



# HOCKEY SASKATCHEWAN

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## Membership Virtual Meeting

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February 8, 2022

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



# Agenda

- Return to Play
- Hockey Saskatchewan Board of Directors Structure
- Hockey Saskatchewan Board of Directors Nomination Process
- Equity, Diversity and Inclusion Project
- Hockey Saskatchewan Provincial Playoffs
- Hockey Saskatchewan Awards and Recognition
- Suspensions
- Officials Recruitment
- Hockey Day in Saskatchewan
- Other

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## Return to Play

With the announcement today by Premiere Moe the Hockey Saskatchewan Board of Directors will be addressing the current vaccination policy and will advise the Membership accordingly.

Thank you to all the COVID Reps for their commitment, time and perseverance during a difficult past month.

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# Hockey Saskatchewan Board of Directors Structure

- During the 2020/21 season the Board of Directors undertook a Governance Review. Why?
  - To ensure Hockey Saskatchewan governance & operations meet the **current needs of the membership**
  - To identify & address areas of **improvements to the governance of the association**
  - To ensure appropriate **accountability** and **decision-making processes** for Hockey Saskatchewan
  - To **incorporate advances** occurring in Governance in Canadian non-profit & sport organizations
  - **To make the associations better than it is today**

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# Hockey Saskatchewan Board of Directors Structure

- The Board of Directors identified some Bylaw changes and put forth the following:

Create a ***Definitions of Terms*** preceding the written Bylaws - **Approved**

Provide clarity to a streamlined ***Membership*** definition – **Approved**

Simplify and define ***voting*** process – **Approved** – Each MHA, regardless of size has one vote each.

Improve **Board Structure** to create a high-performing team to facilitate ***Policy Governance*** - **Was not approved as it did not reach the 75% requirement. The vote was 60% in favor of the proposed change.**



# Hockey Saskatchewan Board of Directors Structure

## Board Structure

**Currently:**                **23** Board of Directors  
                                    Seven (7) Officers  
                                    Sixteen (16) Zone Directors

**Proposed:**                The Board of Directors of the Hockey Saskatchewan shall consist of **9 members**.

- **Chair** of the Board **elected** from within and by the Board of Directors
- Directors of the Board are **elected by the membership** to offsetting three-year terms whereby three people will be elected annually.
- Vice Chairperson & Secretary board positions are appointed annually by the Board of Directors

Standing Committees:

- Finance/Audit
- Governance/Nominating Committee

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# Hockey Saskatchewan Board of Directors Structure

## Board Representation

- The goal is to have an active arms-length Nominating Committee which would recruit, vet and put forth a slate of candidates for the membership to select from.
- The Board of Directors would provide the Nominating Committee with current criteria to use for recruiting prospective Board Members. This may include the following examples:
  - A matrix of skills, competencies and experience desired to compliment current Board composition.
  - Representation of the Membership broken into three Tiers and the Board would consist of three Reps from each of the Tiers
    - Tier 1
      - All those MHAs with Registration over 500 plus Adult Rec which is Canlan Registration in Regina and Saskatoon.
    - Tier 2
      - All those MHAs with Registration over 100 and less than 500 plus those communities with Junior and Sledge Hockey.
    - Tier 3
      - All those MHAs with Registration less than 100 plus those communities with Senior Hockey.



# Hockey Saskatchewan Board of Directors Structure

## Benefits of a Board Structure Change

Hockey Saskatchewan has grown = Board structure > operational > hybrid > **Policy Governance**

Policy Governance better aligns **responsibility with accountability** (Board/Staff)

A smaller **number of Directors** provides greater member engagement as all Board members are accountable to the entire membership.

A smaller **number of Directors** creates positive team dynamics (relationships) which is extremely challenging with a Board of 23.

Virtual **Monthly** Membership meetings (Staff & Board) **increased engagement**

Amendments provides greater **transparency to membership**

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# Hockey Saskatchewan Board of Directors Structure

## Transition to New Board Structure

After the 2022 AGM – the new Board (already determined) will conduct an election as soon as the detailed process can be properly determined & executed

All current Board members (after the AGM) will be **eligible** to run for one of the **9 available Board positions**

The Board meeting (likely in July) will facilitate the elections for 9 Board of Directors:

- Three will enter **year 1** of the 3-year term
- Three will enter **year 2** of a 3-year term
- Three will enter **year 3** of a 3-year term (hence **expire in 1 year**)

This premise will allow for **3 Director positions to expire at the 2023 AGM**

At the **2023 AGM an election for 3 Board Members** to fulfill a 3-year term as elected by the membership.

**Annually** the Hockey Saskatchewan AGM will include an election for 3 Board positions voted on by the entire membership.

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# Hockey Saskatchewan Board of Directors Structure

The Board of Directors have also agreed to put forth the following motion at the June AGM to Bylaw 2.03.04

## **2.03.04 Voting**

### CURRENT WORDING:

The following shall be entitled to one (1) vote at all Annual Meetings and Special Meetings:

- a) All members of the Hockey Saskatchewan Board of Directors. The Chair of the Board shall refrain from voting unless, in the event of a tie, he/she shall cast the deciding vote.



