



FIELD HOCKEY ONTARIO  
**ANNUAL GENERAL MEETING 2017**

NOV 2017

/ ANNUAL GENERAL MEETING

2017





## / AGENDA

- a) Call to order
- b) Establishment of quorum
- c) Appointment of scrutineers
- d) Approval of the agenda
- e) Approval of minutes of the previous Annual Meeting
- f) Presentation of reports
- g) Report of Auditors (if any)
- i) Presentation of Budget
- j) Business as specified in the meeting notice
- k) Election of new Directors
- l) Adjournment





## / PRESENTATION OF REPORTS

1. 2016 - 2020 Strategic Plan and Deliverables
2. Governance
3. High Performance
4. Grassroots
5. Coaches and Officials
6. Looking to 2018



**/ 2016-2020 STRATEGIC PLAN AND DELIVERABLES**

## / **SUMMARY OF KEY OBJECTIVES - 2016 - 2020**

### ENHANCED GOVERNANCE

Revise Board of Directors and Committee structure

Review and update our bylaws

Review and update our governing policies and procedures to better manage the organization

Have the financial resources to support the hiring of a part-time administrator

### ENHANCED TECHNICAL LEADERSHIP

Increase the number of coaches, technical officials and umpires by 50 each

Create a junior mentorship program for coaches

### ENHANCED CLUB DEVELOPMENT

Increase the number of players registered with FHO by 500

Create a platform for clubs to engage with FHO

Create a competitions framework for clubs

### ENHANCED IMAGE

Increase the trust among registered participants in FHO

Well defined relationships with our external stakeholders.



**/ GOVERNANCE**

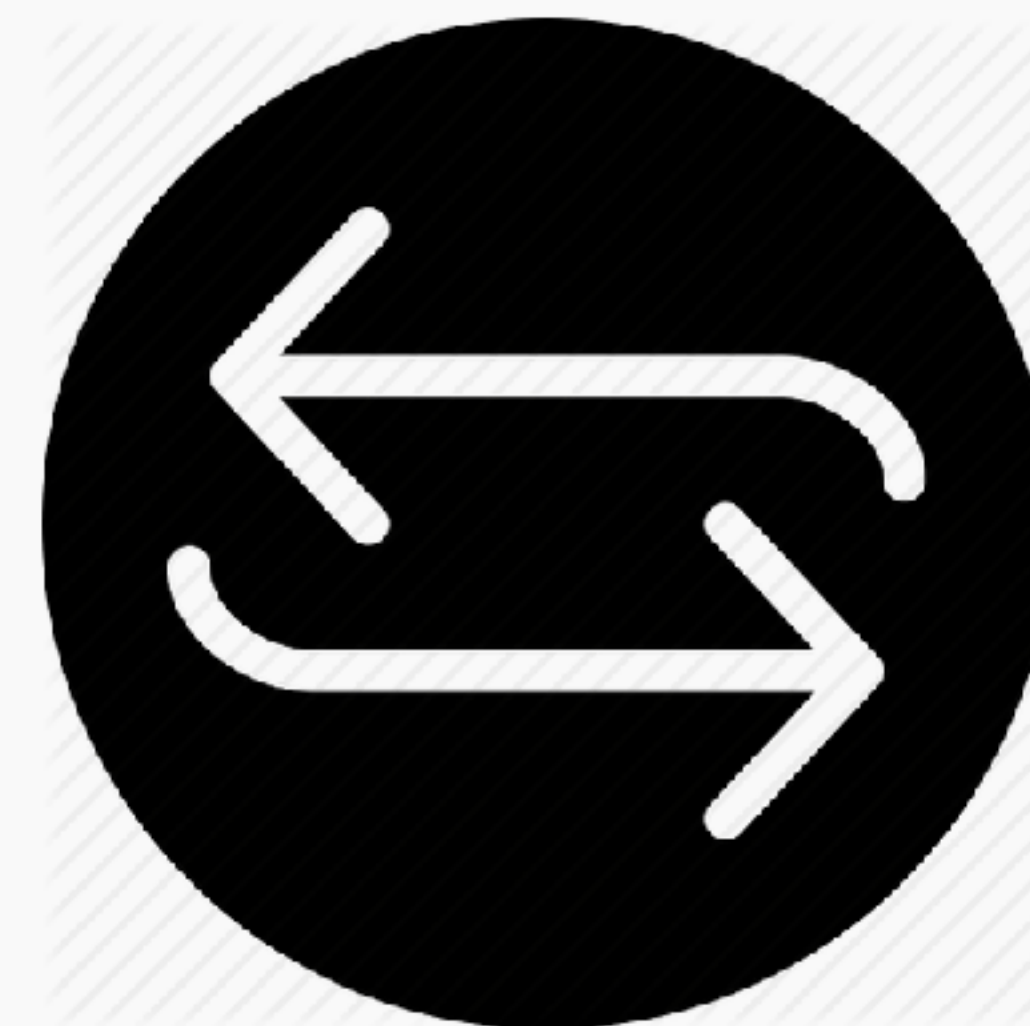
## / SUMMARY OF KEY OUTCOMES - GOVERNANCE

