

CGHA 2022-2023 Annual Meeting – President's Report

2022-2023 Annual Meeting Summary CGHA Annual Goals Completed

 PRIORITIZE ETHICAL DECISION-MAKING AND SAFE, INCLUSIVE ENVIRONMENT FOR PLAYERS AND VOLUNTEERS	 ENHANCE BRAND VISIBILITY AND REPUTATION CREATING A CULTURE OF EXCELLENCE AND PRIDE IN THE FLAME ORGANIZATION	 FOCUS ON FISCAL RESPONSIBILITY AND FINANCIAL STABILITY	 MEET NOT-FOR-PROFIT GOVERNANCE AND GOVERNING BODY EXPECTATIONS	 DEVELOP AND ENHANCE STRATEGIC PARTNERSHIPS TO ACHIEVE ASSOCIATION GOALS
1 GOAL 1 >>>	2 GOAL 2 >>>	3 GOAL 3 >>>	4 GOAL 4 >>>	5 GOAL 5 >>>
<p>We have established conduct codes for all members, appointed a Director of Wellness and Safety, developed an issue resolution procedure with an online submission form, created a comprehensive trainer manual, and improved the volunteer section of our website. We used a tryout evaluation application, independent evaluators, and policies on residency, conflict of interest, competitive tryouts, team selection, inclusion, and privacy.</p>	<p>The vision statement, logos, and website were updated. Our high-performance program, development committee, and coach mentorship program were launched. All representative players will receive mental training. We hung updated banners. We selected next season's rep coaches using metric data. Rep teams were selected with the help of SkillShark and independent evaluators. Mid-season coach meetings and family check-in surveys were valuable. We hosted FirstShift and Clarington's largest hockey tournament. OGHHA will interlock with us again and we created a House League team selection policy. The CGHA boardroom was cleaned and decluttered for the player's hub.</p>	<p>We've been working hard for two years to finish CRA tax filings this year and finish the last thirteen years of catch-up. Budget tracking and analysis helped us better understand cash flow and create budget stabilization. Annual budget planning meetings set the season's budget. 10% of tournament revenue is used to repurchase "cashed-in" GICs. A COVID-19 pandemic reserve fund has been established. We have created a sustainable fund for families in need.</p>	<p>We have full access to Google Suite thanks to our Articles of Incorporation, which we obtained this year. This will aid in business continuity and file transfer during times of change. Second, we now have a solid foundation of good governance policies and procedures in place. Finally, we expanded our website's volunteer section to make it easier for potential volunteers to obtain police check letters and coaching credentials.</p>	<p>A President's Club was formed by OWHHA presidents to survey imports, jerseys, budgets, and other issues. Using a communication platform, OWHHA teams and presidents collaborated more effectively. We prioritized building relationships with the OWHHA and Clarington. We'd like to form a junior team and made that known. We are planning a major event with other Clarington hockey organizations and advocating for a new arena.</p>

Executive Summary

During the fiscal year 2022-2023, the Clarington Girls Hockey Association's Board of Directors, led by President Julie Van Hartingsveldt, effectively established and achieved a range of objectives. This report provides a comprehensive overview of the accomplished objectives and the corresponding strategies employed to attain these goals.

The set objectives encompassed the implementation of ethical decision-making and safety measures, the enhancement of brand visibility and reputation, the prioritization of financial stability, adherence to not-for-profit governance regulations and standards, and the fostering of meaningful partnerships.

Significant progress has been made across various areas over the past year. Conduct codes have been successfully implemented, and the position of Director of Wellness and Safety has been occupied for a full year. Additionally, issue resolution procedures have been developed,

along with comprehensive manuals and policies covering areas such as privacy and inclusion. Volunteer resources and processes have also undergone improvement. Several notable milestones have been achieved, including the successful launch of a new website, a refreshing of brand assets, the establishment of a coach mentorship program, and a commitment to providing high-quality mental toughness training to our representative players. Furthermore, the board room has been refurbished to create a player's hub.

These initiatives are expected to positively impact the CGHA's performance and reputation among our members.

While the year has seen various challenges, such as early-season ice time issues, complications with rep jerseys and apparel, and house league playoffs, we remain committed to addressing and rectifying these concerns.

Looking forward, the association has made significant strides in completing previously unfinished CRA tax filings. A reserve fund has been established to mitigate potential unforeseen circumstances. Moreover, the organization has successfully established the highly regarded President's Club, implemented an effective communication platform, and strengthened valuable partnerships with OWHA and the Municipality of Clarington. Proactive engagement with other Clarington hockey organizations has been pursued, and efforts have been made to advocate for the development of a new arena in the community.

2022-2023 Goals

Prioritize the consistent implementation of ethical decision-making and the provision of a safe environment for our players and volunteers.

