



HOCKEY SASKATCHEWAN

Membership Virtual Meeting

May 10, 2022

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



Agenda

- AGM - Hockey Saskatchewan Board of Directors Structure (Repeat of the February/March Meeting), Bylaw Proposals
- Regulation Changes Approved by the Hockey Saskatchewan Board of Directors
- Hockey Sask Equity, Diversity and Inclusion Project
- Hockey Saskatchewan Strategic Plan
- AAA/AA Male and Female Committee Review Procedure
- AA 15-Year-Old League Proposal
- Hockey Canada Registry
- Officiating
- Coaching
- Hall of Fame Induction Dinner Announcement
- Other

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Hockey Saskatchewan AGM

- Virtual Annual General Meeting, Tuesday, June 21, 2022, at 7:00 pm
- Bylaw notices will be compiled and forwarded to the membership at least thirty (30) days prior to the AGM – Therefore by May 21.
- Information on how to register for the AGM will also be forwarded at that time.

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Hockey Saskatchewan AGM

Reminder that the following was approved at the June 2021 AGM regarding voting:

- **2.03.04 Voting**

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.
- b) Officiating Development Leadership Team Members to a maximum of five (5).**
- c) Each Member (refer to Bylaw 2.02.01) in good standing (refer to Bylaw 2.02.07) is entitled to cast one (1) vote on any matter on which Members are entitled to vote.**
- d) Each Member delegate shall present a credential form of their appointment signed by the President of the Minor Hockey Association or Junior/Senior League represented upon registering for an Annual Meeting or Special Meeting. The Member delegate assigned to be the voting delegate for the Member must be designated on the credential form.**

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Hockey Saskatchewan Board of Directors Structure

- During the 2020/21 season 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.**

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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 in addition to Adult Rec which is Canlan Registration in Regina and Saskatoon.**
 - **Tier 2**
 - **All those MHAs with Registration over 100 and less than 500 in addition to those communities with Junior and Sledge Hockey.**
 - **Tier 3**
 - **All those MHAs with Registration less than 100 in addition to those communities where a Senior Hockey team exists.**

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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 by the end of June 2022.

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 of Directors

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

The Nomination Package was circulated to all members and the **complete package** had to be completed and submitted to the General Manager. **(only complete submissions were 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, Elrose and Sarah Hodges, Regina; Darrel Halarewich, Melville; Tim Hubic, Weyburn; Trevor Norum, Tisdale and Len Thomas, Saskatoon.

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Hockey Saskatchewan Board of Directors

Following the February 28th deadline for Zone Director Nominations the following Directors will take their positions following the Annual Meeting in June:

- Zone 1 ***Both Positions open*
- Zone 2 Colleen Sostorics, Regina
- Zone 3 Jordan Brisebois, Gravelbourg
- Zone 4 Nicole Korpusik, Norquay
 Jason Gordon, Yorkton
- Zone 5 Lisa Macomber, Southey
- Zone 6 Kevin Karakochuk, Saskatoon
- Zone 7 Brody Gervais, Turtleford
- Zone 8 Brent Zbaraschuk, Prince Albert

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Hockey Saskatchewan Board Structure

- At the conclusion of the AGM the Hockey Saskatchewan Board of Directors will have fourteen members representing all eight zones. If the Bylaw is amended, the transition would see the fourteen members being eligible to be a candidate for the election where the Board will vote for the nine new members from the potential slate of fourteen.
- The Board will represent the entire membership by ensuring three directors from each grouping or tier. This model prevents any one group (or area) from dominating the voice of the Board and will provide a diverse perspective when dealing with Policy Governance of our Association.
- What the new structure allows for is no matter where you live in the province or how big (or small) your association is – you will be represented by the Board of nine.

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Hockey Saskatchewan Bylaw Changes

As per Hockey Saskatchewan Bylaw 2.04.01 a), motions to amend or alter the Constitution and/or Bylaws can only be approved at the Annual General Meeting of this Association after notice of intent has been received by the General Manager by April 1st.