### ENHANCED GOVERNANCE

- Reviewed and updated FHO bylaws - Approved Jan 2017
- Shared Cloud Drive for Board of Directors
- Board of Directors Onboarding Documentation
- Board of Directors Handover Documentation
- Reviewed (all) and updated (10) our governing policies - introduction of new policy - Social Media
- Hired Part-time Admin - May - Sept
- Increased Gov't Funding three-fold - reached maximum cap for government funding

# Bulletin on player transfers between clubs

September 12, 2017



**This bulletin sets out FHO's position on transfers between clubs and its applicable policies.**

An athlete may only belong to one FHO recognized Club at a time. Athletes are encouraged to explore all options available to them prior to registering in order to choose a Club that best suits their needs from the location, coaching compatibility, training and competition opportunities offered, program costs, etc. Transfers of athletes between clubs will inevitably occur.

The [FHO Membership Policy](#) sets out the process for members to transfer during the membership year (see 31) from one FHO-affiliated club to another. An approved transfer results in updating club affiliation in the FHO database.

Ideally, any club transfers would happen only between membership years when there are no restrictions. If a member has made a commitment to a Club team for a particular league or event is expected, in fairness to the Club, the member's commitment for the duration of the event, unless there are extenuating circumstances. For ethical, legal, and safety reasons, however, FHO does not and will not force athletes to remain with a club.

FHO only has jurisdiction over athlete Club affiliation when it comes to FHO-accredited events and

**/ MEMBERSHIP**

## / SUMMARY OF KEY OUTCOMES - MEMBERSHIP

### REGISTERED MEMBERS

1450 number of members registered 2016, 25% senior athletes

1497 number of members registered 2015, 25% senior athletes

Number of clubs 2016/17: 28, so far in 17/18: 13 (typical for this time of year)

### MEMBERSHIP UPDATES

Reduction of senior membership fees

Increased FHC fee = \$6

Updated club membership policy

### NOTE TO MEMBERSHIP

Member registration and the associated fees demonstrate to funding bodies that an organization is viable and worthy of funding support for programs.

A strong provincial organization is better able to support its members, both individual and club, by developing and implementing programming that benefits all members in the long term.

## Reasons for being an FHO member

June 1, 2017



Every year, FHO asks its members to pay fees, and every year members wonder what these fees get them for and what they'll receive.

We at FHO want to make it as simple as possible for our members to understand where their money goes and what they'll receive. We summarize the benefits of membership. Additional details can be found in the Membership Policy.

### Membership year:

September 1st to August 31st

### Where does the fee go?

FHC: FHC fees account for approximately half the cost of a FHO membership, and in some cases

**/ TECHNICAL LEADERSHIP**

## / SUMMARY OF KEY OUTCOMES - TECHNICAL LEADERSHIP

### COACHING

Increased the number of registered coaches by running 22 coaching clinics

Encouraged participants to join an existing mentorship program for coaches - CAO Changing the Game mentorship program focused on getting more women into coaching

4 Ontario coaches represented Canada in 2017 - Louis Mendonca, Scott Sandison, Shankar Premakanthan and Reggie Pereira

### UMPIRING

Community Clinics - 3 recertification candidates and 19 new trainees at clinics

Provincial Clinics - 28 new trainees trained at events

Recertification I - 2 Regional and 19 Provincial candidates recertified

Assessor Certification - 7 assessors recertified to updated FHC standards and 3 new assessors trained.

