



2022 FAHL Survey Results

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Introduction

Purpose

The FAHL Leadership Team is committed to providing a fun, competitive, and organized recreational hockey league for men and women of all ages and skill levels. Although we receive feedback from numerous players throughout the season, sending out a survey allows everyone in the league an opportunity to share their feedback. In order to follow through on our commitment, we need to know what we're doing well and what areas need some improvement. The feedback you all provided is extremely valuable in accomplishing this objective.

Responses

There were 265 unique players rostered on teams during the winter season and we received 108 responses to this survey for a 41% response rate. A breakdown of responses by division are as follows:

A: 13

B: 29

C: 40

D: 26

For the purposes of evaluating the results, we are assuming that the data we received is an accurate representation of the thoughts and opinions of players throughout the league.

Question 1: How was your experience playing in the FAHL this season?

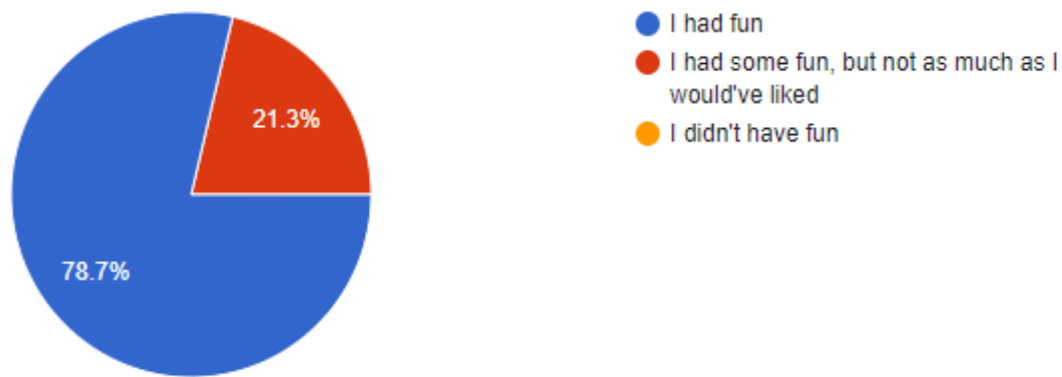


Figure 1-1: Question 1 Summary Pie Chart

Summary of Feedback

The survey results indicate that the majority of respondents had fun this season and the rest had at least some fun. Here's a further breakdown of the number of people who said they had fun (and some fun plus fun) compared with the results from the survey two years ago.

| Division | 2020 (fun/some fun+) | 2022 (fun/some fun+) |
|----------|----------------------|----------------------|
| A | 53% / 88% | 69% / 100% |
| B | 76% / 93% | 86% / 100% |
| C | NA | 65% / 100% |
| D | 94% / 100% | 96% / 100% |
| Total | 80% / 95% | 79% / 100% |

Figure 1-2: Responses breakdown by division

Discussion

One of the two primary objectives of the FAHL is to provide a fun experience for people of all skill levels. The fact that 100% of respondents said they had at least some fun is very positive feedback.

One of the biggest accomplishments of the FAHL throughout the past three years has been creating a true beginner division for people who have never played hockey to have an opportunity to play in an environment where they are able to learn the game hands-on by having chances to receive passes, carry the puck, make passes, and take some shots. New players continue to join the league each season and grow in their skill sets.

The two primary comments provided for why people had fun were that they like the overall team parity and enjoyed their teammates. More will be discussed on parity in the next question. The Leadership Team recognizes the desire for team continuity from season to season and tries their best to honor submitted roster requests as long as all the players are eligible for the division and the team is competitive with the other teams in the division. The plan is for this approach to continue rather than imposing a draft.

The most common comments provided for why people didn't have as much fun as they would've liked was that some players are taking games too seriously which has resulted in an increased amount of chippiness and inconsistent calls. Additional discussion about the officiating will be addressed in question 6. The Leadership Team recognized the increased level of chippiness taking place throughout the last two seasons and has been and will continue to make attempts to address it both with the officials and individual players. All of our players have daily responsibilities to attend to and cannot afford to be injured while playing recreational hockey due to the recklessness of another player.

Question 2: How satisfied were you with the competitiveness of your division?



Figure 2-1: Question 2 Summary Pie Chart

Summary of Feedback

Respondents were mixed with their feedback, but on the whole, most agreed that every division was at least somewhat competitive. Here's a further breakdown of the number of people who said their division was competitive (and somewhat competitive plus competitive) compared with the results from the survey two years ago.

| Division | 2020 | 2022 |
|----------|-----------|------------|
| A | 35% / 76% | 31% / 77% |
| B | 51% / 96% | 62% / 100% |
| C | NA | 25% / 93% |
| D | 51% / 98% | 54% / 92% |
| Total | 49% / 94% | 43% / 93% |

Figure 2-2: Responses breakdown by division

Discussion

One of the two primary objectives of the FAHL is to provide competitive hockey for people of all skill levels. Data shows that competitive games make playing recreational sports more fun for everyone. Although it's a lot of fun to win, if other teams are getting blown out, they are not having fun. Most people still have a lot of fun playing, even when they lose, if the score is close.

The Rating Team has taken some big steps during the past few years to create an environment where games can be more competitive. Overall, there have been a lot of improvements made to the system during this time and improvements are continuing to be made to keep moving these numbers higher.

A few specific items were evaluated to better understand how competitive the divisions are throughout the league.

