coach Novice Boys & Asst Coach Atom A Girls

* Grande Prairie Minor Hockey Coach of the Year – Recreation Division – 2014/2015

* Grande Prairie Minor Hockey Coach of the Year – Female Hockey Division – 2017/2018

What skills, attributes, experiences would you bring to the Hockey Alberta Board if elected?

I believe the exposure I have had and continue to have playing this great game allows me to truly appreciate how much fun & valuable this game is for our Country. It is fun for kids just starting the game as well as older youth and adults. It provides a way of meeting new friends and forming lifelong attachments that can be so good in so many ways. These experiences I have had playing have allowed me to develop a passion for this sport that is central to my life as well as my children's lives and I think that energy & passion is relayed to the teams I coach.



Board Nominee Credentials of Wilson Gemmill (Grande Prairie, AB)

The game of Hockey has also taught me the value of team sports and how a positive Hockey organization (such as the Grande Prairie Minor Hockey Association) coupled with great coaching and community support can absolutely change the lives of so many of our youth in such an amazing and beneficial way.

Through my playing and coaching experience I believe I can bring a grass roots perspective to the Hockey Alberta Board that is beneficial. Being a life long Northern Alberta / Peace Country resident would also bring a unique Northern Alberta regional perspective to the Board that they may not currently have.

I also have an extensive Business background having owned and operated my own Pharmacies for over 13 of my 25 years as a practicing Pharmacist in Alberta. Having a sound understanding of finances and Business development would likely be of benefit as well. My years as a Business owner also allowed me to become well versed in the areas of Business planning, Strategic Planning, Risk Management as well as Human Resource Management. Marketing & Public Relations were also central elements in my career as a Pharmacist / Business Owner. I sold both of my Pharmacies in 2016 however I have remained on with the Purchaser in the capacity of a Business & Pharmacy Practice Development Consultant.

As mentioned in the previous section I have Board experience with the Canadian Mental Health Association and the Alberta College of Pharmacists. My experience with the Alberta College of Pharmacists for six years exposed me to the importance of forging strategic partnerships and lobbying. My time with the Alberta College of Pharmacists also allowed me to be a central part of establishing new policies and Standards of Practice for the Operation of Alberta Pharmacies & Pharmacists. I was also on the College of Pharmacists board when we successfully lobbied the Alberta Government to give Pharmacists prescribing privileges in 2007. Alberta Pharmacists became the first Pharmacists in Canada to hold this new restricted activity which at that time was of the broadest scope in North America.

What is it that you believe is important for the Hockey Alberta Board to focus on in the next three years?

Recognizing that Hockey Alberta's mission is to create positive opportunities and experiences for all players through innovative leadership & exceptional service and the Vision of the board is "Hockey for Life" I feel that some of the key focal points over the next three years could include:

- Continue to Grow the game of Hockey and encourage participation at all levels and tiers from Recreational to Elite levels. In the end it is the amazing fun and physical fitness that this sport provides so many people that has them coming back every year. To ensure this sport is fun, safe and exciting would be a very important focus point.
- I also believe we need to find ways to further support our referees particularly the younger ones starting out. This may require an expanded and continued regional approach in terms of educating / informing the public, coaches, parents & players of the challenge these wonderful people face when refereeing Hockey games.
- To continually reflect on the public's perception of what Hockey Alberta's role is and how Hockey Alberta is performing in that role from the viewpoint of the public, associations and perhaps government. This would be important in terms of Hockey Alberta's ability to effectively establish healthy community, provincial and national partnerships with other organizations, Government and Industry.



**Board Nominee Credentials of
Jerrold Lemko
(Vegreville, AB)**

Provide a brief history of your hockey involvement:

- Board of Directors – Director at Large for Hockey Alberta- Currently on Board
- Hockey Alberta – Vice Chair, Hockey Development- 13 Years
- Hockey Canada – Delegate, Hockey Development Council- 10 Years
- Hockey Alberta – Member, Hockey Development Policy Committee
- Hockey Alberta – Member, Marketing Committee
- Hockey Alberta – Chair, Peewee Body Checking Committee
- Hockey Alberta – Member, Provincial Advisory Committee for Sledge Hockey
- Hockey Alberta – Member, Canadian Development Model Advisory Committee
- Assist. Director of Operations – Team Pacific World Under 17 Hockey Challenge
- Director of Operations – Team Pacific 2001 World Under 17 Hockey Challenge
- Director of Operations – Team Alberta Male Hockey- Canada Winter Games 2003
- Provincial Coordinator – Hockey Alberta Male Program of Excellence- 2001
- Director of Operations – Hockey Alberta Northeast Zone Panthers- 3 Years
- Mission Staff Team Alberta – 2015 Canada Winter Games- Prince George, BC (Hockey Liaison)
- Mission Staff Team Alberta – 2011 Canada Winter Games- Halifax, NS (Hockey Liaison)
- Mission Staff Team Alberta – 2007 Canada Winter Games- Whitehorse, Yukon (Hockey Liaison)
- Hockey Canada Team Leader – 2012 Hockey Canada World Juniors
- Viking Cup Technical Committee Member
- Committee Member, 1998 Northeast Zone Winter Games
- President, Vegreville Minor Hockey Association, 4 Years
- Executive Member, Vegreville Minor Hockey Association, 14 Years
- Vegreville Minor Hockey Coach, 1982-1999
- Vegreville Minor Hockey Official