2 Ontario umpires represented Canada in 2017 - Alex Miles and Vanessa Williamson

List of provincial umpires includes 77 umpires

### TECHNICAL

4 Ontario officials represented Canada in 2017 - Ozias D'Souza, Derek Sandison, Sacha Rae Teixeira and Hari Kant



**/ CLUB DEVELOPMENT**



## / SUMMARY OF KEY OUTCOMES - CLUB DEVELOPMENT

### CLUB EVENTS

27 clubs 2016

1 brand new club created in 2017/2018

Club Events: May Meltdown, including addition of senior program, Indoor

### CLUB OPINIONS

Club survey sent to all clubs, 12 responses.

Club working session Nov 25

### CLUB PROMOTION

Summer Experience Program Grant and Summer Camps

Hugely successful program introducing field hockey to over 500 children in the Brampton, Mississauga, Scarborough and Toronto regions. FHO handed out information sheets to the campers that included the contact information of clubs and field hockey resources in the camper's region.

High School All-Stars Program

Successful pilot of high school all stars program to expose players to a higher level of coaching as well as long-term development, and to encourage participants to join clubs

## Peel High School All Stars Program

November 22, 2017

This year, a new All Star program for high school athletes was created in the Peel region. Taking learnings from the Halton All Star Program, led by Geoff Sheppard, the Peel All Star Program got off the ground with some great volunteering from Pam Barwell and Sue Robertson.

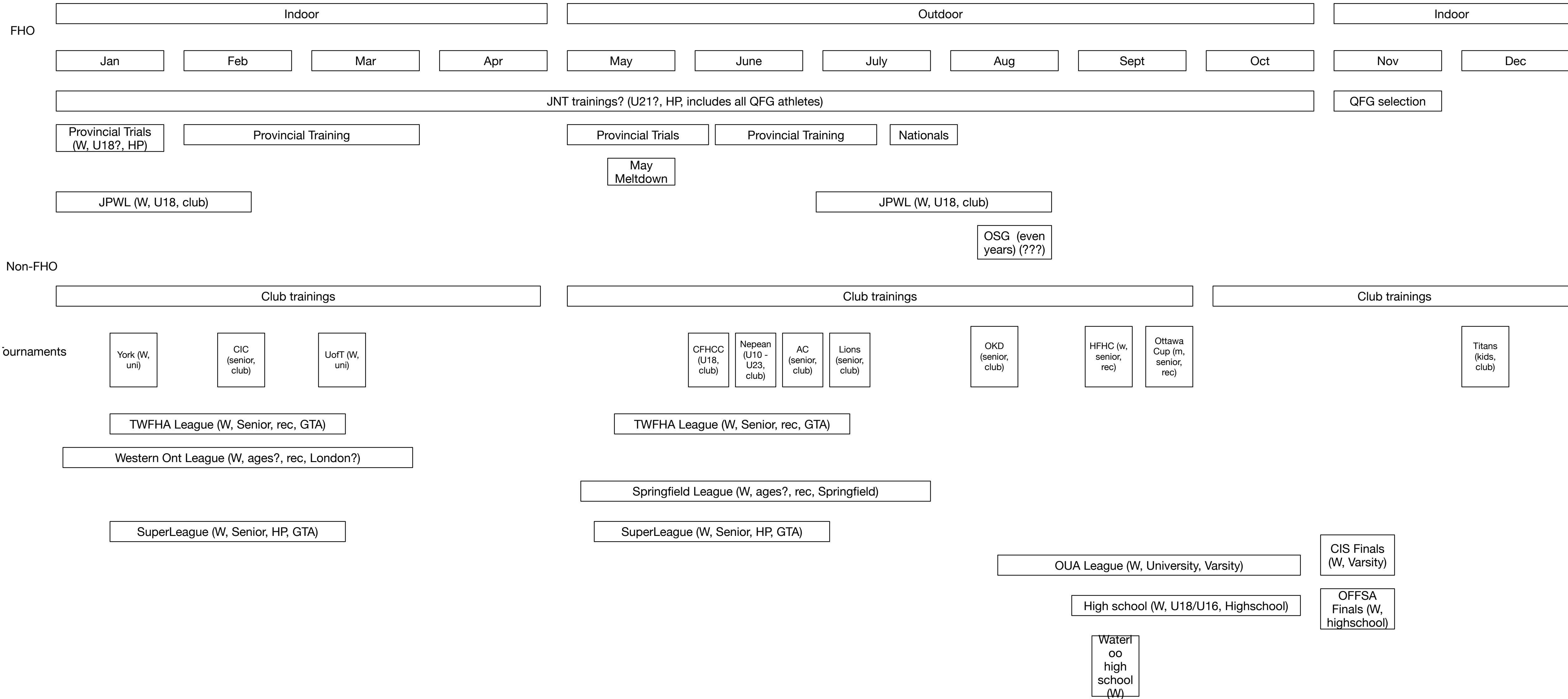


Pam is a teacher in the Peel region, teaching and coaching out of Clarkson Secondary. She galvanized the coaches in ROPSSAA (Region of Peel Secondary School Athletic Association) to begin the program.