Goal Differentials

A good indicator of whether games are competitive is the goal differential. Was the game a blowout or was it close? Typically, games that are within two goals or three goals are viewed as competitive. Below is a breakdown of the percentage of games within 2 and 3 goals per season both from the survey two years ago and from the past two seasons.

| Division | Fall 2019 | Winter 2020 | Fall 2021 | Winter 2022 |
|--------------|------------------|------------------|------------------|------------------|
| A | 38% / 50% | 24% / 38% | 40% / 50% | 27% / 40% |
| B | 47% / 69% | 51% / 72% | 59% / 76% | 57% / 77% |
| C | NA | NA | 51% / 70% | 40% / 57% |
| D | 59% / 76% | 61% / 74% | 47% / 77% | 48% / 64% |
| Total | 50% / 69% | 48% / 65% | 52% / 72% | 45% / 63% |

Figure 2-2: Percentage of games within two and three goals

Overall, the number of games within two or three goals was down from fall to winter during both years. However, the total games within two or three goals in both A and B increased from two years ago.

Why some teams regularly win

An analysis was done on the B division for the fall and winter seasons to attempt to understand why some teams regularly win more games than they lose. Here are the conclusions:

1. Teams with the higher team rating were 1.6 times more likely to win than lose
2. Teams with more 7-7.5 rated players were 1.9 times more likely to win than lose
3. Teams with a higher rated goalie were 1.9 times more likely to win than lose

In theory, the team with the higher Team Rating should win. It was proven true in the B division during both the fall and winter seasons. Teams that are at the cap each game are winning more games. It was also observed that in divisions where the cap was tighter, more games were within 2 or 3 goals. The Rating Team is evaluating the pros and cons of tightening the Team Rating Cap moving forward.

An analysis of the B division scoring during the fall and winter season indicated that the number of points a player scored is directly related to their rating. However, the curve is exponential as opposed to linear which means that the higher rated players have an exponentially higher impact on games than lower rated players (see chart below). Subbing up with a 7 or 7.5 rated player was not an issue unless it meant that the team now had more 7 or 7.5 rated players than the other team. The Rating Team is evaluating options for limiting the number of higher rated players on a team in a given game in some of the divisions to make games more competitive.

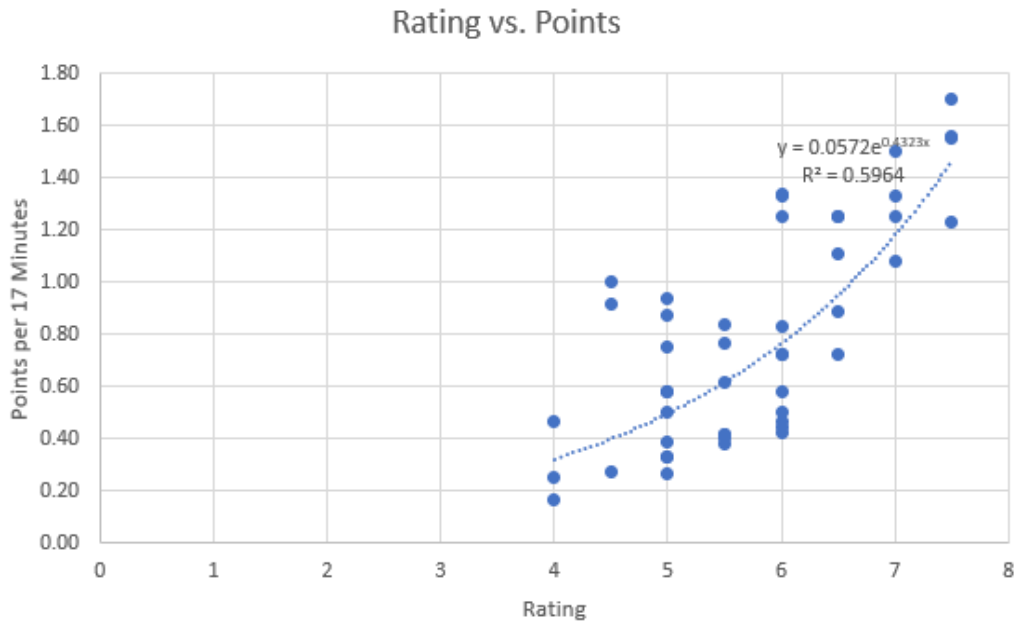


Figure 2-3: Fall Season Player Rating vs. Points

It was observed that the goalies are making a big impact on games. Teams with higher rated goalies in the B division are winning more frequently. Currently, the goalie multiplier is 2 whereas a normal skater has a multiplier of 1, but the Rating Team is evaluating increasing the goalie multiplier in an attempt to bring more parity in every division.

A data analysis was not run on the following two points, but it is worth noting them because they are things the teams that win are doing. First, the majority of teams that regularly win are finding their own subs as opposed to posting the spots on the website for anyone to pick up. Second, the majority of teams that regularly win are well organized. These two points are hard for the league to do anything about, but teams that may be interested in being more competitive may be able to learn from the teams that are regularly winning.

Question 3: How well did the league communicate important information?



Figure 3-1: Question 3 Summary Pie Chart

Summary of Feedback

Respondents overwhelmingly shared that the league communication enabled them to be “in the know” the majority of the time. Specific examples respondents called out were the regular, timely league-wide email communications, leagues updates on the website, weekly game reminder emails, and open sub spot emails.

Discussion

Since the feedback indicated that our system for league communications is being received well, we will continue doing what we are doing.

Due to the large increase in spam emails around the globe, in late 2020, we had to change the way people were signed up for emails. The league was no longer permitted to automatically add people to an email list, but rather, everyone had to sign up for the emails individually. At this point, it seems that most people who want to receive the regular communications are receiving them. In the event you are not receiving the communications

or wish to change your communication preferences, we have added a link to the menu on the FAHL website called “Sign up for emails.”

Question 4: How satisfied were you with the accessibility of information on and your ability to interact with the league website such as for updates, registration, schedules, stats, sub requests, and making electronic payments?

