



FIELD HOCKEY ONTARIO
Box# 80030
Appleby Line, Burlington, ON
L7L 6B1
tel: 1 (877) 605-0855
info@fieldhockeyontario.com

FHO AGM Draft Meeting Minutes – Sunday Nov. 22, 2020 10:00am EST

Platform: Zoom Webinar

AGM Member Attendance:

Richard Crowell (President)	Individual Vote
Suzanne Robertson (Secretary)	Individual Vote (+3 proxy)
Gary Sanghera (Treasurer)	Individual Vote
Nicola Davey (Director)	Individual Vote
Heidi Calder (Director)	Individual Vote
Erin Craig (Director)	Individual Vote
Adelle DSilva (Director)	Individual Vote
Dimitri Chipilo (Director)	Individual Vote
Scott Davis (Director)	Individual Vote
Erin Craig (Director)	Individual Vote
Dana Hetherton	Individual Vote
Jason Robinson	Sport Law and Strategy Group
Justine Branco	Individual Vote (Independent from Titans)
Bernadette Bowyer	Individual Vote
John De Souza	Individual Vote (+1 proxy)
Joseph Fernando	Individual Vote (+1 proxy)
Allison Lee	Individual Vote
Abi Mendonca	A&C votes 37
Ray Lewis	AOS Goderich votes 13
Denis Dsouza	Brampton FHC votes 10
Adelle D'Silva	CFHCC votes 6
Jennifer Stemerding	Crimson Warriors votes 2
Zeeshan Minhas	Dolphins FHC votes 20
Christina Roy	Durham FHC votes 2
Ed Fernandes	GOA Reds FHC votes 24
Michelle Turley	Guelph Cobras votes 23
Sara Restani	Halton FHC votes 54
Marta Jolly	Hamilton Strikers FHC votes 5
Rachelle Sequin	Kingston FHC votes 5
Juggy Mahal	Proxy Lions FHC votes 8
Amy Ware	Mavericks FHC votes 13
Halley Chopra	Nepean Nighthawks votes 19
Sean Pereira	Proxy OKD votes 9
Brian Lee	Outaouais FHC votes 46
Reggie Periera	Toronto Titans votes 12
Dave Cox	Toronto United votes 1
McKenzie Embree	Waterloo Women's FHC votes 13
Bronwyn Fleming	Vote included in affiliated club total





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Diane Huneault
Dawn Tye
Maureen Chopra
Mike Stanford
Sherry Doiron
Stewart Cawthray
Tiffany Wilson
Louis Mendonca
Sanjay D'Silva
JJ Gobin

Vote included in affiliated club total
Vote included in affiliated club total
Vote included in affiliated club total
No vote for the 2019-2020 season
Guest invitation
Vote included in affiliated club total
No vote for the 2019-2020 season
Vote included in affiliated club total
No vote – did not register to vote
Sport Law and Strategy Group

Parents (for Junior Members)

Deborah Simon (on behalf of Junior member Hannah Simon)
Hannes Girgis (on behalf of Junior member Kenzie Girgis)
Veronica Harris-McAllister (on behalf of Junior member Gates McAllister)

Staff:

Shauna Bookal, Executive Director
Kaitlyn Green, Admin and Events Coordinator
Victoria Dewar, Program and Marketing Assistant

Proxy Votes:

-> Individual

Margaret Pham Proxy Suzanne Robertson (1 vote)
Ilenna Tai Proxy Joseph Fernando (1 vote)
Nityanand Rewankar Proxy John De Souza (1 vote)

-> Club

Toronto Toros Rep Anna Easty Proxy Suzanne Robertson (2 votes)
OKD Rep Mukhwinder Malhi Proxy Sean Perreira (9 votes)
Lions FHC Rep Micah Teixeira Proxy Jag Mahal (8 votes)
Waterloo Women's FHC Rep Christine Hesch Proxy McKenzie Embree (13 votes)

1. Call to order/Welcome: Meeting called to order at 10:11am (Richard Crowell-Chair) Richard Crowell (President)
- Chair of AGM
Welcome members and special guests.
Meeting reminders provided.

