



ANNUAL GENERAL MEETING 2023

**Wednesday 8 February 2023
6.30pm**

Virtual Meeting
(Video Conference)



Field Hockey BC Annual General Meeting
Wednesday 8 February 2023

Agenda

- 1 **Call to order:** Adoption of the Agenda
Previous Annual General Meeting Minutes (February 9, 2022)
Pages 3-6
- 2 **Announcements:** Voting shall be by Simply Voting Platform
- 3 **New Business:**
 - 3.1 Reports from the President and Executive Director **Pages 9-15**
 - 3.2 Board Executive Reports **Pages 16-26**
 - 3.3 Financial Report - Audited Financial Statement to August 31, 2022 **Pages 27-40**

Non-Bylaw Motions (see Notice of Motions #1 to #3) **Page 7**
 - Acceptance of the Audited Financial Statement to August 31, 2022
 - Appointment of Auditors for 2022-2023
 - Field Hockey BC Membership Fee Schedule for 2023-2024
 - 3.4 Election of Officers **Page 8**
 - Vice-President
 - Domestic Director
 - Marketing Director
 - Athlete Program Director
- 4 **Other Business:**
- 5 Adjournment:



Field Hockey BC Annual General Meeting
Wednesday 8 February 2023

6.30pm via Video Conference

2022 AGM Minutes

ATTENDANCE

Brian Bryson, Penny Cooper, Taylor Curran, Denise McGeachy, Erin De Sousa, Kirsten Duncan, Katie Jameson, Sue Jameson, Tasha King, Michelle McNaughton, Tim Pilkington, Brenda Rushton, Lelia Sacre, Gavin Caldecott, Thomas Moore, Erica Kjekstad, Ian Mackenzie, Chris Wilson, Mark Saunders, Alan Waterman, Mark Vaughan, Kathleen Wong, Lucas Castro, Krista Thompson.

1 **Announcements:** Voting shall be by electronic vote (126 votes registered by Individual or Proxy). The President referred participants to the AGM package posted in advance of the AGM and downloadable from the FHBC website, went through video conference protocols for the AGM and invited a roll call to be carried out to confirm members in attendance and the associated weighting of votes. The President referred to the Simply Voting online platform being utilized for this AGM and the Executive Director went through the associated logistics for casting, recording, and publishing votes associated with this year's AGM.

2 **Call to order:** Adoption of the Agenda – McNaughton/Caldecott **Carried** (123)
 Previous Annual General Meeting Minutes (Wednesday 10
 February, 2021) – Caldecott/McNaughton **Carried** (125)

3 **New Business:**

3.1 Reports from the President and Executive Director

The President referred to both the President's and the Executive Directors Report written reports within the AGM Package and asked whether there were any questions.

Taylor Curran asked about the positioning of NSO programming and the announcement that the NSO will now be responsible for performance stream programming across the Country.

Taylor talked to the pilot project being initiated in Surrey BC and asked why the NSO is now seemingly responsible for this level of athlete programming when previously this had been delivered by the PSO. Is this a case of the NSO now taking over what previously was the responsibility of the PSO and why is such programming not being delivered through the PSO in partnership with Clubs? Why is the NSO now seemingly responsible for Regional Development Programming? Taylor appreciates that the NSO may have a role to play in this area in Provinces with limited capacity, but questions why the NSO has positioned such responsibility within BC when the PSO does have capacity and indeed a previous role in the delivery of such programming.

The President acknowledged that FHBC is still working with the NSO to understand the detail concerning such programming and how this program model and indeed new role and responsibility for the NSO will relate to the athlete pathway in BC. Such an NSO programming model is still in its infancy and FHBC only very recently had the opportunity along with all other PSO's to meet formally with the NSO. The President confirmed that the NSO has chosen to adopt the leadership recommendation within the 2020 High Performance Review and provide such programming directly across the Country. FHBC will continue to liaise with the NSO to better understand the intent and positioning of such programming in BC. The Executive Director reinforced that FHBC continues to partner with the NSO in performance stream talent identification for both the NextGen and Provincial Athlete program and remains committed to the provision of performance athlete programming to the end of the current season. The ongoing desire of FHBC is to be able to talk to athlete pathway opportunities beyond the current season and as such FHBC will continue to liaise with the NSO regarding NSO athlete program provision over the coming weeks and months.

