



HOCKEY SASKATCHEWAN

Membership Virtual Meeting

February 14, 2023

SHAPING CHARACTER FOR LIFE... MORE THAN A GAME.



Agenda

- Hockey Canada
 - Maltreatment – 11.4 Video and Hockey Canada/Saskatchewan Stats
- Hockey Saskatchewan
 - Proposed Bylaws Amendments/Nominating Committee
 - MHA Matching Grant Program for 2023/24
 - MHA Education Seminars
 - AAA/AA Committee Update
- Registration
 - Provincials
 - Reconciliation and Refunds
- Coaching Programs
- Development Programs
- Officiating Program
- Hockey Day in Saskatchewan
- Other
 - Chevrolet Good Deeds Cup

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Hockey Canada

Hockey Canada Maltreatment Initiative

Hockey Canada has produced a video that clearly outlines the definition of Maltreatment and Playing Rule 11 as it addresses items such as

- Unsportsmanlike Conduct

- Disrespectful and Abusive Behavior

- Spitting

- Discrimination

Hockey Saskatchewan distributed the video to every email address in the Hockey Canada HCR database as an awareness initiative.

<https://video.hockeycanada.ca/en/c/understanding-rule-11-maltreatment.109070>

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Hockey Canada

- As of February 1, 2023, across the country 350 - 11.4 suspensions have been levied
 - 51% of the suspensions were the result of Sexual Orientation/Gender Identity comments
 - 38 % of the suspension were the result of comments related to race
 - 57% of the suspensions were in the U18 age group, 23% in U15 and 11% in Junior
 - 99% of those suspended are male
 - 58% of the cases were reported by on-ice officials
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- Online complaints made to the Hockey Canada Independent Third Party totaled 913 as of February 1. 644 of the cases are closed with 269 remaining open with many of those turned back to the Province.

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Hockey Canada

Playing Rule 11.4 Discrimination Offences to Date this Season in Saskatchewan

- 78 total calls/allegations
 - 39 on ice calls reported by officials
 - 30 reports of allegations to officials to be investigated
 - 9 reports of allegations from coaches to be investigated
- 39 investigations of allegations
 - 7 allegations resulted in suspension
 - 1 moved to an 11.2 (f) suspension
 - 13 allegations unsubstantiated
 - 15 ongoing investigations - 6 reports directly to ITP that don't fall within 11.4
 - waiting for ITP response on 2 files
- 44 suspensions of 5 games or more

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Hockey Canada

Additional Playing Rule 11 Suspensions

Since September 18 – Coach Maltreatment Suspensions

- 6 - 11.1 (e) Offences – Persisting in Unsportsmanlike Behavior
- 33 - 11.2 (e) Offences – Using Disrespectful or abusive words or action
- 27 - 11.2 (e) Offences – Last 10 Minutes
- 9 - 11.2 (f) Offences – Gross Misconduct
- 10 - 11.2 (f) Offences – Last 10 Minutes

Total Coach Game/Gross Misconducts for the Abuse of Officials – 85

Repeat Suspensions - 9

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Hockey Saskatchewan

Hockey Saskatchewan Proposed Bylaws

At the AGM in June 2022 there were amendments approved by the membership to the structure of the Board of Directors. The Amendments were:

- 1) Block voting by the Board of Directors
- 2) Board Structure from 7 Officers and 16 Directors to 9 Directors
- 3) Informational Motion regarding further changes would be required with the approval of #1 and #2.

As a result, it required several amendments to be made.

The document forwarded to you with the proposed wording of the Bylaws as a result of the motions approved has been developed by the Governance Committee of the Board of Directors.

We ask that you review the document and if you have any questions to please forward them along to myself.

There will be some additional wording provided in the March Monthly call around the timing of the call for nominations of the Board as that aspect is currently be created.

There will be a formal notice of motion provided to the entire membership with the call of the AGM in early May asking for the Bylaws to be approved as presented within the amended version.

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Hockey Saskatchewan

- Highlights of the Amendments Made

2.01.01 DEFINITION

Removed definition numbering and a few additions to the definitions

2.03.04 VOTING

Added for clarity only:

“Each Hockey Saskatchewan Board of Director is entitled to cast an individual vote **for all elections** involving the Board of Directors. The block voting does **NOT** apply to any elections “

- Also added:
- e) Remote Participation / Meetings
- i) Any person entitled to attend a meeting of Members may participate in the meeting remotely by the use of technology as approved by the Board. A person so participating in a meeting is deemed to be present at the meeting.
- ii) The Board may determine that an entire meeting be held remotely by the use of technology that permit all participants to communicate adequately with each other during the meeting.