2. Establishment of Quorum & Roll Call (Richard Crowell - Kaitlyn Green to report on voting members who have registered)

The following number of individual voting members present is 33 (350 voters) and there are 21 recognized clubs represented at this meeting (out of 28 total clubs).”





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Chair:

Article 3.8 of the FHO Bylaws states that, "Twenty percent (20%) of the individual voting Members represented by individual voting Members or Club Representatives, and ten percent (10%) of the Recognized Clubs present or by proxy will constitute a quorum." I hereby declare that there is a quorum and that this Meeting of the FHO members is in session.

3. Appointment of Scrutineers: (Richard Crowell)

Per FHO Bylaws, the BOD have appointed Jason Robinson, from the Sport Law & Strategy Group to act as independent voting scrutineer. Jason will be acting as our voting administrator and all voting will take place on the online voting platform Simply Voting, which is a credible and authenticated 3rd-party voting platform. Jason has ensured that all registered voters are entered on the system, and that weighted voting is properly accounted for and tabulated within the system. Jason is a Certified Parliamentarian and will assist the Chair and the members in following our identified parliamentary procedure, which is Robert's Rules of Order. J.J. Gobin is also assisting with meeting and voting platform.

4. Approval of the Agenda Richard Crowell

Request for any additions or revisions to the agenda.

Hearing none, and if there are no objections, we will proceed with the agenda as circulated.

The agenda is approved as circulated.

5. Approval of minutes of 2019 Meeting **Richard Crowell**

Any corrections to the minutes of the Dec. 1, 2019 meeting?

Hearing none and if there are no objections, the minutes of the Dec. 1, 2019 will be approved.

The minutes of the Dec. 1, 2019 AGM are approved.

6. Presentation of Reports:

General comments from Richard

- Fall 2019 started well, Feb./March crisis hit
- Board worked hard as the situation evolved and changed
- Update FHO Bylaws and Policies and Procedures updated to serve members
- Keeping close eye on Financials
- Board working on good governance responsibilities, financials monitored at each board meeting
- Staffing: held and kept staff with help from funding grants from Provincial and Federal agencies.
- Interns from colleges. Emergency wage subsidy covers ~ 75% of wages (ED & Kaitlyn & Victoria)
- Grants to come in 2020-2021 will offset year of 2019-2020

Executive Director Report - Shauna Bookal

Presentation can be found [here](#).

Program History:





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- OS/W Games: Applications made to include boys and girls in both Summer and Winter games however boys program currently suspended by Province until numbers improve and representation is across the province.
- NCCP:
1995-2000 - FHO certified 100 coaches
2001-2010 - FHO certified < 50 coaches
2011-2018 - FHO certified < 20 coaches
2019-present - 26 coaches working on Com Development level
Master Course Developer to be trained in 2021 to evaluate/train coaches
- Membership:
Members 2019-20 - 478 members 2020 to Nov. 19 - 385 members
Clubs 2019-20 - 28 clubs 2020 to Nov. 19 - 22 clubs
Reached out to clubs for constructive conversation on how FHO can better assist individual club needs. Sixteen of 28 clubs responded
- Membership Rates: FHC increased rates by \$8/person for Covid Insurance
Membership covers: admin and governance, equipment, programming, coaching education
- Funding
25 Year Funding history presented (see power point presentation)
Current Funding
 - OASF - \$65,799 (based on member #, attendance at mtg, grassroots, reports, athlete pathway, coaching and umpire training)
 - Covid-19 Recovery Fund - \$28,086.00
 - Covid Relief Fund - TBD
 - Canadian Tire Jumpstart - \$10,698.86
 - Summer Experience - \$7316
 - Canada Summer Works - \$7840
 - Canadian Emergency Wage Subsidy - \$23,979
 - Coaches Association of Ontario - \$5000 (coach refund for certification)
 - Coaches Association of Ontario - \$2500 (MCD training)
 - Canadian Women and Sports Fund - \$2500 pending
 - Ontario Trillium Resilient Fund - Dec. 2020 application completion
 - Ontario Trillium Fund - 2021 application
 - Ontario High Performance Sport Initiative (OHPSI) 2021 or 2022 application (athlete data needs to collected and interview completed)

Ques. asked: Who was responsible for the drop in funding (from ED report)? Overall history re leadership is not available. Funding data received from Ontario Amateur Sport Foundation.