Therefore, if your Association has any Bylaw changes that they would like to submit please forward them by April 1st listing the current wording of the Bylaw; the proposed amended wording; and the rationale.

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Hockey Saskatchewan Regulation Changes

The Hockey Saskatchewan Board of Directors have approved some Regulation changes for the 2022/23 season.

They have been circulated to all members and posted on the Hockey Saskatchewan Website.

Some highlights are:

- Mileage Rate increased to \$0.45/km
- Defined that only those players eligible to register at the Junior A/B and U18 AAA Male and Female may attend fall camps.

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Hockey Saskatchewan Regulation Changes

- Several amendments due to the change in how Provincial Playoffs are administered.
- Included amendments to include the Female U13 AA League within the Regulations.
- For carded teams, the weekend in January has been moved from the third to the second weekend to not conflict with Hockey Day in Saskatchewan.
- A, B, C and D centers who have two or more U7 or U9 teams registered, may affiliate players from one another for tournament and exhibition games only.
- Removed 10 game affiliation regulation for players affiliated to Male and Female U18 AA teams.
- Clarified that while a Player or Team Official is serving their suspension, they may not participate with the Team in any capacity during games.
- NOTE: For the 2023-24 season, Assistant Coaches of all U18 Male and Female AA teams must have Respect in Sport & Development 1.

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Equity, Diversity & Inclusion Project (ED&I)

A final report from Praxis, the company hired to undertake the project, will be forwarded to the Membership with copies of the recording of this call and the Power Point.

Following the Annual General Meeting the new Board of Directors will undertake a thorough review of the report and recommendations, and work within a Strategic Plan process to create initiatives.

Some highlights from the Report:

The most important elements that are taken into consideration when registering for a sport or activity are:

- *Developmental opportunities to become a better player* – considered most important by parents of children who play and current players;
- *A welcoming atmosphere* – considered most important by parents of children who have quit playing; and,
- *Whether there are qualified/good coaches* – considered most important by parents of children who play, urban residents, and parents of children who have quit playing.

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Equity, Diversity & Inclusion Project (ED&I)

- **There are four areas where Hockey Saskatchewan is perceived to be doing less well relative to the other areas tested:**
- *Offering an introduction to the game before registering as a player* – more likely to be perceived poorly by parents of children who play, current players, and urban residents;
- *Affordability* – more likely to be perceived poorly by urban residents and current players;
- *The ability to play with friends* – more likely to be perceived poorly by urban residents and parents of children who play; and,
- *Offering recreational options to play for fun* – more likely to be perceived poorly by rural residents.

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Equity, Diversity & Inclusion Project (ED&I)

There are four areas that drive how inclusive and welcoming organized ice hockey in Saskatchewan is perceived to be:

- *Providing developmental opportunities to become a better player;*
- *Affordability;*
- *Having qualified/good coaches; and,*
- *An introduction to the game to become a better player.*

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Equity, Diversity & Inclusion Project (ED&I)

The biggest barriers to participating in ice hockey include:

- *Hockey politics (e.g., registration rules, leadership)* – this is the most significant barrier and is most pronounced among parents of children who have quit playing and urban residents;
- *Unfair try-outs/tiering* – more likely to be a barrier for Indigenous respondents, parents of children who have quit playing, and urban residents;
- *Lack of affordability* – more likely to be a barrier for those with household incomes below \$75,000, parents who have never registered their children in hockey, new Canadians, Indigenous respondents, and urban residents;
- *Parent behaviour* – more likely to be a barrier for those who have no hockey players in the household, parents of children who have quit playing, parents who have never registered their children in hockey, current players, and Indigenous respondents;
- *Team fees/fundraising* – more likely to be a barrier for parents of children who have quit playing, respondents with no hockey players in their household, Indigenous respondents, and urban residents; and, *not enough developmental opportunities* – more likely to be a barrier for Indigenous respondents.

