

# *Hockey Eastern Ontario Board of Directors*

Annual General Meeting

July 12, 2023

Presentation Report to HEO Members



# President's Report

- This year was a busy and challenging one, beginning with the focus on Hockey Canada's issues of 2018 and 2003. The aftermath of those issues focussed on Hockey Canada's governance, accountability and transparency, with sweeping changes to the Hockey Canada Board, senior staff, the Hockey Canada financial regime and governance instruments (By-Laws and policies).
- HEO worked with 12 Member Presidents to review and address Justice Thomas Cromwell's governance recommendations involving changes to Hockey Canada By-Laws. HEO successfully sponsored a By-Law revision revoking the authority of the Hockey Canada Board to over-ride Hockey Canada By-Laws.
- HEO has been asked to join two Hockey Canada Board Standing Committees – Risk Management / Safe Sport, and the Beyond the Boards Executive Committee. A Beyond the Boards Summit is planned for September where discussions will take place on unacceptable facets of hockey culture. HEO will also participate in a new Hockey Canada task team focussing on the competitiveness of sanctioned programs
- The HEO Board dealt with 57 motions over the course of 2022-23, of which 16 were expenditure motions, 12 appointments (HEO Committees, Task Teams and program roles), 10 policy, nine AAA program, six special dispensation from HEO policies and two governance (two were withdrawn).
- HEO successfully sponsored a revision to the Hockey Canada Regulations that provide for greater affiliation opportunities for our Junior C teams.
- As always, I thank our Minor, Junior, para and special hockey leaders for their dedication and leadership. It has been an honour and a privilege to work with you to make hockey better for all.



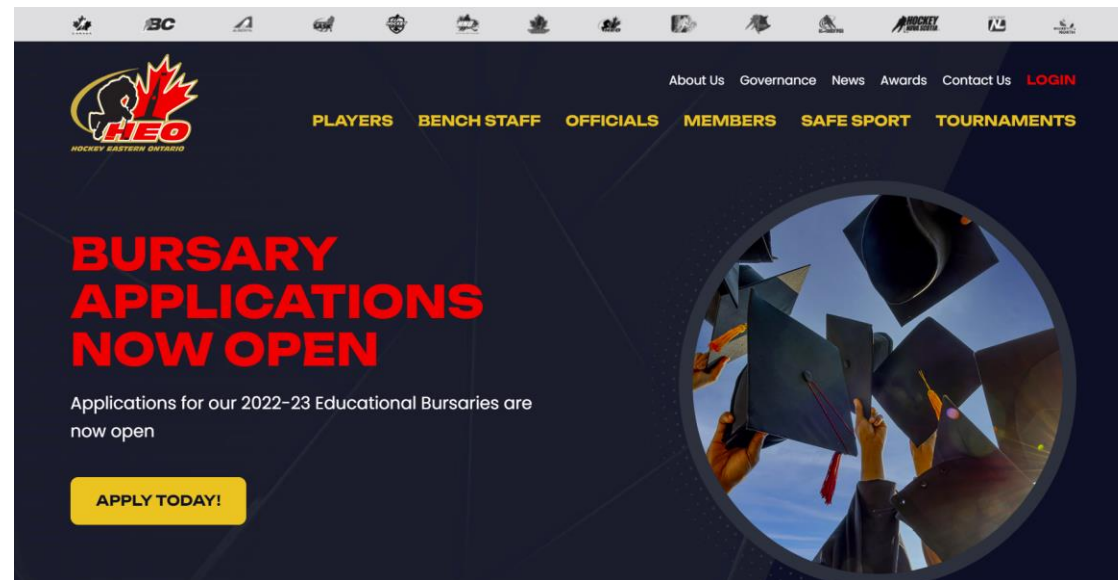
# *Executive Director's Report*

- HEO was fortunate to have 27,787 total participants registered in 2022-23 of which were 20,234 players, 6398 coaches/bench staff and 1155 officials. This is an increase of approximately 1,740 from 2021-22.
- HEO families received \$63,095 from the Hockey Canada Assist Program in 2022-23.
- HEO organizations ran 8 NHL First Shift programs involving 320 participants. Two of these included SHEO programs.
- Ten HEO bursaries were awarded to deserving HEO participant/students in 2022-23.
- Hockey Canada's playing rule changes for the 2023-24 season were reviewed and approved; the rule book has been reformatted to be more user-friendly.
- Hockey Canada and all Member Branches focussed on reporting and investigation obligations under Rule 11.4 (Maltreatment).



