

2018 12 02

FHO AGM Draft Minutes

10-12, 1-3:00pm

FHO Club Meeting

10:00-12:00

Location:

Paramount Fine Foods Centre
550 Rose Cherry PL E
Meeting Rm B+C
Mississauga

Agenda: Led by Richard Crowell

Attendance:

Halton FHC (Sara and Ted)
Guelph Cobras (Sue Robertson)
AC (Scott Davis)
Nepean Nighthawks(Isabelle Fredette)

10:16-10:30am: School Grants

Why Provide Grants

- To help strengthen and grow the club structure
- FHO capacity
- Club expertise
- Potential for fundraising

School Grant Criteria

Purpose:

To support clubs outreach to local public schools to introduce FH to students
To grow awareness of the sport and increase junior membership at the club

Available Funding:

Clubs that are members in good standing with FHO are eligible to apply for up to \$200/school with a maximum of \$1000/club

Criteria

Clubs will...

- Provide a schedule of school visits to FHO prior to Feb. 28/19
- School visits must target students in gr 7 and 8
- Clubs must use trained coaches who are FHO members to do school visits
- Clubs must provide an end of year report to FHO by July 30/19

FHO will....

- Review all applications sent in from clubs
- Provide the grants with 50% of funding distributed upon approval of initial application due Feb. 28/19
- Provide the remaining 50% of funding upon receipt of final report due July 30/19
- Provide loaner equipment to clubs if needed and available
- Will apply for various grants to help fund and grow this program for years to come

Halton - we need more coaches trained and certified, as there is great need

- HS set of schools very healthy, many kids and teams at the HS level
- Gr. 6 may be the area to expand
- Do see the benefits and potential for growth
- Have the connections in place to follow through

Nepean- a good idea for Nepean

- Need support to go into schools
- Connections to the school needed
- Got in through connections with players in past

Halton - must go through city to book fields etc

- Sarah has had meetings with the city
- Can see how this program has potential within the elementary schools
- Halton would like to get members back to FHC/FHO membership
- Sr women most resistant (120 women)
- These members may come back depending on what they see happening for them
- \$39 to FHC and only \$12.50 to FHO

Richard - will need to re evaluate program and may need to change criteria and work with FHC to gain better understanding of membership fees

10:30-11:00am - Recreation Competitive Structure Grant

Richard: Area needed is recreational programming

Purpose:

- To support clubs who are creating accessible(low cost) recreational competitive programs both indoor and outdoor for players
- Improve access to competitive opportunities and generate membership/revenue for clubs

Available Funding:

- Clubs that are members in good standing with FHO are eligible to apply for a 1 year grant of up to \$2000 to run a recreational competitive program

Criteria:

In order to qualify for a grant programs must....

- Provide a multiple competitive opportunities ie league or series of events
- Involve participation from at least 3 other member clubs
- All athletes must be members of FHO
- Target recreational players
- FHO will prioritize both seniors or U14 players

In order to apply for a grant they must....

- Provide a detailed application (template to be provided) prior to Fe.28/19
- Clubs must use trained coaches and officials who are FHO members
- Clubs must be Not-for Profit organizations

- Clubs must provide an end of year report to FHO by July 30, 2019

FHO will...

- Review all applications sent in from clubs
- Provide the grants with 50% of funding distributed upon approval of initial application due Fe. 28/19
- Provide the remaining 50% of funding upon receipt of final report due no later than July 30/19
- Assist in organizing, where needed

Discussion of Group:

- can't use gyms in Halton for indoor, this is seen throughout the province because there is a stigma that stick sports will ruin floors
- Could see potential pairing in the fall
- Name change?: recreational competitive structure (HL, Competitive, not HP)
- Work on name -- staying away from HP
- Benefits for U12 age groups and senior women to be exposed to more tournaments/ opportunity to play
- May be a challenge for clubs to check all criteria
- Clubs - finding 3 or more clubs may be a challenge
- FHO wants the clubs to be challenged and innovative/ work together
- FHO does not want grants to be used for events already going on
- Not-for profit designation is difficult to set up, more admin work and information needed
- Will need club to submit a Not-for profit # or show in progress
- Diane H is best person to ask with Non-for profit since she has experience
- Not for Profit info: Must have a board, articles of incorporation, registration fee, takes upwards of 4 weeks
- Clubs might not like the financial accountability and/or the reporting required
- FHO can accept grant applications and then help the clubs to become not for profit
- Had a discussion regarding insurance and clubs. FHO coverage may not cover clubs that are not Not-for Profit and/or incorporated

11:00-12:00pm- Open Discussion

Next Gen presentation from FHC may be organized in Feb.

From Halton: Had conversation with Jeff Sauve in Nov.