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Hockey Saskatchewan Strategic Plan

The Board of Directors have been working on the refreshing of the Hockey Saskatchewan Strategic Plan.

The Board of Directors created a task team to address the Strategic plan and hired an outside consultant to lead the Task Team in the refreshment process.

The Strategic Plan is critical to the focus of the Board of Directors to focus on the Governance aspect of Hockey Saskatchewan; Strategic Plan, Policies, Procedures and assisting the Membership in areas of Governance as well.

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AAA/AA Male and Female Committee Review Procedure

- Hockey Saskatchewan Policy

Provincial League Oversight

- The Hockey Saskatchewan Board of Directors will provide oversight of the provincial leagues that it has established. It is committed to review and to member discourse in order to meet the goals of the division belief statements, developmental goals and league success.

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AAA/AA Male and Female Committee Review Procedure

Procedure

- The Hockey Saskatchewan Chair of the Board shall assign a Task Team annually who shall conduct a scheduled review of the Male and Female U18 AAA; Male and Female U13/U15/18 AA, structures.
- Schedule shall be as follows:
 - Female, Even years beginning in 2022/23
 - Male, Odd years beginning in 2023/24



AAA/AA Male and Female Committee Review Procedure

Task Team

- Chair – Hockey Saskatchewan Registration Committee Chair
- Hockey Saskatchewan Board Member assigned to U18 AAA Leagues or designate
- In Even years the Hockey Saskatchewan Board Member assigned to Sask Female Hockey League or designate
- In Odd years the Hockey Saskatchewan Board Member assigned to Sask AA Hockey League or designate
- In Even years the Presidents of the Sask Female AAA Hockey League and Sask Female Hockey League
- In Odd years, the Presidents of the Sask Male AAA Hockey League and Sask AA Hockey League
- Hockey Saskatchewan Staff
 - o General Manager
 - o Senior Manager, Operations



AAA/AA Male and Female Committee Review Procedure

Annual Procedure Timeline and Responsibilities

- November 15 – December 15
 - Hockey Saskatchewan Staff gather current and historical registration data; report on what the current landscape is within the province along with expected trends and issues and reports it to the Committee members.
 - Committee meets to determine the following and make Recommendation to the Board of Directors by January 1:
 - Whether to expand an age division and by how many teams and identify potential areas
 - Whether to move specific sponsoring centers of current teams to provide greater access to membership
 - Whether to remove any current teams

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AAA/AA Male and Female Committee Review Procedure

- January 1 - 15

Hockey Saskatchewan Board of Directors review Committee Recommendations and approve next action

- January 15 – February 15

Committee implements any action approved by the Board of Directors such as:

- Call to the membership accepting applications for additional teams within an age group and category
- Advise MHA's the sponsoring center of a team will be moved
- Advise MHA's a team(s) will be removed from their location

- February 15 – March 1

Committee reviews applications for additional teams within an age group and category and make recommendation to the Board of Directors

- March 1 – 15

Hockey Saskatchewan Board of Directors review Committee recommendations and approve any they wish to implement

- March 15 – April 1

MHA's are advised of decision of the Board of Directors

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AA 15-Year-Old Provincial League

- The Hockey Saskatchewan Board of Directors have approved the creation of a Provincial 15-year-old Male League for the 2023/24 season.
- Work will begin this fall with the MHA's with current U18 AA teams on the allocation of where 15-year-old teams will be located.

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Hockey Canada Registry (HCR)

There will be changes to the Hockey Canada Registry (HCR) for the 2022/23 hockey season regarding mandatory information that will be required for all registered participants.

The following is an example of the information.

Hockey Saskatchewan will be conducting sessions with all Registrars this summer, but we want to provide a “heads up” with the mandatory information that is now required, and which will assist us in reviewing information data annually.

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Hockey Saskatchewan Officiating

Our Game Needs You!

