



## FIELD HOCKEY CANADA 2024 ANNUAL GENERAL MEETING

### APPROVED MINUTES

Saturday, 7<sup>th</sup> September 2024

10am Pacific | 11am Mountain | 1pm Eastern | 2pm Atlantic

By Zoom Conference Call.

Attendees	
Alberta: Sajjan Jabbal (ED)	Harbir Sidhu (MNT Athlete)
British Columbia: Denise McGeachy (President)	James Kilpatrick (MNT Athlete)
Nova Scotia: Ghassan Hamam	Matthew Sarmento (MNT Athlete)
Prince Edward Island: Barb Carmichael (President)	Taylor Curran (MNT Athlete)
Ontario: Sara Restani and Veronika Harris-McAllistair	Ethan McTavish (MNT Athlete)
New Brunswick: Julia McPherson (President)	Balraj Panesar (MNT Athlete)
Quebec: Christine Florakas (President)	Patrick Tshutshani (staff - MNT Head Coach)
Deb Whitten, Chair	Kate Perry (staff – HPD)
Will Russell – Sport Law Group	Susan Ahrens (CEO)
Krissy Wishart, Athlete Director (Women)	Ronald Prins, Director
Ben Martin, Athlete Director (Men)	Terry Lockhart, Director and Treasurer
Nancy Mollenhauer, Director	Kerry Moynihan, Director

Agenda Item	Minutes														
Item 1 Call to order and Land Recognition	<p>Chair of the board welcomed all to the meeting and called the meeting to order at 1008 PDT.</p> <p>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. <i>Field Hockey Canada acknowledges that its office resides on the unceded territory of the Coast Salish Peoples, including the territories of the x<sup>w</sup>məθkwəyəm (Musqueam), Skwxwú7mesh (Squamish), Stz'uminus, Stó:lō and Səlilwəta<sup>2</sup>/Selilwitulh (Tseil-Waututh) Nations.</i></p>														
Item 2 Establish Quorum and Clarification of Voting Procedures	<p>With 7-member Provincial Sport Organizations (PSO's) in attendance, quorum was established.</p> <p>The record of nominated representatives and votes carried by each member were presented as follows:</p> <table> <tbody> <tr> <td>FHA - Sajjan Jabbal</td> <td>887 votes</td> </tr> <tr> <td>FHBC – Denise McGeachy</td> <td>5,576 votes</td> </tr> <tr> <td>FHNS – Ghassan Hamam</td> <td>129 votes</td> </tr> <tr> <td>FHPEI – Barb Carmichael</td> <td>134 votes</td> </tr> <tr> <td>FHQ – Christine Florakas</td> <td>117 votes</td> </tr> <tr> <td>FHNB - Julia MacPherson</td> <td>60 votes</td> </tr> <tr> <td>FHO – Sara Restani</td> <td>224 votes</td> </tr> </tbody> </table>	FHA - Sajjan Jabbal	887 votes	FHBC – Denise McGeachy	5,576 votes	FHNS – Ghassan Hamam	129 votes	FHPEI – Barb Carmichael	134 votes	FHQ – Christine Florakas	117 votes	FHNB - Julia MacPherson	60 votes	FHO – Sara Restani	224 votes
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Item 3 Adoption of Agenda	<p>Motion: To adopt the agenda as presented</p> <p>MOVED BY: Christine Florakas, Field Hockey Quebec</p>														