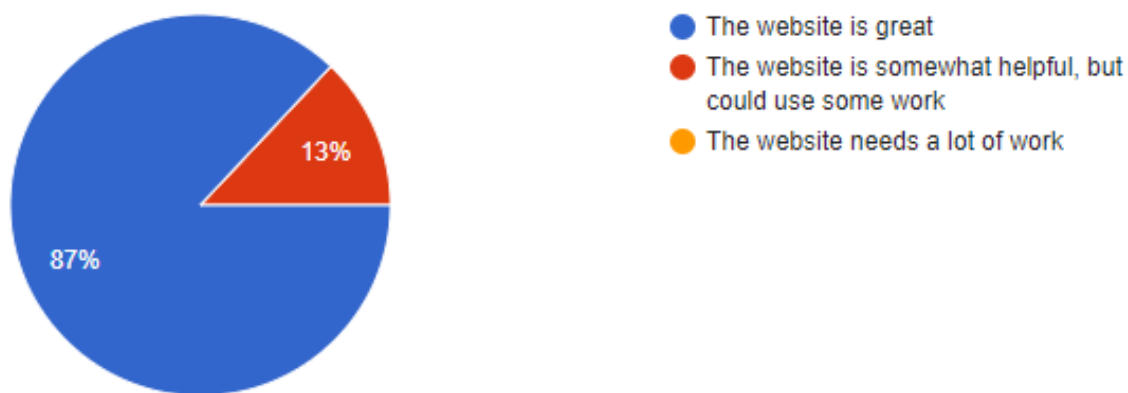


Figure 4-1: Question 4 Summary Pie Chart

Summary of Feedback

The vast majority of respondents indicated that they were able to access all the information they needed on the website and that the website worked well on a range of different devices. Many respondents shared their appreciation for the quality of the website and the accessibility of important information. Live game updates via the boxscores and game stats page were very well received.

Discussion

Since the feedback indicated that the league website is well received by respondents, we will continue doing what we are doing with the exception of a few minor tweaks that only take a minimal amount of time to perform.

In the previous survey sent out in 2020, one of the common constructive feedback items was the slow load time of the website. As an update on this item, All-Star Hockey Manager did receive a server upgrade which resulted in faster page load times.

We received three constructive feedback items regarding the functionality of the website in our recent survey that we decided to address based on the resolutions being relatively quick and simple: (1) add a place on the website for team captains to find contact information for potential subs (see the next question for more discussion on this item), (2) provide a filter on the scoring and goaltending leaders to only show rostered players, and (3) adjust the officials schedule table. All of these adjustments have been made.

We also wanted to provide some additional details on accessing a couple pieces of information on the website that seemed hard to find for a few people: (1) where to find tournament standings and (2) how to request a sub.

A couple years ago, we had a link in the menu for the Tournament that was separate from the Schedule and Stats. We did away with the extra Tournament menu and now have all the information on the Schedule and Stats page. There are four filters at the top of the page which allow you to filter the information on the page by division, team, player, and/or game type. To only see the tournament information, including standings, select Tournament until the Game Type filter.

There are two ways to request a sub. The first is to go to the Subbing page on the website and scroll down to the Expectations for Rostered Players section where there is a button called Sub Request Form. When clicked, you will be redirected to the Sub Request page where you will be able to fill out a sub request. The other option is to click on the Request a Sub button in the weekly upcoming game email reminders. If you are not receiving these emails, go to the menu on the website and click Sign Up for Emails.

Question 5: How satisfied were you with the league's subbing process?

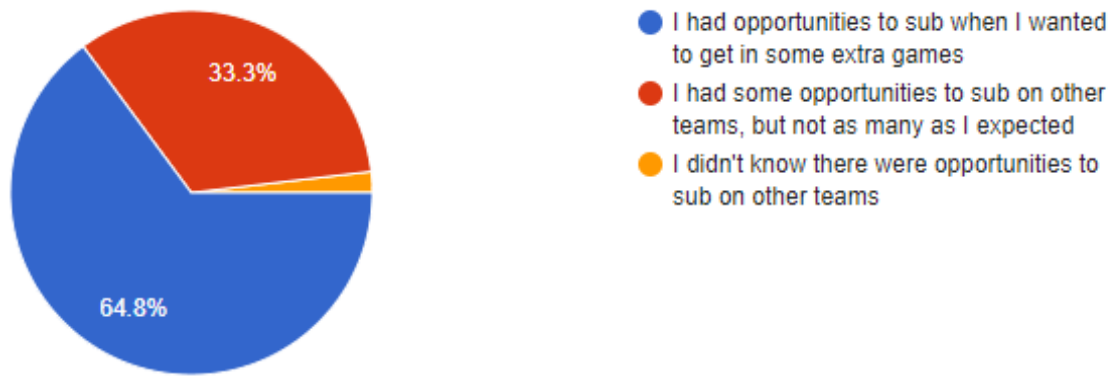


Figure 5-1: Question 5 Summary Pie Chart

Summary of Feedback

About two thirds of respondents said they were satisfied with the subbing process. Respondents indicated that they liked the sub emails, the ease in which they could request subs, and the ease of signing up for open sub spots on the website. Respondents also noted a few concerns which will be addressed below.

Discussion

Overall, the results for this question in this year's survey are an improvement over the results from the 2020 survey which we are excited about.

The majority of the constructive comments from respondents on this question related to Team Captains choosing their own subs as opposed to posting all sub spots on the website. This practice has been going on for years, but it is noticeable over the past few seasons that more and more Team Captains are taking this approach. These comments were primarily submitted by B and C players. There seem to be a couple specific concerns with Team Captains taking this approach which will be addressed below.

First, some players would like to sub, but have a hard time finding opportunities because they do not know the Team Captains to express their interest in subbing. This problem has been recognized and has been addressed with a new feature in All-Star Hockey Manager. When players fill out their registration form, they are now asked whether they would like their contact information to be shared with Team Captains looking for subs. If they select yes, then their name will be added to a Sub List in All-Star Hockey Manager where Team Captains will be able to see that they want to sub and will have access to their contact information to get ahold of them. If players would like to be more proactive, it is recommended for them to express their interest in subbing to other Team Captains.