Top players within the region were selected as All Stars and played with and against each other in one game after OFFSA. The players are given the accolade of being selected as well as the opportunity to play in a higher level of field hockey to cap off their successful seasons.

This year FHO invited All Star players from both the Peel All Stars program and the Halton All Stars program to a field

## / CALENDAR OF EVENTS



**/ HIGH PERFORMANCE**

## / SUMMARY OF KEY OUTCOMES - HIGH PERFORMANCE

### ONTARIO TEAMS

National Championships: 3 gold medals, 3 silver medals, 12 teams sent, 179 players

Post nationals survey: 84% positive experience at Nationals (56 responses)

Indoor Provincial team - U19 girls

### JUNIOR NATIONAL DEVELOPMENT

2 JDS camps held by Women's Junior National coach Steph Andrews.

13 athletes in women's JDS program, comprising 45% of overall program.

2 JDS camps held by Men's Junior National coach Indy Sembhi.

10 athletes in men's JDS program, comprising 37% of overall program.

### SENIOR NATIONAL TEAMS

#### Indoor

11 players on Men's Team - placed 3rd at the Indoor Pan Am

11 players on Women's Team - placed 4th at Indoor Pan Am

#### Outdoor

2 players on Men's team, 2 on SDS. Ontario comprises 11% of the program

2 players on Women's team, 5 on SDS. Ontario comprises 33% of the program.



## / NATIONALS 2017 - ATHLETE FEEDBACK

'Playing at Nationals was unlike any other experience. I had a lot of fun playing and just getting to participate. Despite not winning a game, I felt successful as an individual because my gameplay from trials in May improved drastically over the course of training and the tournament itself.' - U15 East

'Very fulfilling experience with a lot of learning. Our hard work and positive coaching paid off with a silver medal.' U15 West

'I found the experience amazing, for everyone's skills and improvement. As well it was a lot of fun. I am very proud of the improvement I saw in my teammates and myself thanks to the coaches' U18 Select

'I would totally love to participate in FHO next year. It has given me a drive to be the best I can be at field hockey and I hope to play in Ontario at a university level in the future.' - U18 Select

'Nationals was fun and I liked playing tough but competition that allowed close games. I wish we had more success but it's easy to look back on what you would change rather than what you thought was best in the moment on the field' U18 West

'The experience playing at Nationals was good. It is good for our age group to have some high-performance training over the summer as we usually don't. The caliber of athletes on the other teams at Nationals wasn't as high as I was expecting so we were fairly successful.' U23

**/ ENHANCED IMAGE**

/ SUMMARY OF KEY OUTCOMES - ENHANCED IMAGE

ENHANCED IMAGE

Well defined relationships with our external stakeholders

- Improved relationship with FHC - Ontario development is focus for FHC for 2018
- Improved relationship with Ministry to increase funding
- Improved relationship with OFFSA - sponsorship of event
- Streaming of Indoor hockey on CBC

Improved trust

- New website with critical information including - upcoming hockey, calendar of events, coaching and officials sections and community news
  - Improved SEO across entire site to help members and potential members find what they're looking for more easily
- Ongoing membership emails with important information including improved information on benefits of membership
- Consistent social posts and community engagement increasing social engagement dramatically
  - 1.2k Facebook followers
  - posts reaching up to 6k users