- Recruitment of officials of all ages is required throughout the province.
- It is recommended that officials be 12 years old to start, but locally, if you have need for officials 10 or 11 years old as of December 31 that is acceptable and a great way to get officials started at these levels.

Officiating Development Program Task Team Positions

- Expression of Interest notices will be sent-out leading up to the start of the 2022-23 season. Key positions such as Grassroots, Female Development, U18 and Senior are all needed to be filled.

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Hockey Saskatchewan Officiating

Clinics

- Applications to host a clinic will be available in the MHA Portal. This will be posted in the next week or two and MHA's will be notified accordingly.
- With this we will also be requesting that someone who leads the officiating program locally be able to attend and either help with registration or provide support for the instructors on the ice.
- Clinics will run very similar to the previous two seasons with online registration and modules, virtual clinics and an ice session for junior officials. We will be adding a package for local associations to host an in person official meeting/clinic to help prepare officials for the start of the season.

NOTE: Registration for officials is set to open near the end of August.

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Hockey Saskatchewan Officiating

Arbiter Provincial Assigning System

- Hockey Saskatchewan will be looking to add assignors of U15AA and U18AA linesperson and U18A leagues to Arbiter Assigning Program for the upcoming season to help all assignors and team contacts understand where officials are and who is available to help assign games and continue to move forward with the goal to assign the best available officials for all hockey in the province.

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Hockey Saskatchewan Coaching

- For those MHA's wishing to host a coaching clinic during the 2022/23 season, a link has been posted in the MHA Portal called 'Application to Host Coaching Clinic'.
- The deadline to apply for a clinic is May 31st

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The Ted Knight Saskatchewan Hockey Hall of Fame Induction Dinner

The Ted Knight Saskatchewan Hockey Hall of Fame (SHHOF) along with this year's host committee for the Induction Dinner in Yorkton have announced details for the long-awaited return of our annual event. The event, sponsored by SaskTel, will take place Friday, June 24, 2022, in Yorkton.

This announcement comes after multiple postponements of the event due to the pandemic.

The inductees and their representatives, which were selected back in 2020, will get their chance to be celebrated alongside friends and family.

For more information and to purchase tickets, you can visit www.saskhockeyhalloffame.ca

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The Ted Knight Saskatchewan Hockey Hall of Fame Induction Dinner

The seven (7) inductees and two (2) teams that were previously announced are as follows;

Player Category:

Kelly Buchberger, Langenburg
Cliff Koroll, Canora
Nicholas “Nick” Schultz, Strasbourg
Mandi Schwartz*, Wilcox

Builder Category:

Gerald “Gerry” James, Regina

Grassroots Category:

Allan “Al” Harrison*, Yorkton
Wayne Henley*, Yorkton

Team Category:

(1992-93) Yorkton Mallers, Air Canada Cup Champions
(2013-14) Yorkton Terriers, Royal Bank Cup Champions

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Other

- **Esso Cup**

Prince Albert was scheduled to host the Esso Cup (Female U18 AAA) Championship during the third week in April. Hockey Canada will be moving both the Esso Cup and Telus Cup to be hosted by them together in Okotoks to begin this coming weekend. Prince Albert will serve as the host team for the Esso Cup and the Notre Dame Male and Female U18 AAA teams won the Regional events in Manitoba and will represent Hockey Saskatchewan.

- **Centennial Cup**

Estevan will be hosting the Centennial Cup May 20 – 29, 2022. The event is normally a five-team event however it is expected to be increased to a ten-team event due to the COVID shutdowns in eastern Canada which didn't allow Junior Leagues up to eight weeks of scheduling. It will eliminate Regional events from being required. Please consider attending this event and supporting the SJHL Representative and the host team the Estevan Bruins.

A reminder that all information from this call will be posted on the Hockey Saskatchewan website **for you to share with your members - <https://hockeysask.ca/news/meetings>

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