Second, some players believe that teams are stacking their teams with good subs in order to win. Some teams have the opportunity to “sub up” more because their Team Rating is lower, and some of them choose to sub up when players are out. Other Team Captains choose certain players to sub because they fit in well with the rest of the team. At no time during the fall or winter seasons did the Sub Coordinator approve a player to sub who put a team over the cap.

At this time, the Rating Team has decided not to force Team Captains to post all open sub spots on the website rather than hand picking subs.

Question 6: How satisfied were you with the officiating this season?

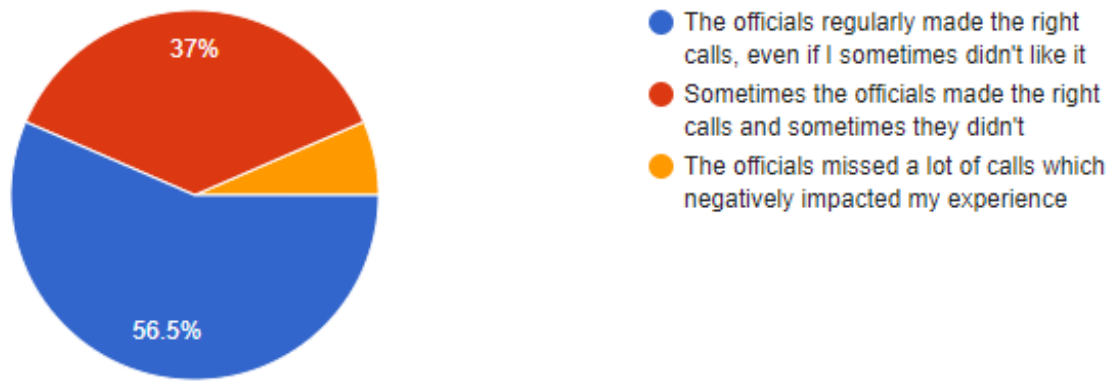


Figure 6-1: Question 6 Summary Pie Chart

Summary of Feedback

A slight majority of respondents (57%) said that the officials regularly made the right calls which positively impacted their experience. Below is a breakdown of the percentage of players in each division who thought the officials regularly made the right calls and sometimes made the right calls.

| Division | Winter 2022 |
|----------|-------------|
| A | 62% / 93% |
| B | 62% / 93% |
| C | 40% / 93% |
| D | 73% / 96% |
| Total | 57% / 94% |

Figure 2-2: Breakdown of Figure 6-1 by division

Discussion

Since the responses to this question were mixed, it's important to share some of the frequent comments. A number of respondents expressed their appreciation for the referees being willing to officiate FAHL games, their knowledge of the rules, and ability to handle emotional abuse from the players. A few respondents specifically expressed gratitude towards the referees who took time to explain the rules to them.

Some respondents observed that there are very legitimate reasons why officials may miss calls. First, they acknowledged that everyone is going to miss calls from time to time because they don't see the infractions. Even in the NHL they don't see everything. Second, they acknowledged that sometimes officials are trying to let the teams play rather than calling everything they see. Third, respondents acknowledged that most of the referees are giving it their best effort. We all need to remember that we're not going to have pro-level referees at our games, so calls are going to get missed.

We also received some common feedback relating to areas of concern. This feedback can be categorized as follows:

| Concern | Number |
|-------------------------------------------------|--------|
| Missing calls/allowing games to get out of hand | 20 |
| Allowing too much rough play | 8 |
| Some players get away with more | 6 |
| Waiving off too many icings | 4 |
| Inconsistent calls | 3 |
| Puck drops are bad | 2 |

Figure 2-3: Breakdown of feedback

We are working to address these concerns to ensure that games are fun and safe for everyone involved.

As a reminder, the FAHL is a member of USA Hockey and therefore abides by USA Hockey rules. Additionally, we follow a blue-line icing rule rather than a red-line icing rule in order

to keep the games moving. You may have already noticed that some of the rules are a little different than in the NHL. That's because the NHL has its own rulebook. Many of the rules are the same, but some of them are different. If you are interested in learning more about the USA Hockey rules, they are posted on [USA Hockey's website](#) or can be found on the USAH Rule Book app for Apple, Android, and Windows devices.

Question 7: How satisfied were you with having a tournament at the end of the Fall and Winter seasons?

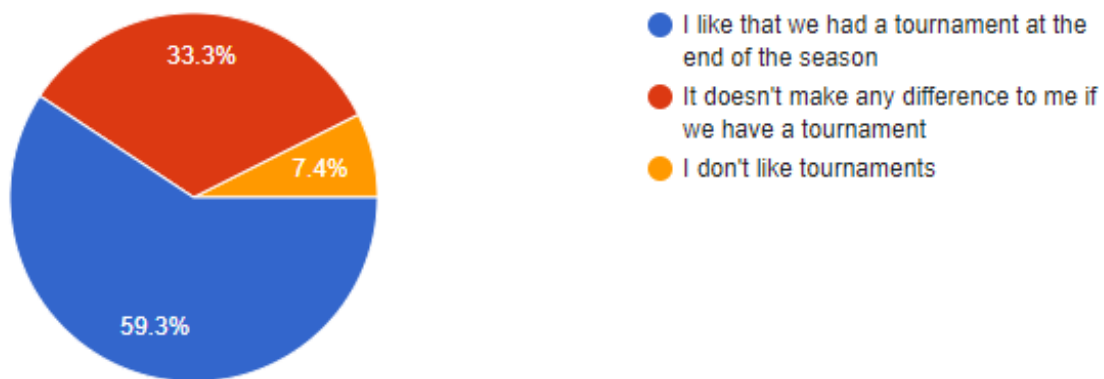


Figure 7-1: Question 7 Summary Pie Chart

Summary of Feedback

The majority of respondents (59%) said they liked having a tournament at the end of the season. Below is a further breakdown of the responses by division:

| Division | 2020 Survey | 2022 Survey |
|----------|-------------|-------------|
| A | 47% | 38% |
| B | 82% | 62% |
| C | 72% | 58% |
| Total | 73% | 59% |