Published	Post	Reach	Engagement
10/13/2017 11:07 am	 Good news hockey fans - the CBC will be streaming the Canada ga	579	66 51
10/11/2017 12:16 pm	 Head Coach Scott Sandison speaks to the PAHF Pan American Hoc	786	59 14
10/09/2017 9:35 pm	 Repost, check out the men's indoor team ready to roll to Guyana	620	118 16
10/09/2017 2:21 pm	 Oh what a feeling! One week until the Canadian Men and Women de	797	44 35
10/04/2017 9:42 am	 Congratulations to Jaslan Stirling who has been named U Sports At	1.2K	53 22
10/03/2017 10:05 pm	 Congratulations to the athletes named to Team Canada for the Indo	5.8K	652 232
09/13/2017 1:30 pm	 As the new membership year is upon us, please note this bulletin o	319	43 2
09/13/2017 9:00 am	 FHO is sad to hear of the loss of Dave Negus, an active member of	632	134 21
09/11/2017 10:04 am	 Get a personal training team for 4 months with the MedCan Power M	44	2 1
09/06/2017 9:40 am	 Happy September everyone! A friendly reminder that the new mem	301	14 4
09/05/2017 10:45 pm	 Check it out, FHO is in the running for a Dairy Farmers of Canada gra	1.1K	107 49

## / SUMMARY OF KEY OUTCOMES - ENHANCED IMAGE

WWW.FIELDHOCKEYONTARIO.COM

A new era for FHO with a new website showcasing up-to-date information, news and celebrations within the community.

/Home - upcoming field hockey across Ontario including club tournaments, national team tryouts, and the latest news.

/AboutFHO - governance resources including all policies, forms and contacts

/News - Creation of 42 blog articles to increase awareness of what's happening in the FHO community - both for FHO information and celebrating stars within the community

/CommunityPosts - Creation of community sharing page in September 2017 featuring 10 member posts

/Play - From beginners to club to high school to high performance. Information for players of every level

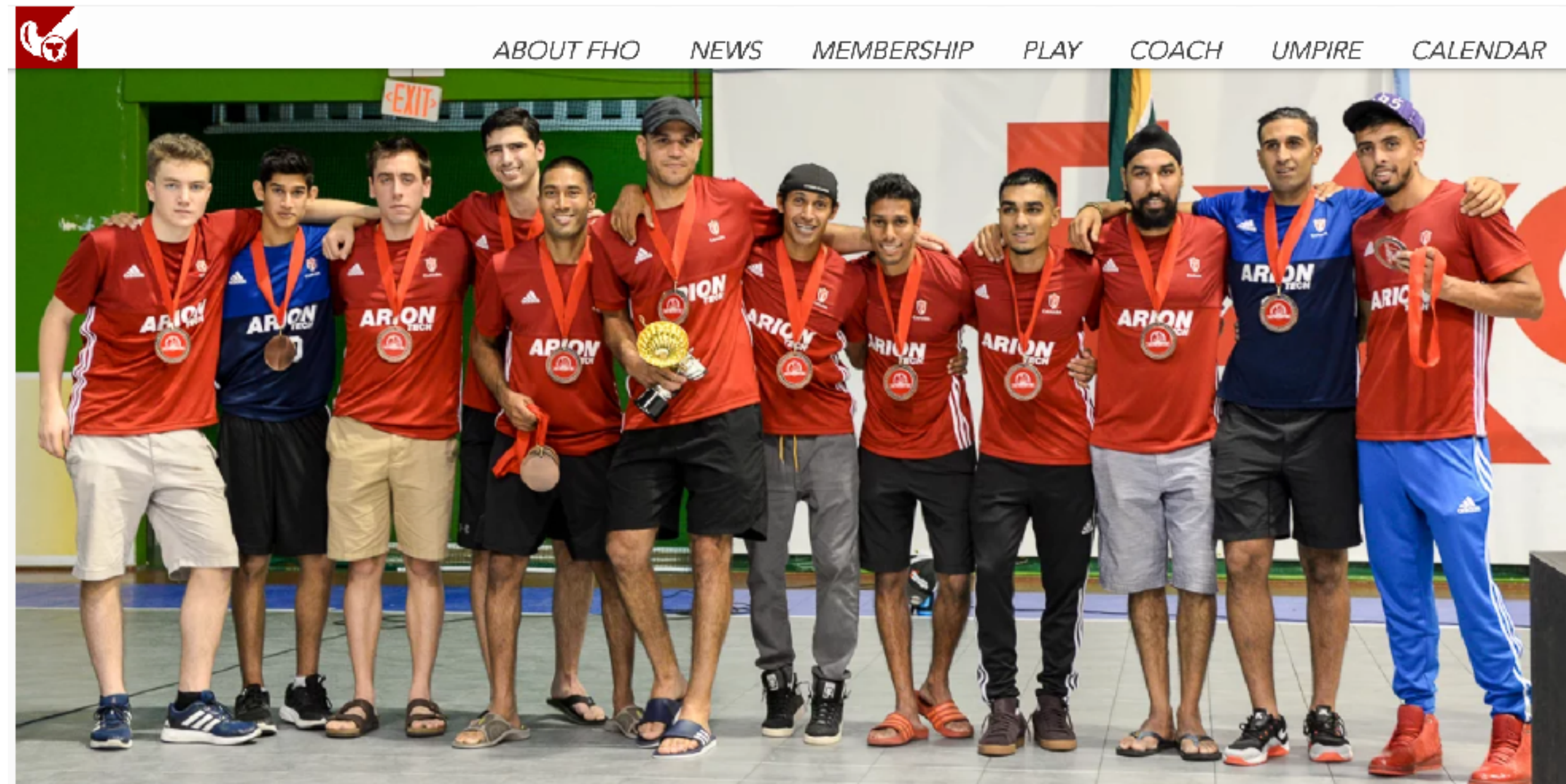
/Clubs - Club directory to direct players to local clubs, including club map

