



FIELD HOCKEY CANADA Board of Director Meeting Minutes

Date	Tuesday, October 11, 2022
Time	3:00 p.m. PDT / 4:00 p.m. MDT / 6:00 p.m. EDT
Location	MS Teams
Attendees	Peadar O'Riain (Chair); Deb Whitten (Vice-Chair) - left at 4:31 p.m.; Ben Martin (Athlete Director); Derm Coombs; Nick Sandhu; Nancy Mollenhauer – joined meeting at 3:16 p.m.; Krissy Wishart (Athlete Director - Secretary); Susan Ahrens (CEO)
Regrets	None

Field Hockey Canada respects and acknowledges the First Nations/Indigenous, Inuit, and Métis peoples of Canada as the Keepers of the Territories upon which we will be meeting today. I am residing in Mi'kma'ki, the ancestral and unceded territory of the Mi'kmaq People.

1. Call to order

The meeting was called to order at 3:06 p.m. PDT.

2. Approval of agenda

No conflict of interest was declared.

The following additions were made to the agenda:

- Field Hockey Ontario update
- FIH Congress: nominations for President
- Re-introduction of athlete levies

Motion: To adopt the agenda as amended. **Result:** Carried, all in favour.

3. Approval of previous minutes

Motion: To approve the minutes of the meeting held on September 10, 2022.

Result: Carried, all in favour.

4. Business arising and reports

Management report:

- The CEO report was submitted in advance. No questions were raised.
- Staff updates were noted. Patrick Tshutshani will start as MNT Head Coach on November 1, 2022. Manon Bordeleau will start part time on October 18, 2022 and full time in January. The WNT Head Coach position is advertised.
- The WNT will not attend the Nations Cup due to funding limitations. National Team planning has continued through the HPD and Director of Performance Operations.
- The Independent Third-Party case manager determined that the complaint related to alleged UCCMS breaches by the interim MNT Head Coach requires further investigation. The investigation is open.
- The NextGen program has moved to aligned leadership with one Director for both men and women.
- Board discussed correspondence from the Greater Vancouver Junior League regarding the women's NextGen program and implementation of the Weise Report recommendations. The CEO will prepare a briefing before board representatives meet with the league executive. The Chair and Deb Whitten will attend the meeting.

Weise Report:

- Discussions continue with TFHS on the Weise Report and a sustainable delivery model for national teams.
- Discussions with FHBC continue in relation to community engagement and strategic planning.
- Plan, commitments, and costs
- Team of Teams staff approach
- Program-by-program KPIs

Finance report:

- The balance sheet and profit and loss statement for the first quarter were provided.
- Corporate tracking is as expected.
- The organization is taking on a Pathway Manager to deliver the Targeted Athlete Strategy. Finances have been managed to support a six-month investment, with the program to be fully costed.

- Legal costs and National Team budgets were identified as key financial risks. The organization intends to meet policy requirements and continue to build the legal fund. National team budgets require diversified revenue streams.
- Levies and tour fees will return to the budget. A men's Nations Cup tour fee is proposed, with levies to start in January 2023. A separate meeting will be held to discuss athlete levies.

Field Hockey Ontario governance update:

Board noted that payment of additional membership charges requires further investigation. FHO remains in breach of governance requirements related to additional membership categories and F-RED participation. The CEO will continue dialogue with FHO and update the board.

Board committee appointments:

Governance: Derm, Deb, and Peadar; **Finance:** Peadar, Nancy, and Ben; **HR:** Krissy, Deb, Peadar, and Nick.

Coach Education: Field Hockey Alberta proposed Denis Zachanini for Officials, Laurie Gaffney for Masters, and Dawna Morrow for Coach Education. Dawna Morrow was not appointed because the Coach Education committee terms require members to be MCDs. The Coach Education terms will be reviewed at the next board meeting.

FIH Congress: The Board was advised that FHC will be asked to vote for a new FIH President in November. The candidates are Marc Cordron and Sief Ahmed.

5. Formal policy decisions

Motion: To approve the addition of a "Refund" clause to the latest approved edition of the financial and legal instruments policies and procedures policy.

Refund clause: FHC program fees will not be refunded or pro-rated unless prior authorization has been provided. Authorization can only be made on a program-by-program basis and must be approved in writing by the CEO. If approval for a refund is provided, the refund will be subject to a standard deduction of a \$25 administration charge. **Result:** Carried, all in favour.

Motion: To appoint Denis Zachanini to the Officials Committee and Laurie Gaffney to the Masters Committee. **Result:** Carried, all in favour.

6. Action items

- Move the approved September 10, 2022 minutes to the archive folder.
- CEO to prepare a briefing before the meeting with the Greater Vancouver Junior League executive.
- Chair and Deb Whitten to meet with the Greater Vancouver Junior League executive.
- CEO to meet with FHO and keep the board updated.

- CEO to upload Coach Education terms of reference to the board folder.
- CEO to prepare a brief on athlete levies for board consideration.
- Board to review Coach Education committee terms at the next board meeting.

7. Next meeting

A separate meeting will be held later in the week to discuss athlete levies.

8. Adjournment

Motion: To adjourn the meeting at 4:47 p.m. PDT. **Result:** Carried, all in favour.