Figure 7-2: Question 7 comparison

Discussion

Based on previous surveys, we decided to continue the tradition of having a tournament at the end of the fall and winter seasons in A, B, and C. However, since D is intended to have a slower pace and the purpose of the division is to teach newer players how to play hockey, we decided that a tournament would add too much competitiveness to the division based upon experiences from prior seasons. The thought process was that if players would like to have an end of season tournament, then they would have that opportunity by playing in the C division.

Every division was less favorable towards the tournament this year than two years ago. Many of the comments from players who were not favorable towards the tournament were specifically geared towards (1) the Buffalo Point System format, (2) the extra level of competitiveness that results from tournament games, and (3) the lack of a championship game at the end of the tournament. For additional discussion on the Buffalo Point System format, read the discussion on the next question.

Competitiveness

Whenever a tournament is offered where a team can become the winner, there's always going to be an extra level of competitiveness. The only way to do away with this is to scrap an end of season tournament, which it appears some players, although in the minority, would not mind. It is well known that certain teams "play the system" in order to maximize their chances of winning games. The Rating Team is performing an analysis of the gaps in the Rating System to try to close loopholes that currently exist. We are evaluating ways to effectively curb some of the chippy play that has resulted from the increased level of competitiveness.

No Championship Game

During the fall season, we held championship games for the B and C divisions which were received well on the whole. Unfortunately during the winter season, the Cube did not give us enough ice time to hold championship games. We used every available ice time they gave us. We have provided some additional discussion in the Q&A section at the end of this report on our path forward with the ice time challenges.

Question 8: How satisfied were you with the Buffalo Point System format for the tournament?

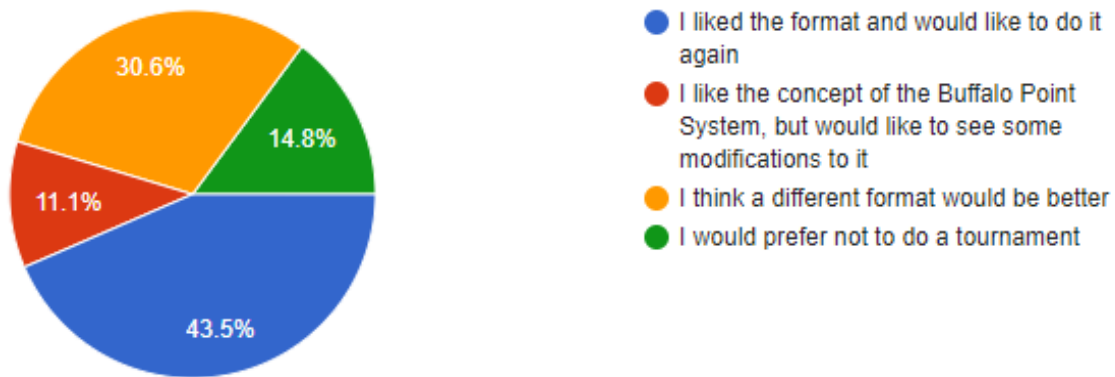


Figure 8-1: Question 8 Summary Pie Chart

Summary of Feedback

A slight majority (55%) of respondents said they liked the Buffalo Point System format for the tournament. Only 44% of respondents said they liked it as is and 11% said they would like to see some changes to it. The other 45% said they would rather use a different format for the tournament or not have a tournament. The table below shows the percentage of players who liked the format followed by the number of people who liked it or want changes based on the past two surveys from players in A, B, and C. The D division was not included since they did not have a tournament.

| Division | 2020 Survey | 2022 Survey |
|--------------|------------------|------------------|
| A | 29% / 53% | 38% / 46% |
| B | 73% / 86% | 38% / 59% |
| C | 55% / 79% | 35% / 45% |
| Total | 59% / 78% | 36% / 50% |

Figure 8-2: Question 8 comparison

Discussion

Following the previous survey in 2020, we increased the number of games each team played in the tournament to allow all teams to play each other so that the “best” teams made it to the championship game. This meant that more games in the schedule were part of the tournament, including six of the ten games this past winter season for both the B and C divisions. We are not opposed to modifying the Buffalo Point System or to use a different tournament format.

The data in this survey shows that responses on this question were mixed. In response, we sent out a follow up survey requesting additional feedback on some alternative options for the end of season tournament, and also included the option not to have a tournament. Fifty eight people responded to the followup survey and the results were as follows:

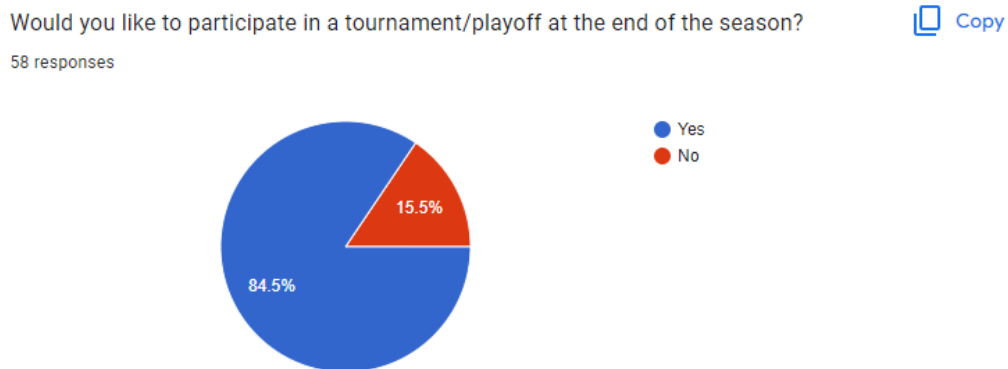


Figure 8-3: Followup Question 1

Would you rather use league games for a tournament/playoff or have an optional separate tournament/playoff outside the normal games that would cost extra?