Partnerships - Acquired in 2019-20

- OFSAA/OUA for umpires (4 yrs)
- Collaborate with the Ontario Association with the Sport of Physical Health Educators to get field hockey in elementary school
- City of Toronto - Let's Get Coaching Program





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- HP pods - Queen's, Guelph, Humber

Sponsors - Acquired in 2019-20

- Under Armour
- Gryphon
- Westjet
- Avis Car Rental
- Choice Hotels
- Gatorade Canada

Certification of coaches is very important to funding.

Trillium Fund - created for organizations to help with staffing, programs, offset costs of umpiring and officials and coaching costs. PSOs use TF to help with grassroots as well.

2004-2005 FHO was put on probation (potential loss of PSO status). This was due to reports to government not submitted and lack of grassroots programs. Clubs have identified they wish to start boys program. Working with clubs that wish to run boys and men's programs to provide equipment or meet identified needs of a boys program.

7. Report of Auditor and Report of the President

Auditor's Report: Gary Sanghera

2020 Financial Statements can be found [here](#).

The Draft 2020 Financial Statements have been shared in advance of the meeting

Statement of Revenues and Expenditures

Deficiency of revenues \$133, 000

Losses:

- HP (equipment, uniforms, refunds, coaching fees) ~ \$90,000
- Indoor Tournaments. ~ \$9,000. We had reserves and this was before Covid therefore we ran as investment and ran at a loss to seed the program. Plan to run at a profit in coming season.
- Coaching/Officials Clinic Fees - \$10,000 - ran at a loss. Grants for clinic fees which should have come in from Govt haven't come in. Investment in this area is needed. Grants still to come in to cover and will be reflected in next year's financial statement.
- Athletic Therapist and Strength and Conditioning additional fees due to Rowan's Law.
- Taxes - Income tax adjustment of ~\$23,000 (details in financial statement)
- Fixed Costs - legal, salaries, bookkeeping, storage etc
- Income Sources - e store, membership, all down due to Covid (no season)
- Covid Recovery Grants to mitigate the losses (reflected in next year)
- Able to absorb the loss with ~\$185,961 in assets

1985 Fund for Women Report

Generated \$1300 in assets to give out in spring. Did not allot due to Covid.

To be given out in spring of 2021.

Report of the auditor has been received.

President's Report: Richard Crowell





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The 2021-2026 Strategic Plan can be found [here](#).

- Strategic Plan presented and available on FHO site
- Partnerships with clubs and growing participation
- Need to find homes for HP pods and delivery of events

Report of the President has been received

8. Appointment of Auditors of Financial Statements (Richard Crowell)

Motion to appoint Ignite CPA Professional Corporation as auditors for the 2020-2021 fiscal year by Sara Restani, seconded by Rachelle Seguin.

Discussion on the motion. None.

Auditors-sent out to tender and Ignite came in at the lower end. Will follow up.

Call for a vote and voting is opened.

The motion is carried.

9. Business as Specified in the Meeting Notice - Update of Bylaws (Erin)

The updated Bylaws can be found [here](#).

- As per the notice provided to the members, revisions to the FHO Bylaws have been proposed to the members by the Board of Directors.
- The revisions have been reviewed with Steve Indig from the Sport Law & Strategy Group, and they are intended to provide further clarity, address inconsistencies, and reflect best practices. The revisions shared with members in the highlighted sections in the document.

Motion: That the current FHO Bylaws be repealed and replaced with the revised Bylaws, as presented to the members, effective at the conclusion of this Annual General Meeting.

Mover; Amy Ware Seconder: Scott Davis

Discussion on the motion.

- ByLaws sent out on Nov. 6 within the bylaw time lines for business as specified in the meeting notice.
- 4.32 a.b.c. these functions and duties will be outlined in the operational staff contracts

Call for a vote and voting is opened.