2022-2023: Measures aimed at achieving this

- We have established conduct codes for all members, including the Board of Directors.
- We have successfully established a Director of Wellness and Safety.
- We have successfully developed an issue resolution procedure along with an online submission form.
- We have successfully developed a comprehensive manual for our trainers and online resources to efficiently report any incidents of injury or related concerns.
- We have successfully developed and enhanced the volunteer section of our website, providing comprehensive information on requirements and valuable resources.
- We leveraged SkillShark, a cutting-edge tryout evaluation application, in conjunction with independent evaluators.
- We have developed the following policies:
 - CGHA-007 Residency Policy
 - CGHA-008 Conflict of Interest Policy
 - CGHA-009 Competitive Tryout Policy
 - CGHA-010 House League Team Selection Policy
 - CGHA-011 Inclusion Policy
 - CGHA-012 Privacy Policy

Increase CGHA's brand visibility and reputation. Foster a culture of excellence that instills a sense of pride in our players and their families, promoting a deep sense of pride in being a part of the Flame organization.

2022-2023: Measures aimed at achieving this

- We have successfully executed the launch of the new website.
- We created the vision statement for CGHA that encapsulates our goals.
- We launched Google Suite.
- We have successfully updated our brand assets and logo applications.
- We have successfully launched the high-performance program.
- We have implemented a coach mentorship program.
- We have made a firm commitment to provide mental toughness training to all players in the rep by 2023-2024.
- We have successfully executed a well-defined development plan and established a development committee.
- We have successfully recruited rep coaches for the upcoming season through a rigorous evaluation process that included a tactical interview and thorough assessment of their experience and credentials, evaluated by a coach metric, which you can find on our website.
- We have successfully installed new banners at Rickard Arena, and we are currently strategizing a plan to relocate Provincial banners to this location.
- We have implemented tryout policies, engaged independent evaluators, and utilized SkillShark (evaluation software) for our rep teams.
- We conducted a mid-season coach meeting to gather valuable feedback on our planning strategies.
- We have successfully initiated a mid-season check-in survey for our valued families to gather their feedback and insights on how we can enhance our services.
- We have proudly organized and executed two highly successful tournaments, including Clarington's largest hockey tournament.
- We successfully hosted FirstShift, in partnership with Hockey Canada.
- Our House League program interlocked with Oshawa GHA to enhance the player experience.
- We have implemented a new process for the selection of House League teams.
- Our house league has successfully undergone a much-needed upgrade to their jerseys.
- The CGHA board room has undergone cleaning and 20 years' worth of decluttering in preparation for upcoming renovation plans, which will transform the space into a hub for team bookings and game film viewing, among other functions.

Prioritize financial stability and implement fiscally responsible tactics and strategies

2022-2023: Measures aimed at achieving this

- We have been working diligently for over two years to complete CRA tax filings within the upcoming year and work to finish the final thirteen years of catch-up.
- We have successfully executed budget tracking and analysis to attain an improved understanding of cash flow and budget stabilization.
- We hold an annual budget planning meeting to establish the budget for the upcoming season.

- The GICs that were previously reported as "cashed in" have begun to be repurchased, 10% of the tournament revenue allocated
- A reserve fund has been set up to be used in dire circumstances like the COVID-19 pandemic.
- In addition to our current partnerships, we established a sustainable fund to give families in need financial support.

Ensure compliance with not-for-profit governance regulations and standards and those of our governing bodies.

2022-2023: Measures aimed at achieving this

- We have successfully acquired our Articles of Incorporation, which are important for many reasons, but also grant us unrestricted access to Google Suite (a tool to help carry over minutes and other important documents). This will guarantee seamless business operations amidst any changes and throughout the year(s).
- We have successfully executed a thorough development of essential governance policies, procedures, and manuals.
- We have successfully established a volunteer section on our website, which includes a downloadable letter for police checks and other crucial information such as coaching credentials and requirements for coaching at various levels.

Engage in meaningful partnerships to further the association's goals.

2022-2023: Measures aimed at achieving this

- We have successfully established a President's Club, consisting of OWHA presidents, and have efficiently administered a survey to gather crucial information pertaining to imports, jerseys, budgets, and other pertinent issues.
- implemented a communication platform to facilitate collaboration among OWHA teams and presidents, driving enhanced performance and knowledge sharing.
- We have prioritized the strengthening of our relationships with the Municipality of Clarington.
- We have made a commitment to fortify our relationships with OWHA, resulting in strengthened ties. Furthermore, we have expressed our aspiration to establish a Junior team.
- We are actively cultivating partnerships with other Clarington hockey organizations and collaborating on a major upcoming event. Additionally, we are mutually advocating for the construction of a new arena in Clarington.