 Copy

58 responses

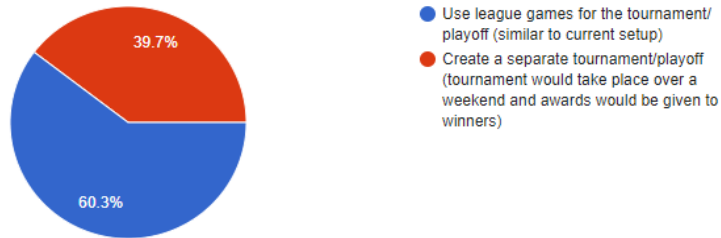


Figure 8-4: Followup Question 2

What tournament/playoff format would you prefer?

 Copy

58 responses

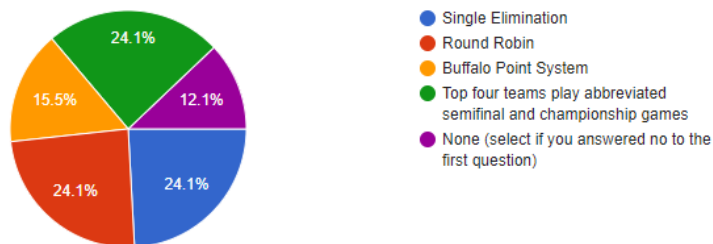


Figure 8-5: Followup Question 3

If we used the round robin or buffalo point system formats, would you rather every team play every other team in the division or max out at 3 games per team?

 Copy

58 responses

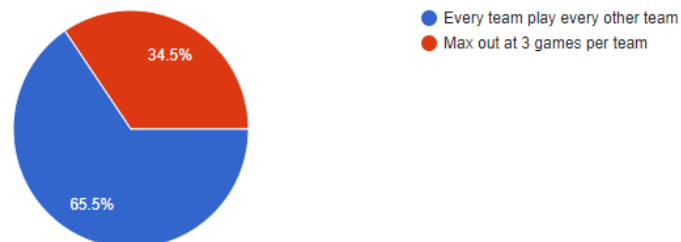


Figure 8-6: Followup Question 4

The conclusions we drew are as follows:

1. The majority of players enjoy having a playoff/tournament, so we will continue to offer playoff/tournament opportunities.
2. The slight majority of players prefer to have the playoff/tournament as part of the existing seasons as opposed to a separate playoff/tournament, but quite a few players are favorable to this option as well. We have a tournament setup for September 9-11 where these players can participate!
3. Feedback is very mixed on the playoff/tournament format. We will continue to evaluate which format we want to try this fall, but you can be assured that it will not be the Buffalo Point System.
4. The majority of players indicated that they would like every team to play every other team in the division in a round robin or Buffalo Point System format, so this will be taken into account if we opt to go with a round robin or Buffalo Point System format in the future.

Question 9: The goal of the FAHL is to provide an organized, fun, and competitive recreational hockey experience for men and women of all age and skill levels. How well do you think this goal is being accomplished?

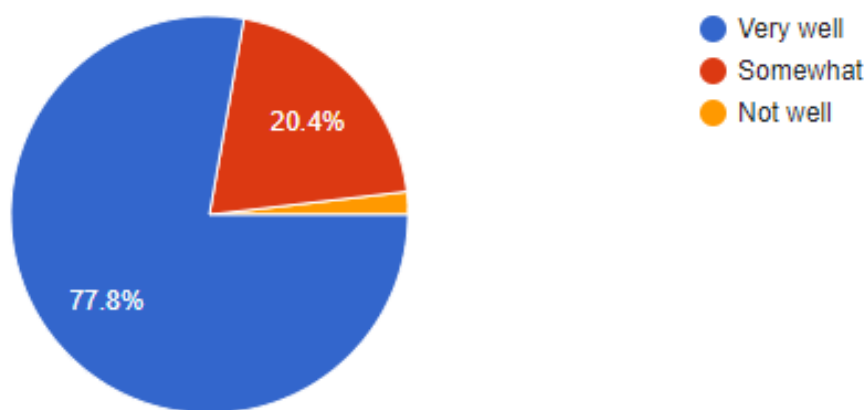


Figure 9-1: Question 9 Summary Pie Chart

Summary of Feedback

The majority of respondents (78%) said the FAHL is doing very well at accomplishing its goal of providing an organized, fun, and competitive recreational hockey experience for men and women of all age and skill levels. Below is a further breakdown of the responses by division showing the percentage of players who answered very well or somewhat well:

| Division | 2022 Survey |
|-----------------|--------------------|
| A | 62% / 93% |
| B | 86% / 100% |
| C | 73% / 97% |
| D | 85% / 100% |
| Total | 78% / 98% |

Discussion

A good number of respondents stated that the league is very well organized, the leadership and rating teams continue to make improvements, there are a range of divisions for various skill levels, and the divisions are, on the whole, competitive.

On the constructive end, some respondents indicated that balance has not been achieved, that the league should bring the 45+ division back, and that some players take it way too seriously. Additional discussion on these three items is below.

The team balance issue was addressed in question 2 above.

We will most likely bring the 45+ division back this fall, but will need to make sure we have at least three teams and that we still have enough players for the C division to continue.