/TeamOntario - recognition of FHO provincial athletes and staff

/Coach - information on the coaching pathway, coaching certification and links to resources

/Umpire - information on the umpiring certification and links to resources

/Calendar - up-to-date calendar of events with tournaments, clinics and more



Congratulations to the Canadian Men on bringing home the bronze at the Indoor Pan Am Cup. Special congrats to Jonathan Roberts for winning MVP and Top Goalscorer and Kathryn (KJ) Williams for winning Goalkeeper of the Tournament. See [PanAmHockey.Org](http://PanAmHockey.Org) for results, photos and videos.

## Have you registered for 2017/18? Please register now

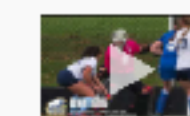
### Upcoming:

**Coaching Course** - FHO is running a Competition Introduction course. Please sign up via the membership portal Nov 18 - 19 in Burlington

**FHO AGM** - The FHO AGM will take place on Saturday November 25th, at 1pm, and will be held at the Double Tree by Hilton Hotel, Toronto Airport West at 5444 Dixie Road, Mississauga.

**2018 National Championships** - Ontario is hosting the 2018 National Championships! Would you like to volunteer to make it the best nationals yet? Please email to let us know you're

### Recent News



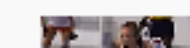
York University take silver at USports finals and Ontario dominates special awards



FHO AGM and Nominations for Board Positions



Update to Coach Education



U16 and U19 Women's

**/ LOOKING TO 2018**

## **/ SUMMARY OF KEY OBJECTIVES - 2018**

### **FOCUS ON DEVELOPING COACHES AT ALL LEVELS**

Getting coaches to level up, and providing opportunities for coaches to learn from experienced others.

### **HIRING AN EXECUTIVE DIRECTOR**

Increase sustainability of FHO, including increasing funding to sustain the ED role as well as a full time admin role.

### **HOST NATIONALS 2018**

Well organized and cost effective hosting of nationals

### **RUN YEAR ROUND HIGH PERFORMANCE PROGRAMMING**

Early planned high performance training so that clubs can plan around conflicts.

### **CONTINUE TO RUN PILOT PROGRAMS TO DIRECT NEW PLAYERS INTO CLUB**

Work with clubs to develop easy routes to transition young athletes into club system.

### **FOCUS ON DEVELOPING UMPIRES**

Actively engage with FHC and PAHF to develop a pathway for umpires, and to increase benefits to attract new umpires into the system, including working with OFFSA and OUA.

### **INCREASE VOLUNTEERING**

Actively recruit new volunteers to sit on committees to assist in the development of other objectives.

### **INCREASE NUMBER OF REGISTERED CLUBS**

Recruit actively engaged volunteers to help create new clubs in hubs across Ontario, with the aim to allow anyone interested to find a club within a reasonable distance of their home.

**/ FINANCIAL STATEMENTS**



[https://docs.wixstatic.com/ugd/eadc4\\_4cdc14a29f84474a8a3bb971b65e8ef1.pdf](https://docs.wixstatic.com/ugd/eadc4_4cdc14a29f84474a8a3bb971b65e8ef1.pdf)

**/ APPOINTMENT OF NEW BOARD MEMBERS**



QUESTIONS?