FHO AGM Agenda – Sunday Dec. 2, 2018 1:00pm EST

Location:

Paramount Fine Foods Centre
5500 Rose Cherry PL E
Meeting Room (B+C)
Mississauga

AGM Attendance:

Ted Slugocki	- Halton	- individual vote
Sara Restani	- Halton	- 52 Club votes
Diane Huneault	- Halton	- Individual vote
Kim Slugoda	- Halton	- Individual vote
Dana Hetheron	- Maverick	- Individual vote
Suzanne Robertson	- FHO Secretary	- Individual vote - 47 Club votes Proxy for Cobras
Karen Simmavong	- FHO Program Manager	
Richard Crowell	- FHO Acting President	- Individual vote
Isabelle Fredette	- FHO Director	
	- Nepean Nighthawks	- 90 Club votes Proxy for Nepean
Scott Davis	- FHO Director	- 37 Club votes for AC
Christine Hescl	- Waterloo Women's FH	- 47 Club votes + 3 proxy
Joseph Fernando	- Titans	- 12 Club votes
Nicola Davey	- A&C	- Individual vote
Amy Ware	- Maverick	- 21 Club votes
Leigh Sandison	- Toronto United	- Individual vote
Anna Easty	- Toronto Toros	- 3 Club votes
Emily Rix	- FHO Director	- Individual vote
Shawn Hetheron	- Maverick	
		- 306 club votes
		<u>- 8 individual votes</u>
		= 314 total votes and 10 clubs

Quorum = 20% of voting membership is 164 and 10% of Recognized Clubs is 3

a.Call to order: 1:10pm

Introductions:

Sue Robertson (Secretary)
Karen Simmavong (Program Manager)
Isabelle Fredetter (Director)
Leigh Sandison (Director)
Anna Easty (Director)
Emily Rix (Director)
Scott Davis (Director)
Richard Crowell (Acting President)

b) Establishment of quorum

- Quorum confirmed - see Note under attendance

c) Appointment of scrutineers

Motion to appoint: Diane Huneault, Amy Ware as scrutineers(Sue /Richard). Carried.

d) Approval of the agenda (Sara /Nicola) Carried.

e) Approval of minutes of the previous Annual Meeting(Amy/Leigh). Carried.

f) Presentation of Reports:

President's Report-(power pt presentation)

2017-2018 Year in Review

Board Updates -

- Alex Miles resigned in Feb. Scott Davis on board in Sept.
- Treasurer - Dennis Pang on board in Feb.
- Vanessa Williamson - President - on leave in May, resigned by end of Aug.
- Richard Crowell nominated as Interim President
- Outgoing board members, Emily Rix, Leigh Sandison, Isabelle Fredette, Anna Easty, Dennis Pang

New Hires: Program Manager - Karen Simmavong - started in March 2018

- 200-300 applicants
- Short list developed
- Interviews completed
- 2005/6 was last time there was any full time employee
- Difficult time to start, especially with this the first time FHO hosted Nationals and OSG in sam year: May Meltdown, Nationals, OSG
- Grown a lot in the short time she has been with us
- Appreciate all the feedback and will do our best to meet expectations going forward

Vision: 2019

A. Reinvest in clubs:

Grants - Pilot programs (see notes from Club meeting)

- Club's expertise will be sourced
- Helps to meet goals of strategic plan
- Helps to provide data and plans for applications for fundraising and grant applications to increase \$\$ to be able to run this program full year

1. School Grant Proposal (see notes in Club Meeting)

Questions/Discussion:

- FHO to help to make contact with the boards is needed
- Letter of support written by FHO can be shared with clubs so they may use with BofEd gyms
- Concern from principals, eye wear, floor damage in gym
- Teacher friends are helpful for getting an in and can, ex students are another method to be able to get into the schools

2. Recreational Competitive Structure Grant (See notes in Club Meeting)

- July 30th 2019 report due (to include for year end)

Questions/Discussion:

- U14 (players before high school) doesn't have to align with FHC

B. Grow our capacity

- Program Manager (phase 1)
- Part Time Staff (phase 2) - specifically supporting the coaching area, led by Scott Davis
- Difficulties with volunteers who are on for terms and when they leave their work/expertise is 'lost'
- Need to have capacity to sustain long term expertise and can be done with staff who stay on

C. Grow financial sustainability

- Reserve will run out eventually, we are still facing a declining membership...
- With increased financial we will be able to get staff/programs in place
- We will focus on grants to finance the club support packages and sponsorships around events and teams

D. Grow Membership

Program Manager Presentation - Karen Simmavong

Introduction - plays field hockey

- Kin grad (BA, MA) from Western, former field hockey player, former Research Coordinator at Western
- Role with FHO has been a learning challenge with there not being someone in role since 2005/2006 and it being FHO's first year running Nationals and OSG in the same year and missing president
- Key Objectives of Operation Plan:

Governance:

- Increased government funding through Ministry of Tourism, Culture and Sport
- Reached the cap for funding for 2nd year in a row the cap continues to grow as we keep performing yearly
- Intro of 5 new and updated policies (Inclusion; Parents/Guardians Code of Conduct; Screening Policy; Confidentiality Policy; Concussion Policy)
- Intro of 4 new forms(Concussion Form; Voting by Proxy Form; BOD Nomination Form; Injury Reporting Form)