	<p>SECONDED BY: Denise McGeachy, British Columbia  RESULT: Passed, all in favour</p>
Item 4 Approval of Minutes	<p>MOTION: To approve the minutes of the 2023 general meeting.</p> <p>MOVED BY: Denise McGeachy, British Columbia  SECONDED BY: Sajjan Jabbal, Field Hockey Alberta  RESULT: Passed, all in favour</p>
Item 5	<p>Safe Sport</p> <p>FHC legal counsel, Will Russell, provided a brief presentation of FHC's Safe Sport process, which addressed issues such as:</p> <ul style="list-style-type: none"> <li>• Role of the Independent Third Party and external panel</li> <li>• Policy limits regarding disclosure.</li> <li>• Publication of decision summaries by FHC and Abuse-Free Sport/OSIC.</li> </ul> <p>He answered general questions from FHBC and FHO related to the FHC Safe Sport process.</p> <p>i. Sport Integrity Alignment Working Group</p> <p>FHC is forming a Working Group to identify areas of improvement and address jurisdictional elements within the field hockey system in Canada. This includes consideration of consistent conduct standards, reporting mechanisms, cost effective adjudication process and reciprocity agreements between national, provincial/territorial and community field hockey organizations. FHC will circulate the draft Terms of Reference to the Members.</p> <p>FHC has requested that Abuse Free Sport conduct a Sport Environment Assessment to identify areas of improvement for the organization.  FHBC identified their concerns regarding recent Safe Sport activities. FHO, FHQ and FHA echoed this sentiment.</p>
Item 6 Nominations and Elections	<p>Formal appointments were endorsed as follows:</p> <p>Candidates who have completed their first term and are seeking re-election for the second term:  Krissy Wishart (as Athlete Director) and Ben Martin (as Athlete Director)</p> <p>MOTION: To re-appoint Krissy Wishart (as Athlete Director) and Ben Martin to Field Hockey Canada's Board of Directors for a second term.  Noting Krissy and Ben appointed by the athlete group.</p> <p>MOVED BY: Denise McGeachy, British Columbia  SECONDED BY: Sajjan Jabbal, Field Hockey Alberta  RESULT: Passed, all in favour</p> <p>Terry Lockhart, Kerry Moynihan and Ronald Prins were appointed to the board in March 2024 after an open application process. They were appointed based on identified skills gaps.</p> <p>MOTION: To appoint Terry Lockhart, Kerry Moynihan and Ronald Prins to</p>

	<p>FHC's Board of Directors as Directors-at-Large</p> <p>MOVED BY: Christine Florakas, Field Hockey Quebec          SECONDED BY: Sara Restani, Field Hockey Ontario          RESULT: Passed, all in favour</p> <p>Noted that Deb Whitten and Nick Sandhu are not seeking re-election. The board will comprise 6 directors moving into the new season. FHQ noted the board is relatively new. FHC highlighted the need to recruit according to the skills matrix and gap analysis. The board will be seeking gender equity and diversity as well as to fill HR and legal gaps as it moves into the new season.</p>
<p>Item 7 Reporting:</p> <p>Chair Report          HR report          Governance Report</p>	<p>Chair Deb Whitten referred to the reports from the standing committees of the board which were circulated to the members in accordance with the bylaws prior to the meeting.</p> <p>There were no questions from members.</p>
<p>Item 7 Reporting:</p> <p>Treasurer's Reports</p>	<p>The Audited Financial Statements, and Financial Reporting were provided in advance of the meeting.</p> <p>Treasurer Terry Lockhart led the members through an informative presentation of the financial statements, highlighting it was a clean audit process and sees FHC in a position of relative financial strength having started this strategic cycle in a deficit. The organization now has unrestricted net assets that it will be able to make decisions around their allocation.</p> <p>Terry Lockhart noted that although his surname is the same as FHC's auditors, they are unrelated and there is no conflict of interest.</p> <p>MOTION: To accept the audited financial statements as presented.</p> <p>MOVED BY: Christine Florakas, Field Hockey Quebec          SECONDED BY: Denise McGeachy, Field Hockey British Columbia          RESULT: Passed, all in favour</p> <p>MOTION: To approve Lockhart LLP as FHC's auditors for Fiscal 2025</p> <p>MOVED BY: Denise McGeachy, field Hockey British Columbia          SECONDED BY: Sara Restani, Field Hockey Ontario          RESULT: Passed, all in favour</p>
<p>Item 7 Reporting:</p> <p>Annual Report</p>	<p>CEO Susan Ahrens presented the progress against strategic objectives and thanked the board, staff, members, volunteers and all contributors and supporters for their work towards the progress.</p> <p>The CEO and Chair expressed thanks to exiting board directors Nick Sandhu and Deb Whitten.</p>
<p>Item 8</p>	<p>There was no other business</p>

AOCB	
Item 9 Adjournment	<p data-bbox="360 233 1015 266">MOTION: To adjourn the 2024 annual general meeting.</p> <p data-bbox="360 310 912 344">MOVED BY: Barb Carmichael, Field Hockey PEI</p> <p data-bbox="360 348 1117 382">SECONDED BY: Denise McGeachy, Field Hockey British Columbia</p> <p data-bbox="360 386 699 420">RESULT: Passed, all in favour</p> <p data-bbox="360 464 786 497">Meeting adjourned at 12.26pm PDT</p>