**/ APPENDIX FOR REFERRAL**



## / VOTING AT MEETINGS OF MEMBERS

3.14 Voting Rights – Members have the following voting rights at all meetings of the Members:

- a) Senior Player Members have one vote each.
- b) Junior Player Members do not have a vote, but are considered in accordance with Section 3.16
- c) Youth Player Members do not a vote, but are considered in accordance with Section 3.16
- d) Coach Members have one vote each.
- e) Umpire Members have one vote each.
- f) Associate Members have one vote each.
- g) Honorary Members have one vote each.
- h) Club Members may appoint a Club and/or Junior Representative to carry the following number of votes:
  - i. A number of votes which equals Senior, Coach, Umpire, Associate, Junior and Youth Members registered with the Member Club not in attendance at the Member's Meeting.

3.15 Club Representative – Senior Members, Coach Members, Associate Member and Umpire Members who are members or participants with a Club Member and not in attendance at the Members Meeting will assign their votes to a Club Representative from their Member Club

3.16 Junior Representative – The Junior Representative, appointed by their Member Club, has a total number of votes for all Junior and Youth Members, divided by two. For example, if there are 64 Junior and Youth Members in a Club Member, the Junior Representative carries 32 votes. If there are an odd number of Junior and Youth Members, the vote total is rounded down. A Club Member may choose not to appoint a Junior Representative and may instead assign the total number of votes for all Junior and Youth Members, divided by two, to the Club Representative.

3.17 Eligibility of Votes – The date determined by the Board will determine the list of Members who are eligible to vote at a meeting of the Members. The date will be no more than thirty (30) days prior to the meeting. In addition

for an AGM all members during the previous membership year are eligible to vote.

3.18 Proxy Voting – Every individual Member entitled to vote at a meeting of Members may, by means of a proxy, appoint a proxy holder, or one or more alternate proxy holders, to attend and vote on behalf of the Member.

The proxy holder need not be a Member. A proxy must:

- a) Be signed by the Member;
- b) Be in a form that complies with the Act;
- c) Comply with the format stipulated by the Corporation; and
- d) Be submitted to the Corporation at least two (2) business days prior to the meeting of the Members

3.19 Determination of Votes – Votes will be determined by a show of hands, orally, or electronic ballot, except in the case of elections which require a secret ballot, unless a secret or recorded ballot is requested by a Member.

3.20 Majority of Votes – Except as otherwise provided in these By-laws, the majority of votes will decide each

issue. In the case of a tie, the issue is defeated.

3.21 Written Resolution – A resolution signed by all the Members entitled to vote on that resolution at a meeting

of the Members is as valid as if it had been passed at a meeting of the Members.



## / MEMBERSHIP DATA

No of Members	2016-17 (Prelim)	2015-16	2014-15	2013-14	2012-13	2011-12	2010-11	2009-10	2008-09	2007-08	2006-07	2004-05
<b>Senior Athletes</b>	325	353	379	443	573	554	36%	41%	49%	46%	53%	735
<b>Junior Athletes</b>	974	993	1106	1160	1176	1011	64%	59%	51%	54%	47%	544
<b>Youth Athletes</b>	23	45	82	46	82	95		44				
<b>Associates</b>	57	45	50	50	288	50						
<b>Coach</b>	46	15	9	7	8	8						30
<b>Club/school Coach</b>		35	29	37	22	24						
<b>Umpire</b>	25	2	12	2	2	8						4
<b>Club/school Umpire</b>		9	1	9	7	7						
<b>Clubs</b>				37								
	1450	1497	1668	1754	2158	1757	1536	1440	1558	1375	1498	1313



## / DIRECTOR OF TECHNICAL - 2017 REPORT

### STRATEGIC OBJECTIVES

Enhance technical leadership (training and certifying officials and coaches) to support athletic excellence

at all LTAD stages

- Officials - Train and certify/recertify assessors/course conductors
- Officials - Train at least 30 Community and 30 Provincial umpires
- Coaches - Deliver new Community and Competition Introduction courses in each region.
- Coaches - Certify at least 10 Competition Introduction coaches

### RESULTS

#### Officials

1. Train and certify/recertify Assessors and Course conductors.

a. Assessor Certification course held. 7 assessors have been recertified to updated FHC standards and 3 new assessors have been trained. Certified assessors now available in

Ottawa (Courtney Watson, Rohan Chopra) and central and western Ontario (Ruth Johnston, Janine La Marre, Alex Miles, Ruth Hibbard, Bronwyn Fleming, Ozias D'Souza, Trevor Martin and Denise Pelletier).

b. 1 new Course Conductor has been trained to deliver Community umpire courses (Courtney Watson - Ottawa).