# Hockey Saskatchewan Board of Directors Structure

## PROPOSED WORDING (Amendment to part A ONLY)

a) The Hockey Saskatchewan Board of Directors will determine their block voting prior to any meeting of the membership that includes a non-election vote. The Chair of the Board shall cast the Board votes in one block vote at the meeting of the membership.

Block Vote will be the total number of eligible votes (1 vote per active member of the Board of Directors) either in favor or against the motion being considered.

Rationale: The Hockey Saskatchewan Board of Directors will consider and determine their votes at a Board meeting PRIOR to any meeting of the membership that includes any notice of motion (including the AGM).

This has been the usual practice of the Board for several years. This proposed change would remove any ambiguity in the process and the casting of Board votes would be consistent and promote integrity with the use of one Board voice.

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# Hockey Saskatchewan Board Nomination Process

Even though the Board of Directors will be promoting a new Board Structure through amendments at the June Annual General Meeting, the current Bylaws must be followed. Therefore, a Board of Directors Nomination Package has been created and Nominations for open Board Positions will be accepted till February 28 as per Bylaw 2.05.05 c) iii).

The Nomination Package will be circulated to all members and the **complete package** must be completed and submitted to the General Manager. **(only complete submissions will be accepted)**

As per Bylaw 2.05.04 d) the Board of Directors conducted a vote to elect Officers from the Board of Directors and the following people were elected by acclamation for a two-year term to join Edward Watson and Sarah Hodges; Darrel Halarewich, Tim Hubic, Trevor Norum and Len Thomas.

Board position vacancies have existed since last year and the decided to not appoint any Board members with the pending change to Board structure.

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# Hockey Saskatchewan Board Nomination Process

Below is the current Zone Director position and openings:

- Zone 1 Both Positions open, a one year and a two-year term.
- Zone 2 Colleen Sostorics has one-year remaining. Keith Jeannot's term is completed.
- Zone 3 Jordan Brisebois has one year remaining. A two-year position is open.
- Zone 4 Both positions are open, a one year and a two-year term.
- Zone 5 Lisa Macomber has one-year remaining. A two-year position is open.
- Zone 6 Kevin Karakochuk's term is completed. Both positions are open, a one year and a two-year term.
- Zone 7 Joe Larre's term is completed. Both positions are open, a one year and a two-year term
- Zone 8 Both Positions open, a one year and a two-year term.



# Equity, Diversity & Inclusion Project (ED&I)

Last month we presented the results of the ED&I Survey the Board of Directors undertook this past fall.

In the area of “Barriers” the number 1 barrier within all four pillars of Demographic Differences was

**“Hockey Politics”**

Within the survey we will be sending for your feedback following this call, we want your feedback on what you would define as “Hockey Politics” and ask how and what Hockey Saskatchewan and every MHA can do to address this barrier!

In the area of “Areas of Importance” two of the top responses were:

**“A Welcoming Atmosphere”** and **“Qualified/Good Coaches”**

Within the survey we want your feedback on how Hockey Saskatchewan and MHA’s can create a more “Welcoming Atmosphere” not just for new players but for players/parents every year

And

What can Hockey Saskatchewan and MHA’s do to ensure qualified/good coaches within minor hockey and that they are conducting themselves with the development of every child in mind?

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# Hockey Saskatchewan Provincial Playoffs

- Hockey Saskatchewan Provincial Playoffs are proceeding very well with only a few postponements due to weather and COVID.
- Keep track of the scores and how teams are doing through the Hockey Saskatchewan Website and App

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# Awards and Recognition

- Hockey Saskatchewan Awards
  - Volunteer of the Year (North – Zones 5 to 8)
  - Volunteer of the Year (South – Zones 1 to 4)
  - Coach of the Year
  - Minor Hockey Association of the Year
- Deadline for Submissions: **April 15, 2022**
- <https://hockeysask.ca/about/awards>







# Chevrolet Good Deeds Cup

- Program for U11 / U13 / U15 Teams
  - **SHIFT CHANGE IN YOUR COMMUNITY!**
- Deadline for Submissions: **February 27, 2022**
- <https://www.chevrolet.ca/en/good-deeds-cup>



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# Chevrolet Good Deeds Cup

## IT'S TIME TO GET INVOLVED!

FOLLOW THESE STEPS TO LEAD YOUR TEAM TO SUCCESS



Ensure your minor hockey team is U11, U13 or U15 and registered with Hockey Canada.

All teams must follow public health guidelines pertaining to COVID-19 protocols in their province to ensure proper safety is met when conducting their Good Deed.



Rally your team together for a brainstorm session to decide on the best Good Deed to Shift Change in your community. Have your Good Deed approved using the [pre-approval form](#).



Do the Good Deed and rally your community together! Make sure to record the progress. We want to see a 30 second to one (1) minute long video to see your Good Deed in action.



After receiving your approval from Hockey Canada, submit your video link into the competition and share your entry on your teams' social networks so that we can cheer you on!