The Leadership Team is evaluating options to address the fact that some players take it too seriously including looking into removing the tournament/playoff from the normal season and working with the officials to call tighter games.

Question 10: In a few words, what do the words organized, fun, and competitive mean to you in the context of the FAHL?

Summary of Feedback

The top 10 common responses to this question have been sorted into categories shown below.

| Response | Instances |
|----------------------------------|-----------|
| Team parity | 24 |
| No dirty play/taunting/injuries | 16 |
| Friends | 11 |
| Players in the right division | 11 |
| Competing to win | 9 |
| Having fun regardless of winning | 7 |
| Managed well | 6 |
| Good communication | 5 |
| Workout/exercise | 5 |
| Timely schedule | 4 |

Figure 10-1: Responses to question 10

Discussion

We appreciate hearing your thoughts on what organized, fun, and competitive mean. The word that regularly gets a variety of responses is the word competitive. Competitive can

mean that there is a high level of hard work and effort to win games, sometimes at all costs. The way we intend the word to be interpreted is that teams are balanced and scores are close. We support people working hard as long as they are playing clean and not ruining the fun for others with their dirty play, taunting, name calling, etc. In no way do we support the idea of winning at all costs. The goal is for everyone to be able to play the game they love while being able to get up the next morning to go to work.

Question 11: How would you rate the FAHL compared to other leagues in which you've played?

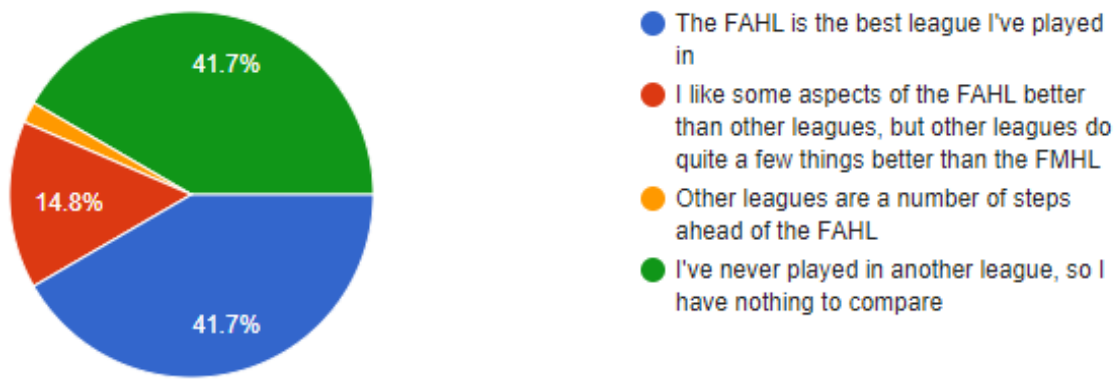


Figure 11-1: Question 11 Summary Pie Chart

Discussion

It's quite incredible how many respondents have only played in the FAHL. This has been demonstrated by the number of beginner players who have joined the league in the past few years. And now that we have a beginner-friendly D division and are working with the City of Findlay on the Drills and Skills classes, we have what we believe to be a great onboarding ramp for people who have never played hockey before to learn the sport and quickly be competitive.

Of the respondents who have played in another league, the majority of them (74%) indicated that the FAHL is the best league they've played in. It's interesting to note that there are a fair number of players who drive to Findlay from south of Lima, Toledo, and Bowling Green, all places which are equidistant or closer to other rinks, simply because they enjoy playing in the FAHL for various reasons. With the improvements that have already been made and will continue to be made, we hope to continue making the FAHL a great league to play in.

Question 12: How likely are you to recommend playing in the FAHL to your friends and coworkers?

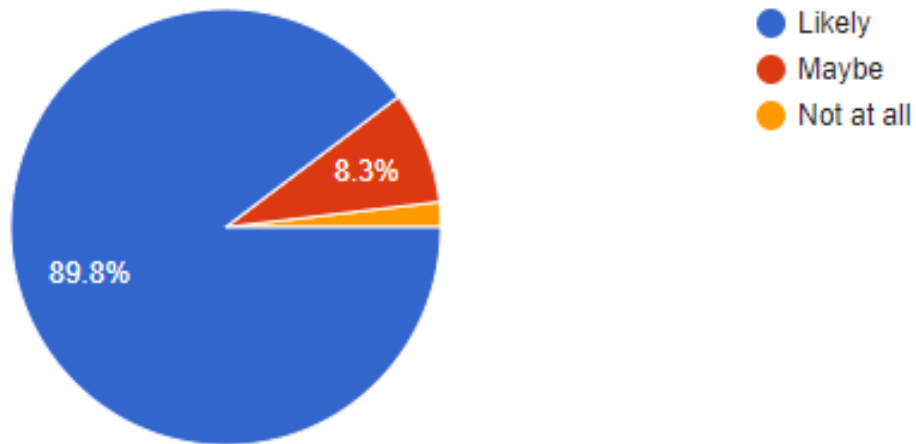


Figure 12-1: Question 12 Summary Pie Chart

Discussion

The vast majority of respondents indicated that they enjoy playing in the FAHL so much that they would recommend it to their coworkers. This has been demonstrated many times over the years in the number of players who have joined the league due to their connection with someone they know who plays in the league.

Questions and Answers

In an attempt to address some of the comments that were written throughout the survey, we have provided this Q&A section to provide answers to most of the repeat comments.

Question: Why were there fewer games during the Winter season than the fall season?