Technical Leadership:

Coaching

- Community Coach training bundle
- Intro to Competition
- NCCP making Ethical Decisions

Umpiring

- Regional, provincial and community clinics

Technical

- New tech BOD member, Sept. 2018
- FHO Officials Investment fund

Diane Huneault was acknowledged for her hard work and with taking charge in technical development
Strong year with umpires and coach training with an overall over 100 trained and recertified

Club Development:

- 30 clubs registered 2017-2018
- 2 new clubs: Crimson Warriors (Mississauga) and Elgin County FHC (Shedden)

Club events

- May Meltdown - U12, U15, U18

Women's Fund

- Awardee: Melanie Simourd of the Kingston Royals FHC (Community Coach Training)
- Strongly encourage applications for the program in April 2019

High Performance

Indoor Dev. Program

- U16/19 girls
- 2 teams, 24 players

National Championships - 112 Teams, 176 players

Hosted by FHO

- U15, U18, U23 (Boys and Girls)

Ontario Summer Games

- U15 Girls and Boys
- 8 teams, 82 players

FHO Image

- Ongoing regular membership emails and website postings
- Improved SEO
- Continued news posts and community posts
- Improved social engagement
 - New instagram account (324 followers)
 - Facebook: 1,332 followers (=12% YOY)
 - Twitter: 756 followers (+15% YOY)

Looking to 2019

- Focus on developing umpires and coaches
- Hire new part time staff and continue with hiring student support
- Increase membership (not playing issue and more of a membership issue)
- Club Development
 - Develop routes to transition athletes to club
 - Masters tournament summer 2019
 - Support and introduce indoor club leagues

Questions/Comments:

- Amy Ware - it was a massive undertaking to host a Nationals event, the fact that FHO was able to put together a national event (loss of leadership and other challenges) this was impressive and to be commended.

G) Presentation of Financial Statement Review (David Clayton, Sarah Playford)

- Financials were presented on FHO website prior to the AGM
- Presented to BOD on Nov. 13/18
- See financial report of BDO posted on FHO website
- BDO responsible for the Independent Practitioner's Review Report
- Provides review not audit
- Dennis very helpful
- Nothing looks out of line in financial statement position
- Strong Reserves
- Assets stronger than last year
- Increase in overall Revenue Excess of revenues over expenses

- Due to : 1st full year of increased funding(grant) and successful \$20,000 fundraising grant for OSG

Questions: none

H) Appointment of Reviewers of Financial Statements

Motion to nominate BDO as reviewers for 2018-2019 (Scott /Leigh), carried

I) Budget

Richard - New initiatives for this year to spend reserves, will invest back into Nationals

- Intention to drive financials back into clubs

J) Business as specified in the meeting notice-none

k) Presentation for Retiring Board Members (to Isabelle, Leigh, Anna, Emily, Dennis)

Recognition given to board members who are retiring from their position for their much appreciated Contributions and valuable expertise and time. Thank you to Isabelle, Leigh, Anna, Emily and Dennis.

l) Election of new Directors (see nominations on FHO)

- Nominations: Positions vacant (President, Treasurer, Directors (6)
- Richard Crowell: President - see bio on FHO website
- Nicola Davey: Director at Large - see bio on FHO website
- Scott Davis: Director at Large - see bio on FHO website
- Call Nominations from the floor:
 1. Dana Heatherton (Amy Ware nominates /Leigh Sandison seconds) Accepted for position of Director at Large
 - parent of player with Mavericks-
 - professional, Community Justice, works with youth
 - Brings passion for youth, community, and wants to see growth in the sport

Nominations Closed at 2:34pm

Resolution by Diane Huneault that Richard Crowell be elected by the board by the President(seconded by Isabelle Fradette), all in favour, carried.

Resolution by Diane Huneault that Nicola Davey be elected by the board (Emily Rix seconded) all in favour, carried

Resolution by Diane Huneault that Scott Davis be elected by the board (Leigh Sandison seconded) all in favour, carried

Resolution by Diane Huneault that Dana Hetheron be elected to the board (Amy Ware seconded) all in favour, carried.

No nomination for treasurer and 3 directors at large. The board will appoint.

m) Motion for Adjournment at 2:38pm, (Sara Restani/Amy Ware), carried

CERTIFICATION

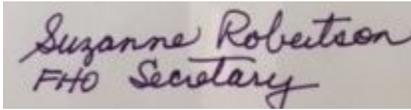
We, the undersigned, being the President and the Recording Secretary, do hereby certify that the foregoing minutes are a valid representation of the business conducted at the meeting of the Board of Directors of FHO, held on the date noted in the minutes.



Dec. 5, 2018

President-Richard Crowell

Date



Recording Secretary
Suzanne Robertson

Witness