

Hockey Eastern Ontario Board of Directors

Annual General Meeting

July 13, 2022

Presentation Report to HEO Members



President's Report – celebrating a return to hockey

- HEO, in lockstep with the Province of Ontario, emerged from lockdowns and welcomed an almost full return to programming. HEO was pleased to receive the support of Ontario's Chief Medical Officer of Health for our collective vaccine policies. A nod of recognition to our dedicated volunteers for making hockey safe for all.
- HEO held its first Member Forum in December, welcoming as guests Hockey Canada senior staff. Our Members received updates on HC program initiatives and provided critical insights in return.
- We were pleased to see the implementation of the officiating Green Armband (pilot) Program for our minor-aged officials.
- Broad consultations took place on HEO's 2022-27 Strategic Plan with HEO partners and organizations. This will be an important roadmap for our Branch for the next five years.
- HEO welcomed its first Equity, Diversity and Inclusion Task Team, and looks forward to implementing its important recommendations for advancing our work in this area, to grow our game and to make it more inclusive for years to come.
- Our Hockey Excellence Committee is working on plans for HEO's 100th anniversary.
- On the officiating front, we were all pleased to see long time volunteer, John Reid, receive the 2021 Lifetime Award from the Ottawa Sports Awards. Well-deserved, John.
- 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 – a busy year

- HEO was fortunate to have 26,045 total participants registered in 2021-22, of which 19,942 were players, 6103 coaches/bench staff and 1008 officials.
- HEO families received \$63,247 from the Hockey Canada Assist Program in 2021-22.
- HEO organizations ran eight NHL First Shift programs involving 234 participants.
- Ten HEO bursaries were awarded to deserving HEO participant/students in 2021-22.
- The Hockey Canada Board supported Member Branches in this Return to Play year by offering cutdown date and affiliation accommodations.
- Hockey Canada consulted with Member Branches to better understand the policy landscape concerning team names and logos as they relate to the Indigenous community.
- Hockey Canada's playing rule changes for the 2022-23 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 – a busy year (2)

- Regrettably due to the pandemic, we saw cancellations of the Ontario Winter Games in Renfrew County, and the World Juniors – which affected the inaugural Ontario Members World Junior lottery.
- Brian Flynn was appointed as HEO assistant registrar, focussing on Minor registration responsibilities.
- Hailey Perreault was appointed as the Membership Services Coordinator.
- Wayne Ahronson, after many years of dedicated service to minor hockey, retired from his position with HEO. The Branch is indebted to Wayne for his contributions.
- HEO, Exit Realty and Maverick Donuts partnered in the delivery of the HEO Coach of the Week program which saw 12 HEO coaches recognized for their contributions.
- Hockey Canada featured several articles written by HEO staff member Hailey Perreault on their social media platforms.
- Rowan's Law requires a removal from/return to sport protocol for the 2022-23 season.



HEO finances are in good shape

- Approved the 2022-23 annual budget, maintaining the Participant Fee at \$10.70 and reducing Junior fees by eliminating HEO expenses
- Reviewed and approved the 2021-22 financial statement for audit by KPMG
- Created a grant application process for HEO organizations to access Hockey Canada Legacy Funds for local initiatives
 - EOJHL four-man officiating subsidy
 - District 12 goalie mentorship program
 - Bytown District's Grow the Game initiative in partnership with First Nations
 - District 3 goalie mentorship program
- Allocated over \$150K of Provincial Sport Organization grant funding to HEO Members
- Provided financial support to HEO teams advancing to regional/national championships



Much HEO policy work was undertaken in 2021-22 in concert with its partners

- Domestic Player Transfer and Registration Policy 6.47 (significant revision)
- Conflict of Interest Policy for Key HEO Positions 6.56 (new)
- House League Select Team Policy in HEO's Hockey Policy for Minor 6.49 (new) and Video Review Policy in HEO's Hockey Policy for Minor 6.49 (new)
- 2022-27 HEO Strategic Plan (new)
- Non-Sanctioned Leagues Policy 6.54 (new)
- HEO Board Skills and Expertise Profile (new)
- Maltreatment, Bullying and Harassment Protection and Prevention Policy 6.3 (new)
- Procedures for Analysis and Investigation of Maltreatment, Bullying and Harassment Reports 6.3.1 (revised)
- Appeals Committee Procedures/Protocol 6.22 (revised)
- Serving of Player Suspensions Policy 6.14 (revised)
- Nominations of Candidates for Board Positions Process (revised)
- Officiating Policies – (new and revised)
- Sport School Policy 6.13 (in process -- significant revision)



HEO was active on the governance front in 2021-22

- Introduced HEO's first Annual Report.
- Appointed Kim Greer to the HEO Board for a two-year term.
- Organized HEO's first Member Forum in December, 2021 with representation from Hockey Canada.
- Commenced a review of AAA Associations and related boundaries (in progress).
- Completed the first full year of staff performance evaluations under HEO's new Performance Evaluation Policy.
- Introduced a new HEO Board Skills and Expertise Profile, for use by the Nominations Committee and voting members in assessing Board candidates.
- Revamped and modernized HEO's nominations process.