Answer: This has been completely normal for the past few years. Two primary factors have contributed to the reduced number of games in the winter season. First, there have historically been more teams during the winter season which necessitated more ice time. This past winter season, three additional teams were added to the league. Second, the Cube gives us 13 weeks of ice during the fall, but only 11 weeks during the winter. Prior to the start of the winter season, we asked for additional ice time, but due to the Cube's programming schedule, we were not granted any additional ice time. On a positive note, it ended up working out financially because with the current price of league fees, we have lost money in the fall the past few years, but have been able to make up the difference during the winter season. The FAHL Leadership Team is looking into options to be able to offer the same number of games during the winter season including an option to start both the fall and winter seasons earlier. If we're able to overcome the winter season scheduling challenges and make a winter schedule with the same number of games as the fall season, we'll most likely need to raise league fees to cover the difference.

Question: Why weren't there championship games at the end of the Winter season?

Answer: We didn't have enough ice time for championship games. We took every available ice time the Cube gave us and barely had enough to get in all the games.

Question: Why wasn't there a tournament for the D division?

Answer: The D division is a beginner division. That doesn't mean beginner players are undeserving of a tournament, but rather, to encourage an environment of learning the game

of hockey, we decided it would be best not to have a tournament at the end of the season. Players who are interested in an end of season tournament could play in C.

Question: Why do some teams seem to sub up all the time while others can't?

Answer: The Team Rating Cap is in place to help balance teams, even when the initial rosters are unbalanced. For example, one of the rosters in B was at a 5.9 (the cap) while the others were all lower than the cap. Statistically, the 5.9 team should've won nearly every game and the championship. But due to the ability of lower rated teams to sub up to the cap, other teams were able to remain competitive with this team which provided better parity for the division. The only way to make the rosters even at the start of the season is to have a draft which very few people are supportive of given the fact that they wouldn't be able to play with their friends.

Question: Why are teams allowed to have subs during tournament and championship games?

Answer: The goal is parity. As was shared earlier in Question 2, the data for the B division showed that the team with the higher rating was 1.6 times more likely to win the game. The initial team rosters do not all have the same team ratings. As an example, during the fall season in the B division, the highest team rating was a 5.9 and the lowest team rating was a 5.5. Statistically speaking, the 5.9 rated team should have handily won every match against the 5.5 rated team. The way to keep the 5.5 rated team competitive was to allow them to "sub up" to a team rating of 5.9 if players are missing. An analysis was also run on games where both teams had the same team ratings and it was found that teams with their normal roster were 1.3 times more likely to win than teams that had subs, even if they were "subbing up." The data indicates that subs are NOT causing parity issues. The biggest two factors that affected parity during the last two seasons are the goalie and the number of higher-level players on a roster for a given game. Furthermore, if "subbing up" is not permitted, then the teams that recruit the best roster and have players who are able to show up more often are going to have a definite advantage over teams that have weaker

rosters and/or players who may not be able to make all the games. This approach would not be best for parity.

Question: If my team has two lower rated players out, why can't we sub in one higher rated player to replace the two lower rated players?

Answer: The Team Rating Cap is an average of the ratings for all the players on the team for a given game. The reason it is an average as opposed to a summation is because teams may have a different number of players in the game. For example, one team may have 13 skaters and the other team may have 10 skaters. If we used a summation, then the team with 10 skaters would be able to have more higher rated players than the team with 13 skaters simply because they don't have as many players.

Question: Why do players rostered on a team have to pay \$5 to sub on another team?

Answer: By charging for players to sub, league fees are kept at the lowest rate per hour for ice time of any league around. If the league would eliminate sub fees, then league fees would need to go up to offset the expenses. Neither the FAHL nor its Leadership Team profit from the league. The goal is simply to break even each year. Some years income is a little higher than expenses and some years expenses are a little higher than income, but in the end, it all balances out.

Question: Why do non-rostered players have to pay \$20 to sub?

Answer: Players typically pay between \$15-\$20 per game to roster for the season. If the league only charged \$5 for non-rostered players to sub, many more players would choose to only sub and not roster, which would end up making it even more difficult than it already is to sign up for sub spots.

Question: Why weren't the days and time switched for the Sunday games during the winter season?

Answer: We did not hear any complaints about the fall game times, so we kept it the same for the winter season. We will look at going back to changing up the times again next year.

Question: Why are players over 45 allowed to be higher rated in C?

Answer: When we rolled out the division structure this past fall, we squeezed the previous 45+ division in between the former B and C divisions, but allowed players under 45 to play in it. As a way to allow the 45+ players who are still higher rated to have a slower pace of play, we allowed 45+ players who are 5.5's and 6's to play in C. We received numerous responses on the survey indicating that players did not like higher rated players in C and that some would prefer we bring back the 45+ division. Therefore, we will most likely bring the 45+ division back this fall, but will need to make sure we have at least three teams and that we still have enough players for the C division to continue.

Comment: We need more players on the Rating Team from each division.

Answer: When we rolled out the Rating system in 2019, we had two active divisions and selected seven members to be on the Rating Team who had a good pulse on the ratings of players in those divisions. In addition to the Rating Team members, we have solicited input from all Team Captains at the end of the winter season. With the league now having four divisions and hopefully five come the fall, we are going to attempt to change up the setup of the Rating Team. We're going to establish an Executive Rating Team of three members who will oversee individual rating teams from each division. The divisional rating teams will ideally comprise one member from every team in the division and possibly a referee or scorekeeper. This setup will allow more people from every division to weigh in on rating every person who plays in the division.

Conclusion

Thank you for providing feedback to the FAHL Leadership Team! The information we've received is invaluable as we continue striving towards making the FAHL a fun, competitive, and organized recreational hockey league for players of all skill levels.

In summary, the vast majority of league participants seemed overall satisfied with the league in its current state. As a result, the majority of the things we're currently doing will be staying mostly the same with some minor tweaks. The following is a list of the big items we are evaluating for making improvements:

1. Bringing back the 45+ division
2. Expanding the Rating Team to include divisional rating teams
3. Tightening up the penalty calls
4. Using a different format for the end of season tournament

We are looking forward to another fun season in the fall!