**Due to COVID-19 restrictions imposed across the country, we are extending the submission deadline to February 27, 2022.**

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# Suspensions

This is the time of the season where the accumulation of suspensions begin to impact teams.

Players and team officials who begin to accumulate multiple offences will see their suspensions be much longer. Please warn your teams that these may occur and direct them to the Hockey Saskatchewan App and the sections on Suspension Guidelines.

Within the Hockey Canada Maltreatment Initiative, the following are statistics **nationally** as of February 1 related to discipline due to Discrimination:

## Discrimination Suspensions

62% are related to Sexual Orientation or Gender Identity with 50% of the Suspensions at U18 and 22% at U15

## Discrimination Allegations

21% resulted in Suspension; 19% of Complaints were dismissed; 28% are pending; the rest resulted in written warnings, education or other sanctions



# Hockey Saskatchewan Officiating

Thank you to everyone who participated in the “Thanks Stripes” weekend recognizing the Officials in their community.

This season we are facing the reality of a drop in officials' registration. It is placing a real strain on the assignment of officials at all levels.

We encourage everyone to start putting in place plans to recruit and encourage people to officiate next fall. We cannot wait till next fall because it is then too late.

In addition, recruit people to serve as Official's “Coaches” in your community. We will be offering virtual training sessions in the fall and these individuals do not necessarily have to be former officials. They can be people with hockey backgrounds that are at games to give young officials support, tips and assist in building their confidence as they start their officiating experience.

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# Hockey Day in Saskatchewan

- After a one-year hiatus, HDIS was held this year in Zone 1 in Radville the weekend of January 14-16, 2022. Presently they have experienced a net profit of approximately \$73,000 with an on-line auction still to take place.
- The rotation is as follows:
  - 2022/23      Zone 5
  - 2023/24      Zone 8
  - 2024/25      Zone 4
  - 2025/26      Zone 3
  - 2026/27      Zone 7
  - 2027/28      Zone 1

Calls for applications from Zone 5 has taken place. The closing date to receive applications will be April 1, 2022. A reminder that the community must have an arena upgrade project plan in place in order to apply.

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# Hockey Saskatchewan Registration

Reminder that on February 10<sup>th</sup> all registration within the Hockey Canada Registry (HCR) will be locked.

Hockey Saskatchewan staff will begin an undertaking of reconciliation of all registration and will follow up with all MHA's regarding the invoicing for amounts owing or refunds due to overpayment.

**When we reconcile, we minus the total amount of “duplicates” you have entered on the Association Registration Form to ensure you are not paying twice for those members who are registered on multiple teams. This could be a coach who is coaching more than one team or a Female player who is registered on both a Female and Coed team. If there was a change to your duplicate total throughout the year, or if you did not submit a duplicate # originally, you have until February 10<sup>th</sup> to notify Derek Derow via email of that duplicate total. Any notification after the 10<sup>th</sup> will not be accepted. Note: For any duplicate, the HOME association pays for their insurance.**

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## Other

### Sask First Tournament Dates

- |                      |                  |          |
|----------------------|------------------|----------|
| • Male U15 Top 80    | February 18 – 20 | Balgonie |
| • Female U16 Top 136 | April 1 – 3      | Regina   |
| • Female U18 Top 80  | April 15 – 17    | Regina   |
| • Male U18 Top 160   | April 15 – 17    | Regina   |

**Note: That Registration totals for the three age groups who had Regional Camps this past weekend exceeded totals from two years ago with the U16 Female leading the way with an increase of 50!**

### Coaching

A High Performance 1 Coaching clinic will be held this spring. Applications will open March 1 however we are working on the dates for the clinic right now as there is now only one in person weekend and many of the presentations are now virtual.

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## Other

### U7 and U9 Hockey

There have been reports that in some communities U7 is not being played “cross ice” nor U9 playing “half ice”

Please be reminded of the Hockey Saskatchewan Regulation which states:

- NOTE: Any coach, team and/or association found to be non-compliant with the U7 Cross-Ice format at any time during the season; or the U9 Half-Ice format; or the seasonal maximum game limits for U7, U9 and U11, will be subject to sanctions from both the Minor Hockey Association and/or Hockey Saskatchewan.
- Sanctions may include but are not limited to:
  - Head Coach suspension
  - Minor Hockey Association (and members) not being able to enter Hockey Saskatchewan Provincial Playoffs.
  - Minor Hockey Association (and members) not being able to host any Hockey Saskatchewan sanctioned event.
  - Minor Hockey Association (and members) not being able to attend any Hockey Saskatchewan sanctioned event.
  - Minor Hockey Association’s Hockey Saskatchewan membership reviewed.





## Other

- Hockey Canada has undertaken an extensive effort in developing a refreshed Strategic Plan and the Hockey Saskatchewan Board of Directors have a Task Team currently working on refreshing the Hockey Saskatchewan Strategic Plan and aligning it with Hockey Canada in several areas.
- A reminder that all information from this call will be posted on the Hockey Saskatchewan website **for you to share with your members.**

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