2. Umpire courses delivered in 2016 - 2017

a. Recertification - Regional and Provincial - 2 Regional and 19 Provincial candidates trained at events held in Ottawa, Kitchener, Hamilton and Mississauga (September, April and June)

b. Provincial Clinics - new trainees - 28 trained at events held in Kitchener, Ottawa, Hamilton and Mississauga (September, April and June)

c. Community Clinics - new trainees - 9 trained at events held in Ottawa, Burlington and Unionville (September)

3. Umpire Courses September 2017 (2017-18 fiscal/membership year)

a. Community Clinics - 3 recertification candidates and 19 new trainees at clinics held in Kingston and Burlington.

4. Certification Assessments completed

5. Officials Development Committee - A new committee to oversee Officials development has been struck and will be developing policies and proactive programs to track and develop Ontario officials.

6. Umpire Database - Work is in progress to create the database of Ontario umpires to track training and certification. The file is held on an FHO Google cloud drive, so that it is available on a continuing basis, and will allow us to publish and keep up-to-date a listing of certified umpires.

Previously these records have not been kept in a central location, and it has been difficult to track progress.



## / DIRECTOR OF TECHNICAL - 2017 REPORT (CONT)

### Coach Training and Education

1. NCCP Prerequisite courses offered free of charge to FHO members preparing to take Community Coach and Competition Introduction Courses.

a. Make Ethical Decisions – Ottawa, Kingston, Pickering, Mississauga, Burlington, Kitchener - 44 FHO coaches

b. Fundamental Movement Skills – Ottawa, Kingston, Burlington – 20 FHO coaches

c. Teaching & Learning – Ottawa, Pickering, Burlington, Kitchener – 31 FHO coaches

d. Planning a Practice – Ottawa, Pickering, Burlington, Kitchener – 30 FHO coaches

2. Community Coach Courses scheduled in 4 locations, but lack of minimum attendance numbers forced 2 (Kitchener and Burlington) to be cancelled. Courses held in Ottawa and Kingston – 16 coaches trained.

3. Competition Introduction – courses scheduled in 4 locations according to local interest. One cancelled due to lack of registration (Kitchener), one rescheduled to November 2017 (Burlington). Courses held in Ottawa and Pickering - 13 coaches trained.

4. Competition Introduction Certification. Several coaches identified interest to be certified but none completed the first step which is a portfolio requirement. Hence no field evaluations were able to be scheduled.

5. Analysis. The new coaching certification process for field hockey is similar to the process for other sports, but is more rigorous than the old system, and requires a greater commitment by coaches. It is clear that this has been a learning year and we will need to do more awareness and promotion of the process in order to see the needed progress.



## / DIRECTOR OF HIGH PERFORMANCE - 2017 REPORT

### Indoor

We participated in the York University tournament entering two teams.

Both the teams played well and gained very good exposure to the higher level of play.

We played in the Family day weekend tournament in Pennsylvania.

Our U-19 girls team played very well.

Won 10 games and losing only two games.

### Outdoor

This year we had record number of teams, 12 in total participating in the nationals in Surrey, B.C

We had u-15 girls 3 teams, U-15 Boys 2 teams, U-18 Boys one team U-18 Girls 4 teams, and U-23 Girls one team representing Ontario at the Nationals. In the U-23 Boys category, six boys were sent to BC to form a combined team with athletes from other province.

We had 6 tryouts and 15 practice sessions for most of the teams.

Because of more practice sessions were programmed in to the high-performance area and dedicated coaches giving their time and talent we achieved a very good result at the nationals this year.

U-23 Girls – Gold Medal

U-23 Boys – Silver Medal

U=18 Girls (west)- Gold Medal

U-18 Boys- Gold Medal

U-15 Girls (west) – Silver Medal

U-15 Boys (Central) – Silver Medal

We will continue to participate in the family day indoor tournament in Pennsylvania this season too.

We will make all the necessary preparations early to our teams for the nationals 2018 as this will be in our home soil.

We hope to achieve a better result in the 2018 nationals.

FHO seeks all the support and co-operation from all the registered clubs and parents to achieve our goal.