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Hockey Saskatchewan

Bylaw 5 Board of Directors

- 2.05.02 Terms of Reference

a) Removed Chair does not vote at Board meetings except to break a tie

Added:

g) The Hockey Saskatchewan Board of Directors are also the Board of Directors for the Saskatchewan Hockey Hall of Fame

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2.05.03 – Board Structure

Added gender representation:

a) The Board of Directors shall consist of nine (9) Directors of which not more than two-third (2/3) are of the same gender. (6 of 9 is max. for one gender)

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Hockey Saskatchewan

Removed old 2.05.04 Officers – as we do not have Officers within new Board structure

- 2.05.04 – Directors

Changed old “Zone Directors” to ‘Directors’ and updated the section to reflect current Board Structure

- 2.05.05 – Chairperson of the Board Added eligibility requirements for Chair

2.05.06 – Chairperson Duties & Responsibilities

Added:

- Appoint individuals for Board approval to all Committees & Task Teams as required
- Is a full voting member of the Board of Directors.

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Added:

2.05.07 Committees & Task Teams

- All Committees & Task Teams members must be approved by the Board of Directors
 - a) Governance
 - b) Finance/Audit
 - c) Nominating
- **Removed old Bylaw 7 completely** Custody and Use of Seal – no longer relevant

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Hockey Saskatchewan

Nominating Committee

- *New this year for Hockey Saskatchewan*

The ***arms-length*** Nominating Committee is responsible for ensuring, on a continuing basis, that the Hockey Saskatchewan Board of Directors is composed of qualified and skilled persons capable of, and committed to, providing effective governance leadership to Hockey Saskatchewan.

- All 5 committee members are appointed and ***approved by the Board of Directors***

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Hockey Saskatchewan

Key Duties:

- Annual assessment of current Board member's knowledge, skills & abilities
- Create & utilize a Board approved skills matrix to identify existing and desired skills & competencies required for Board members.
- Identify & recruit qualified individuals to stand for election as Directors
- Accept nominations of qualified individuals from Members
- **Promote a regional balance** in the composition of the Board by recruiting candidates from different regions of the province
- **Promote diversity** of Board members including each members' personal experiences & perspectives
- Oversee all aspects of the election procedures leading up to and at the Annual Meeting of Members, including identifying and enforcing timelines and any other administrative requirements
- Such additional duties as may be delegated to the Committee by the Board from time to time

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Hockey Saskatchewan

Reporting:

The Nominating Committee reports to the Chair of the Board. The Board of Directors are engaged for process and reference but are not involved with any candidate evaluations.

Hockey Saskatchewan 2022/2023 Nominating Committee:

Al Hubbs
Lianne King
Wayne Nogier
Joe Cey
Mary Anne Veroba

Indian Head
Moose Jaw
Melfort
Wilkie
Lampman

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Hockey Saskatchewan

MHA Matching Grant Program – 2023/24

The Board of Directors have approved another MHA Matching Grant Program for the 2023/24 season in support of MHA's across the Province.

Support will be provided with the expense of hiring Power Skating Instructors or to have a local person trained to be a Power Skating Instructor to assist in Player Development with a matching grant of up to \$1,000.00.

One application per MHA will be accepted and the MHA must match the Grant received.

Power Skating services must be targeted towards the U7 to U13 age groups within an MHA and must have occurred from September 2023 to December 2023.

Power Skating Certification must be obtained by December 31, 2023. Online Applications to be received between December 1, 2023, and February 28, 2024

There will be criteria created that “power skating” instructors must possess in order to qualify for the Matching Grant.

More details will follow in the next couple of months.

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Hockey Saskatchewan MHA Education Seminars

Hockey Saskatchewan is hosting two virtual MHA Educational Seminars conducted by Wendy Plandowski.

First Seminar will be held on Wednesday, February 22, 2023, at 7:00 pm

Topic will be Board/Executive – Roles and Responsibilities

Second Seminar will be held on Thursday March 2, 2023, at 7:00 pm

Topics will be Financial Literacy/Board Accountability and Running Effective and Efficient Meetings

Registration for both Seminars will be distributed on Wednesday, February 15. Please have as many members of your Board attend as they wish.

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Hockey Saskatchewan MHA Education Seminars

- **First Seminar - Board/Executive – Roles and Responsibilities**
 - Creating a Road Map for Success
 - Importance of the creation of a Mission, Vision and Objectives to assist in guiding the direction of the MHA and in Decision Making
 - The Difference between Governance and Operations
 - Creation of Constitution, Bylaws and Policies/Regulations
 - Board and Executive Structure
 - Creation of job description to define roles and the segregation of duties and responsibilities
 - Board Oversight/Working as a Unified Board/Board Member Recruitment/Succession Planning/Risk Awareness
 - Communication Transparency with your membership through Policies/Regulations in critical operational areas such as:
 - Coach/Team Official Selection; Team Formation; Affiliation Usage; Fundraising; Dispute Resolution; Conflict of Interest; Code of Conduct; others

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Hockey Saskatchewan MHA Education Seminars

- **Second Seminar - Financial Literacy/Board Accountability and Running Effective and Efficient Meetings**
 - Financial Literacy/Board Accountability
 - Due diligence of Board Members – Organizational Finance
 - Reporting requirements
 - Understanding Financial Statements
 - Providing regular reports to Members
 - Risk Awareness and Aversion
 - Signing Authority
 - Communication to Membership
 - Distribution and explanation of an Audited Financial statement (Audited or Independent Accountant Reviewed)
 - Effective and Efficient Meetings
 - Agendas
 - Effective Meeting Magic
 - Recording of Minutes/storing of minutes/making minutes accessible to Members
 - Board Member Engagement
 - Conflict of Interest
 - Constructive Conflict

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Hockey Saskatchewan

AAA/AA Committee

The deadline to receive applications for the following is February 15th.

The Committee will review all applications between February 16 and March 1.

The Committee will make recommendations to the Board of Directors who will review the recommendations and approve what they wish to implement between March 1 and March 15 with MHA's being advised of the decisions between March 16 and April 1.

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Registration

Registration

February 10 (Reminder email was sent to all MHA's last week)

- Final date for someone to be added to another a team was February 10.

Hockey Saskatchewan Staff have begun the reconciliation process which will include the calculation of any refund of the \$3 Hockey Canada per participant fee that was waived by Hockey Canada for this season only.

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Registration

Carded Team Weekends (U9 and U11 only)

- Carded Weekends remaining
 - 3rd weekend in February
 - 4th weekend in March

Reminder that these carded teams cannot play on any other dates then the weekends listed above

Provincial Playoffs

We are simply seeking feedback if anyone has experienced any issues surrounding Provincial Playoffs to date?

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Coaching Program

HP 1 Clinic Registration

Registration for the HP 1 clinic will be opened on February 15 within the Clinic Section of the Hockey Sask website.

HP 1 Virtual Orientation	May 24 th
HP 1 Virtual National Weekend	May 26-28
HP 1 In Person Weekend	June 9 – 11

Please note the Reconciliation for Certification Fines will be finalized and distributed to MHA's beginning February 20th

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Development Programs

Developing Defenseman Camps remaining:

- February 20th- Carrot River (Sessions run by the Nipawin Hawks)
- March 6th- Balcarres (Sessions run by the Melville Millionaires)

To Register

LINK: <https://hockeysask.ca/players/development-programs/developing-defencemen>

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Development Programs

Female Futures (U13 Program) 105 registrations received to date.

Open spots remaining: **G-12 D- 5 F-14.**

Registrations close April 6th unless we will fill up before then.

LINK: <https://hockeysask.ca/players/development-programs/female-futures>

Female Festival- March 25th-26th Saskatoon

LINK: <https://hockeysask.ca/players/development-programs/female-festivals>

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Officiating Program

- 2887 Officials Certified for this season. Again, here is the list of certified officials that needs to be reviewed by Minor Hockey Associations and their local assignors to ensure officials who are not certified and insured are not working games at this point of the season.

https://docs.google.com/spreadsheets/d/1NPjP5yhpO2wYr9wgzEQ_hF6IIk4k1ldz7qAYrH_SnbQ/edit?usp=sharing

- The Officiating Development Program continues to look for people to work as an official coach or mentor at all levels in all areas of the province. If there is anyone interested, regardless of officiating experience, they can go to this website and sign up and review the material there:

<https://hockeysask.ca/officials/programs/officials-coaching--mentorship>.

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Sask First Programming

Sask First Dates

- **Male U15**
February 17-19, 2023
Top 80 Tournament
- **Male U18**
April 21-23, 2023
Top 160 Tournament
- **Female U18**
April 14-16, 2023
Top 80 Tournament
- **Female U16**
March 31- April 2, 2023
Top 136 Tournament

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Other

- **Hockey Day in Saskatchewan**

Martensville served as the Host of the 2023 Hockey Day in Saskatchewan event that was held the weekend of January 20 – 22, 2023. We are waiting for the final financial records but expect a profit in excess of \$50,000.

- The rotation is as follows:

- 2023/24 Zone 8 Call for Applications has been made with an April 1 deadline.
- 2024/25 Zone 4
- 2025/26 Zone 3
- 2026/27 Zone 7
- 2027/28 Zone 1
- 2028/29 Zone 5

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Other

Chevrolet Good Deeds Cup (U11/U13/U15 Teams)

This year, submitting Good Deeds is easier than ever.

1. Record your Good Deed
2. Post it on social* using #GoodDeedsCup and #Contest
3. Be sure to tag @ChevroletCanada and your team's name to make sure your entry gets counted!

**Facebook, Twitter, Instagram and/or TikTok*

- Every eligible Good Deed you submit on social will add one point to your team's collective score on the Good Deeds Cup Leaderboard.
- The more Good Deeds you submit, the more points your team collects. The more points your team collects, the better their chances of winning this year's Cup!
- This year's champions will be gifted an incredible **\$100k** Grand Prize donation for a registered Canadian charity of their choice!
- Full Details: <https://www.chevrolet.ca/en/good-deeds-cup>



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