HEO was active on the governance front in 2021-22 (2)

- Supported the review of AAA Associations and related boundaries under the High Performance Task Team, with a report and recommendations to come to the Task Team and to the HEO Board in 2022.
- Worked with the Ministry of Sport to clarify HEO's obligations, and those of its members, under the recently promulgated Ontario Not-for-Profit Corporation Act.
- Established the Branch's first Task Team focussed on Hockey Canada Accredited Schools policies and procedures. This Team will also deal with schools with residence
 - Pursuing discussions on the renewal of HEO's relationship with the Canadian International Hockey Academy and the Ontario Hockey Academy



HEO was active on the governance front in 2021-22 (3)

- Developed, in consultation with HEO Committees, Councils and Task Teams, a set of HEO ByLaw amendments for voting member consideration.
- Re-established the Junior Committee and defined a common set of priorities.
- Established HEO's first Equity, Diversity and Inclusion Task Team and endorsed its recommendations for the following:
 - Comms, surveys, member townhalls, alignment of HEO policies/regulations/procedures
- Worked to develop a Constitution and ByLaws for District 14 (in progress)
- Implemented a review of governance of officiating across the branch (in progress)



HEO invested in program improvement and expansion.

- Approved a three-year investment in the new Branch House League championship tournament for minor hockey.
- Approved an investment in 90 goalie equipment sets for entry level participants; prepared a Try A Goalie program for grassroots level in the fall of 2022.
- Approved a two-year investment in First Shift programming as a subsidy to those HEO organizations running the program
- Supported the inaugural participation of HEO AAA teams in Hockey Canada's Gold Medal Pathways.
- Approved a four-year pilot for U12AAA commencing in 2022-23 and calling for reports to be produced in 2024-25 and 2025-26
- Approved AAA League spring tryouts, with a lessons learned document to be submitted to Minor Council and the HEO Board by November 1, 2022
- Worked with Province of Ontario officials, the Chief Medical Officer of Health, local regional health authorities, neighbouring Branches and HEO organizations to bring about a safe Return to Hockey, implemented a proof of vaccination policy aligned with the province and approved by the Ontario CMOH.



HEO invested in program improvement and expansion (2)

- Approved expanded affiliation in the 2021-22 season for Junior, U18AAA, AAA; committed to looking at simplifying house league affiliation.
- Supported the four-person officiating system for Junior and U18AAA games in 2021-22.
- Provided a number of services to Junior programs
- Introduced a HEO Coach of the Week program to recognize coaches across the Branch.
- Supported the introduction of the innovative Green Armband program for young officials.
- Provided financial support to the delivery of quality officiating at the Pembroke SilverStick Tournament.
- Streamlined House League affiliations by providing an option to use TTM as a management tool (in process for 2022-23 season)



HEO worked with Hockey Canada on several fronts

- HEO sought and received special dispensation from Hockey Canada's existing regulations in two areas in 2021-22:
 - Regulation 18.(c)(ii)(iii): 16-year-old averaging in Junior A and Junior B
 - Regulation E.2.(c) roster expansion from 19 to 21 in minor house league programs
- HEO provided insights and feedback to Hockey Canada's proposed Strategic Plan, and to its proposed Gender Expression and Identity policy.
- HEO Board members participated in Hockey Canada's first female hockey forum.
- The President and Executive Director attended numerous significant Hockey Canada events throughout 2021-22.



HEO Priorities have been set for 2022-23

The Board and staff are committed to these priorities for the coming season:

- Working with all HEO partners to create an implementation plan for the 2022-25 HEO Strategic Plan
- Providing training and support to HEO Members to implement Hockey Canada and HEO's Maltreatment, Bullying and Harassment Protection and Prevention Policy
- Working with experts to implement the HEO Equity, Diversity and Inclusion Task Team recommendations (EDI communications to members, participant surveys and townhalls tackling EDI challenges) with the goal of making our programs more inclusive and attracting more to our game
- Providing support to Minor Hockey Associations in coach and goalie coach development, with a clear focus on house league
- Renewing HEO's relationships with CIHA and OHA
- 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)



2021-22 season wrap-up

- In conclusion, the HEO Board and staff thank all of its volunteers and program leaders across the Branch for your dedication to hockey, and your inspirational leadership.
- None of “Hockey For All” happens without your significant contribution to the game and to your communities.
- See you in 2022-23.