Provide a history of involvement in other professional or volunteer positions that you believe would help you excel in this position:

- Town Councilor for the Town of Vegreville Alberta
- Alberta Director Position with Trans Canada Yellowhead Highway Association
- Board of Directors for Vegreville Centennial Library
- Impact Vegreville Committee Member
- Subdivision Authority Committee Member
- Inter Municipal Development Planning Committee Member
- Land Use Committee Member
- Town of Vegreville Contract Negotiations Committee with CUPE contract
- Town of Vegreville Canada 150 Community Team Leader
- Board of Directors - Canadian Volunteer Fire Services Association - Alberta Director/Secretary
- Vegreville Alliance Church - Plan to Protect Program - Ministerial Lead
- Trustee - Vegreville Alliance Church
- Fire Chief, Town of Vegreville Volunteer Fire Department 18 years (Retired -July 2016)
- Manager, Town of Vegreville Emergency Services (Retired July 2016)



Board Nominee Credentials of Jerrold Lemko (Vegreville, AB)

- Firefighter, Town of Vegreville Volunteer Fire Department since 1991
- Mission Staff Team Alberta - 2017 Canada Summer Games - Winnipeg, MB
- Mission Staff Team Alberta - 2013 Canada Summer Games - Sherbrooke, Quebec
- Mission Staff Team Alberta - 2009 Canada Summer Games - Charlottetown, PEI
- Vice President - Vegreville Cultural Association
- President - Vegreville Sopilka Ukrainian Dance Ensemble

What skills, attributes, experiences would you bring to the Hockey Alberta Board if elected?

- **Communication:** convincing communication dexterity when speaking and writing; proficient to act as liaison between contrasting personality types; comfortable and effective communication style, I believe in clear, transparent and timely communication both internally and externally within an organization. I have tolerance for differing viewpoints and can communicate honesty with sensitivity. I am amiable, responsive, and patient. It always helps to have a bit of a sense of humor.
- **Leadership:** forward looking role model; able to work as part of a team or self-directing; steadfast in seeking to create a healthier environment; "Better to Best" system of beliefs. Have a complete understanding of the Governance Model of Leadership.
- **Responsibility:** accustomed to being in capacity of accountability; self-motivated and inclined to set purpose and pursue to achieve those goals.
- **Organization:** use time and resources effectively; consider efficiency planning and accountability very imperative; able to multi-task.
- **Other:** possess a vast knowledge of the Alberta amateur sports system and willing to commit the time and energy to provide excellent service to assigned sports and Hockey Alberta. As a current serving board member I bring a passion for the mission of the organization.

What is it that you believe is important for the Hockey Alberta Board to focus on in the next three years?

- Continue on the Board's Strategic Objectives staying focused on the completion of the Governance Process.
- Review the Hockey Alberta Operational Policies and Procedures
- Develop & build the Every Kid Every Community platform as the Hockey Alberta means in promoting and growing the game of hockey in Alberta to new participants.
- Introduce Hockey Alberta & Hockey Alberta Foundation to the Corporate Community as a means of reaching out to the Alberta Corporate Sector.
- Member Standards - Ensure we are serving our MHA's in all aspects including player and coach development initiatives.
- Stay abreast on current trends ensuring we have strategies in place to deal with threats to our association (Hockey Super Leagues as an example)



Nominations Form

All applicants that wish to become a member of the Hockey Alberta Board must have a nomination from a Hockey Alberta Member. Membership of Hockey Alberta is defined in Article 2 of Hockey Alberta Bylaws and Regulations.

I nominate the following person for the position of Director for the Hockey Alberta Board. This Nomination will stand for the 2018 Hockey Alberta Annual Meeting only.

Nominee Information

Name of Nominee:

Nominee Signature:

Date:

Nominator Information

Name of Nominator:

Name of Member (i.e. Association or Club Team):

Position held with Member:

Nominator Signature:

Date: