



HOCKEY SASKATCHEWAN

Membership Virtual Meeting

March 14, 2023

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



Agenda

- Hockey Canada
 - Hockey Canada Insurance Fees – Increase for the 2023/24 season
 - 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
 - Reconciliation and Refunds
- Coaching Programs
- Development Programs
- Hockey Day in Saskatchewan
- Other
 - Hockey Saskatchewan Awards
 - Hockey Canada Dressing Room Policy

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Hockey Canada

Hockey Canada Insurance Rates

Over the past year Hockey Canada has been negotiating for new rates on the various Insurance Policies they have for the entire membership and in which fees collected by Hockey Saskatchewan are paid to Hockey Canada. The following are proposed rates for the 2023/24 season that must still be approved by the Members of Hockey Canada.

This is to give Hockey Saskatchewan Members notice that there will be an increase in the per participant rate charged for the 2023/24 season.

It is important to note that Hockey Canada has been subsidizing increases over the past 8 – 10 years through an Insurance Rate Stabilization “pillar” that surpluses from International Events were placed into however with what has occurred over the past year Nationally, Hockey Canada still has their Sport Canada funding frozen and due to that most of their sponsors have withheld funds awaiting to hear what Sport Canada will do.

The independent forensic Audit of Hockey Canada finances by Sport Canada found that the \$3 Membership Fee charged by Hockey Canada was not used in the settlement of any lawsuits.

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Hockey Canada

- Hockey Canada Insurance Rates

	Current Fees Charged	Projected Fees	Variance
National Equity Fund			
Liability	8.90	11.58	(2.68)
Directors & Officers	2.00	5.44	(3.44)
Safety/Admin	2.75	2.18	0.57
Total Premium	\$13.65	\$19.20	(\$5.55)
Health Benefit Trust			
Accidental Death & Dismemberment	5.15	4.62	0.53
Major Medical Dental	2.00	2.15	(0.15)
Other	0.0	0.76	(0.76)
Total Program Costs	\$7.15	\$7.53	(\$0.38)
Total	\$20.80	\$26.73	(\$5.93)

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Hockey Canada

As a result, it is projected that the Hockey Saskatchewan Per Participant fee will rise from the current \$48 to \$54.

Once the decision is finalized at the Hockey Canada level all members of Hockey Saskatchewan will be notified.

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Hockey Canada

Hockey Canada Independent Third Party

As of February 1, 2023, across the country 913 complaints had been received.

- There were 62 complaints from Saskatchewan
 - Conflict of Interest 2
 - Failure in process 1
 - Sexual Maltreatment 1
 - Physical Abuse 5
 - Bullying & Harassment 6
 - Discrimination 31 (Include 11.4's reported to ITP)
 - Other 16
 - Non-Maltreatment
 - Verbal Taunts
 - Unfair Team Selection

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Hockey Canada

Playing Rule 11.4 Discrimination Offences to Date this Season in Saskatchewan

- 94 total calls/allegations
 - 45 on ice calls reported by officials
 - 37 reports of allegations to officials to be investigated
 - 12 reports of allegations from coaches to be investigated
- 49 investigations of allegations
 - 10 allegations resulted in suspension
 - 1 moved to an 11.2 (f) suspension
 - 24 allegations unsubstantiated
 - 14 ongoing investigations - 6 reports directly to ITP that don't fall within 11.4
 - waiting for ITP response on 0 files
- 54 suspensions of 5 games or more

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Hockey Canada

Additional Playing Rule 11 Suspensions

Since September 18 – Coach Maltreatment Suspensions

- 7 - 11.1 (e) Offences
- 42 - 11.2 (e) Offences
- 35 - 11.2 (e) Offences – Last 10 Minutes
- 10 - 11.2 (f) Offences – Gross Misconduct
- 13 - 11.2 (f) Offences – Last 10 Minutes
- 3 - 11.4 Offences

Total Coach Game/Gross Misconducts for the Abuse of Officials – 107

Repeat Suspensions - 9

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Hockey Saskatchewan

Hockey Saskatchewan Proposed Bylaws (These were reported in the February Virtual Call)

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

Board of Directors Election – Timelines:

- **90 days prior to AGM – Nominations Open (2023 AGM to be held virtually Tuesday, June 20)**
- **60 days prior to AGM – Nomination Close**
- **30 Days prior to AGM – Candidates Declared**
- **AGM – Board of Director Elections**

- 2.05.05 – Chairperson of the Board Added eligibility requirements for Chair
- 2.05.06 – Chairperson Duties & Responsibilities
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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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Hockey Saskatchewan

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

Watch for a Nomination Package to be posted March 21, 2023, on the Hockey Saskatchewan website and will also be distributed to the entire membership.

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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

Power Skating instructors must possess the following certification in order for a MHA to qualify for the Matching Grant.

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Required Training

1. Respect in Sport Activity Leader

Plus one of the 5 designations below

a) Hockey Canada Certified Skills Coach (Level 3)

- Delivered by Hockey Canada
- Topics include: Skating, Skills, Defenseman, Shooting & Scoring,
- Hockey Network APP training
- Application process to attend, hosted biannually by Hockey Canada

b) Hockey Saskatchewan Licensee

- Recognized by Hockey Saskatchewan in these categories: power skating, skills, Power Skating, skills, checking, developing defenseman, goaltending.
- Attend a Hockey Sask Professional Development Training Session

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c) CanPower Skate - Delivered by Skate Canada

- Saskatchewan, September 2023 training date

d) Hockey Saskatchewan Skills Coach Level 2

- Hockey Canada courses in Skating 2, Skills 2, Shooting & Scoring 2 & Developing Defenseman 2 –
- Delivered by Hockey SK & certified Hockey Canada Skills Coaches –
- Targeted hosting date is in June, to be finalized

e) Hockey Sask Skating Coach

- This is a new initiative and is still in development.
- Course material is from Hockey Canada; Skating 1a, Skating 1 & Skating 2
- Ice sessions to target; edges, striding & transitions.
- Additional Class sessions include: use of technology, skill progressions, skill analysis
- 10 Lesson plans are being developed for attendees.
- Targeted delivery date is August 2023

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Hockey Saskatchewan MHA Education Seminars

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

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

Topic will be Board/Executive – Roles and Responsibilities

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

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

Everyone in the membership can access the recording of these meetings through the following link:

<https://hockeysask.ca/news/meetings>

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Hockey Saskatchewan

AAA/AA Committee

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

The Committee is in the process of reviewing all applications.

The Committee will make recommendations to the Board of Directors who will review the recommendations and approve what they wish to implement on March 22.

MHA's will be advised of the decisions between following that meeting and the membership afterwards.

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Registration

Registration

- Hockey Saskatchewan Staff have completed the reconciliation process and all refunds have been mailed to all Associations.

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Coaching Program

HP1 application deadline is April 20

- National Virtual Weekend Seminar is May 26 to 28
- Hockey SK in-person weekend is June 9 to 11 in Regina

****HP1 is required by head coaches in U15 AA male & female, 15AA, U18 AAA male & female, all academy teams & JR A**

Hockey Canada applications for certified Skills Coach Level 3 closes March 30

- Seminar is July 2 to 6 in Calgary

Hockey Canada application for certified Goaltender Coach Level 3 closes March 15.

- Seminar is June 2023, location TBD

MHA application to host coaching clinics will be sent out April 15, it will remain open until May 31.

- These clinics are available to host: Coach 1 Intro, Coach 2 Level, Checking, Goaltending & Development 1.

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Development Programs

Female Futures (U13 Program)

Camp April 21 – 23, 2023 Saskatoon

Tournament May 12 – 14, 2023 Saskatoon

There are a few spots open for Forwards and Goalies. All defense spots are filled.

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

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

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Sask First Programming

Sask First Dates

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

Coach Applications

Are now open till March 24th

Male U16 Team Sask

Female U18 Team Sask

Female U16 Top 34 (Create two teams)

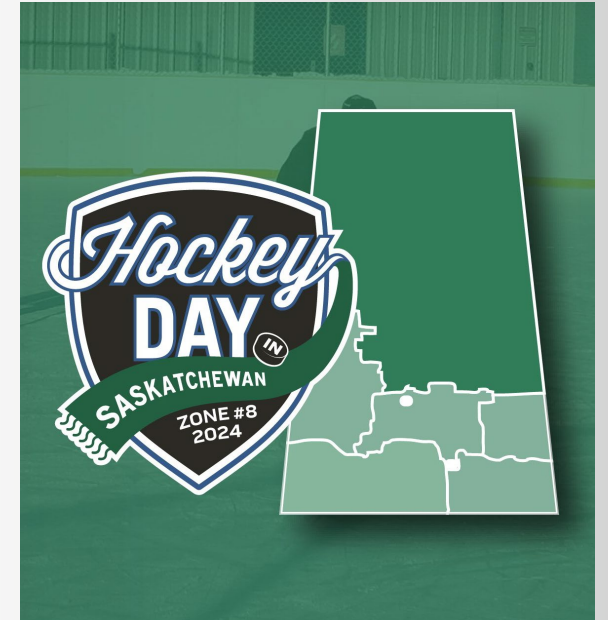
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Hockey Day in Saskatchewan

Hockey Day in Saskatchewan

- 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

Hockey Saskatchewan Awards

The Hockey Saskatchewan Awards are given annually to volunteers, coaches and minor hockey associations in recognition of their efforts in promoting and improving the game of hockey within the province. The following awards are given out:

- Outstanding Volunteer (North)
- Outstanding Volunteer (South)
- Outstanding Minor Hockey Association
- Outstanding Coach

DEADLINE TO APPLY IS APRIL 15th

Full Details/Application: <https://hockeysask.ca/about/awards>



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Other

Hockey Canada Dressing Room Policy

This is to advise everyone that Hockey Canada is currently in the process of revising its Dressing Room Policy.

The goal is to remove the focus on sex/gender and age groups and create minimum standards for being in a shared team space.

Ontario and Newfoundland have amended their internal policies and Hockey Canada expects their new revised policy to be approved prior to the 2023/24 season.

Hockey Canada will produce a revised Policy, Implementation Guide and FAQ

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