The motion is carried. (2/3 vote required)

10. Elections - Erin Craig Election Chair

The FHO Board of Directors is comprised of ten (10) positions. There are 4 of these positions up for election today. The Members shall elect the President and three (3) Directors-at-Large, each of whom shall serve a two-year term. Today we will also be electing three (3) committee members for the 1985 Fund for Women Committee. There are 3 positions up for election.

There was one nomination submitted to FHO for the position of President, there were six (6) nominated candidates submitted for the three Director-at-Large positions, and there were two (2) nominated candidates for the 1985 Fund for Women Committee. As per our Bylaws, candidates must be elected by Ordinary Resolution which is a majority of votes. Where there



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are more candidates than available positions, all candidate names will appear on one ballot and the Members will select the names of the candidates that they wish to elect – in the case of the Directors-at-Large, the members will be selecting up to three names on the ballot. If the Members do not wish to elect three candidates, they may also choose to select less than three names or abstain from the vote.

The three candidates receiving the highest number of votes on the ballot AND WHO ALSO ACHIEVE ORDINARY RESOLUTION will be elected. In the event that three candidates do not receive a majority vote on the first ballot, then only those who do receive a majority will be elected and then a second ballot will be cast for all remaining candidates to fill the remaining positions. In the event that there is a tie vote for any of these three positions, the nominee receiving the fewest votes will be deleted from the list of nominees and a second vote will be conducted. If any tie votes occur again, our Parliamentarian will assist us in determining the proper method to break that tie.

Election of President (1)

Richard Crowell - Motion to nominate by Suzanne Robertson and seconded by Erin Craig.

Nomination was accepted and bio information was distributed to members.

Are there any other nominations for the position of President? Asked 3 times. No nominations.

Richard has 2 min. to provide a brief speech

The election is called. Voting is opened.

Richard Crowell has been elected as President to serve a two year term.

Election of new Directors-at-Large - 3 positions

Nicola Davey - Motion to nominate by Katie Lynes and seconded by Suzanne Robertson.

Scott Davis - Motion to nominate by Erin Craig and seconded by Adelle D'Silva.

Joseph Fernando - Motion to nominate by Reggie Pereira and seconded by Jesse Carvalho.

Dana Hetheron - Motion to nominate by Suzanne Robertson and seconded by Nicola Davey.

Juggy Mahal - Motion to nominate by John De Souza and seconded by Joseph Fernando.

Mike Stanford - Motion to nominate by Natasha Standford and seconded by Taylor Standord.

All candidates have accepted their nominations and bio information was distributed to members.

Are there any other nominations for the position of Directors-at-Large? Asked 3 times. No nominations.

Each candidate has 2 minutes to speak to their candidacy if they wish.

Nicola Davey, Scott Davis, Joseph Fernando, Dana Hetheron, Juggy Mahal, Michael Stanford

The election is called. Voting event is launched.

1st ballot:

Congratulations to Nicola Davis and Dana Hetheron and who have been elected as Directors to serve a two-year term.





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2nd ballot - Joseph, Juggy, Michael, Scott - Voting launched for 3rd and final position. No candidate received 50%

3rd ballot - Joseph Fernando, Juggy Mahal, Michael Stanford

Congratulations to Joseph Fernando who has been elected as Director to serve a two-year term

Election of 1985 Fund for Women Committee - 3 positions

Nominations:

Diane Huneault nominated by Suzanne Robertson and seconded by Sara Restani

Cathie Croucher nominated by Diane Huneault and seconded by Suzanne Robertson

All candidates have accepted their nominations and bio information was distributed to members.

Are there any other nominations for the position on the '1985 Fund for Women Committee'?

Asked 3 times.

Amy Ware has been nominated by Rachelle Sequin seconded by Ray Lewis.

Each candidate has 2 minutes to speak to their candidacy if they wish.

Diane Huneault and Amy Ware.

The election is called. Voting event is launched.

All three candidates (Diane Huneault, Cathie Croucher, Amy Ware) have been elected to the 1985 Fund for Women to serve a 3 year term.

Congratulations to the newly elected Directors and Committee members. This concludes the elections. If there is no objection by the members, I will direct the scrutineer to maintain in confidence the vote and to erase all electronic ballots and voting results from the Simply Voting platform.

11. Adjournment - Meeting is adjourned at 12:50pm