# *Executive Director's Report – continued*

- A priority this season was to amalgamate the HEO and HEO Minor website. We have been working with website designer RKD and are in the final stages before the release later this month.



# *HEO finances are in good shape*

- The Board approved the 2022-23 financial statement and received a clean audit from KPMG.
- The Finance Committee continued the grant application process for HEO organizations to access Hockey Canada Legacy Funds for local initiatives:
  - District 12 goalie mentorship program
  - Support to the U14AAA Titans team to represent HEO at regionals in Thunder Bay
  - Junior C orientation and mentorship pilot for first-year junior officials
- The Board and staff worked to amalgamate HEO accounts in one financial institution (RBC) from the three historical institutions, and to implement more efficient business processes (digital vs paper and wet signatures). Investment accounts were consolidated, and a new reserve fund for uninsured and under-insured events not covered by Hockey Canada's insurance was established with policy governance.



# *HEO delivered improvements in minor, junior and officiating programs in 2022-23.*

- Approved a reset of the HEO AAA program, including changes to program parameters, operators, oversight of coaching and a requirement to respect Hockey Canada Gold Medal Pathway AAA standards.
- Approved the application of the Canadian International Hockey Academy to operate as an accredited school in the 2023-24 season and beyond.
- Approved-in-principle planning by the HEO Standards Committee for all Districts and Associations to adopt the Hockey Canada Registry system for participant registrations.
- Approved financial support for the 2<sup>nd</sup> inaugural Officiating School in summer 2023.
- Approved an expenditure of up to \$1000 per team for teams experiencing trauma and loss.
- Approved recommended revisions to the U9 Player Pathway policy and the Select Teams policy.
- Approved AAA League spring tryouts, with a lessons learned document to be submitted to Minor Council and the HEO Board by November 1, 2022
- Sponsored a Hockey Canada By-Law change to broaden affiliation opportunities with Junior C teams.



# *HEO worked with Hockey Canada on several fronts*

- The HEO Board successfully sought special dispensation from Hockey Canada's Regulations in 2022-23 for the following:
  - Holding AAA tryouts at a time in August prior to that specified in the Player Pathway policies
- HEO's President contributes to Hockey Canada's Member Forum, Hockey Canada's Risk Management / Safe Sport Standing Committee and the Beyond the Boards Executive Committee. HEO's Executive Director is a member of the Training Needs Analysis Working Group, Rules Review Workgroup and Hockey Canada Operations. HEO's Director of Operations is a member of the HCR 3.0 National Committee, Officiating Committee and Rule 11 Review Task Team.
- HEO participated in Hockey Canada's 2<sup>nd</sup> female hockey forum recently held in Quebec City.



# *HEO Priorities for 2023-24*

The Board and staff are committed to return to the HEO Strategic Plan priorities for the coming season:

- Providing stronger support to Minor Hockey Associations in house league coach and goalie coach development, and in volunteer recruitment and retention
- Streamlining certification and training requirements for HEO volunteers; expanding the use of technology and databases to make the job easier for volunteers and HEO organizations (HCR, TTM, etc)
- Supporting Minor Council in its review of the AA and Rep B competitive structures in the Branch





# *2022-23 season wrap-up*

- In conclusion, the HEO Board and staff thank all volunteers and program leaders across the Branch for your dedication to hockey, and your leadership.
- None of “Hockey For All” happens without your contribution to the game and to your communities.
- See you in 2023-24.