Penny Cooper raised similar programming and role and responsibility concerns on behalf of Vancouver Hawks FHC. Penny also raised the question of community communication and the potential involvement in having discussions at the Club level. Penny also congratulated FHBC on having the courage to complete a full organizational review and asked whether the recommended mediation between FHBC and FHC would be actioned.

The President thanked Penny for the commitment in lending her expertise to assist FHBC's organizational review. The President confirmed that a number of the organizational review recommendations are currently in process with the expectation that the new FHBC Board of Directors post this AGM will drive these recommendations forward. Included as a recommendation is the potential mediation between FHBC and the NSO which is expected to be high on FHBC's agenda. The President invited the Business Development Director to speak to the organizational review targets to date.

The Business Development reinforced that the FHBC Board of Directors had enacted a number of the governance recommendations within the organizational review. This included the striking of a number of adhoc governance committees of the FHBC Board. The main priority for FHBC

moving forward will be a deep dive into the BC community to gather important information that will enable the Society to create its next strategic plan.

3.2 Board Executive Reports

The President referred to the Board Executive Reports included within the AGM Package and asked whether there were any questions. No questions were forthcoming.

3.3 Financial Report - Audited Financial Statement to August 31, 2021

The President referred to the copy of the Audited Financial Statement to August 31, 2021 included in the AGM Package and invited the Executive Director to speak to the financial statement in the absence of the Finance Director.

The Executive Director provided for financial statement highlights for the fiscal year ending August 31, 2021 and asked if there were any questions. No questions were forthcoming.

Bylaw Motions (see Notice of Motions):

- Acceptance of the Audited Financial Statement to August 31, 2021 – **Carried** (110)
- Appointment of Auditors for 2021-2022 – **Carried** (126)
- BC Membership Fee Schedule for 2022-2023 – **Carried** (111)

The Executive Director made reference to his report included in the AGM Package drawing attention to changes in NSO governance concerning the setting of annual NSO membership fees and annual NSO surcharge fees. In particular, the Executive Director wished to know whether the NSO surcharge to membership for the NSO registration system annual license fee was deemed an acceptable surcharge year over year.

The Executive Director explained that the NSO membership fee schedule and associated surcharges has been a sensitive issue for the BC membership in the past and if such a surcharge for the NSO registration system in particular is not a sensitive item then such positioning would aid FHBC in the systems analysis and initiation of a change to FHBC's registration system targeted to begin in the Spring of 2022. The Executive Director added that it may prove to be financially beneficial to utilize the same system technology as the NSO and from the Society's perspective save on the associated annual licence fee.

No comments or questions were forthcoming.

The President added that she currently sits on an NSO bylaw review committee and the question as to whether the NSO Board of Directors will continue to have sole autonomy in setting the NSO membership fee schedule may well be addressed as part of this review. The expectation is that NSO bylaw revisions will be presented to the NSO membership in the Fall

2022.

3.4 Election of Officers

The Vice-President announced that as there is only one nomination for each of five positions on the Board of Directors, each nominee is elected by acclamation. Congratulations to all those duly elected from the nominations slate for a two-year term.

- President – Denise McGeachy
- Finance Director – Jasbir Tatla
- Coaching Director – Michelle McNaughton
- Umpiring Director – Lelia Sacré
- Business Development Director – Mark Vaughan

4 **Other Business:**

5 Adjournment: 7.35pm (McNaughton/Vaughan) **Carried**



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Notice of Motions
Bylaw Motions

The following motions were approved by the Field Hockey BC Board of Directors on Monday 23 January 2023:

Motion 1 **That the Audited Financial Statement to August 31, 2022 be Received.**

Rationale: AGM Motion required under Field Hockey BC bylaw 3.1.1 (b)

Proposed: Jasbir Tatla, Finance Director

Seconded: Narinder Sangha, Domestic Director (Acting)

Motion 2 **That the Auditors for Field Hockey BC for 2022-2023 be Tompkins Wozny Chartered Professional Accountants. That the FHBC Board of Directors reserve the right to consider an alternative audit company for 2022-2023 should the need arise.**

Rationale: AGM Motion required under Field Hockey BC bylaw 3.1.1 (d)

Proposed: Jasbir Tatla, Finance Director

Seconded: Gavin Caldecott, Vice-President (Acting)

Motion 3 **That there be no change to the Field Hockey BC Membership Fee schedule for the membership year 2023-2024.**

Rationale: AGM Motion required under Field Hockey BC bylaw 3.1.1 (e)

Proposed: Mark Vaughan, Business Development Director

Seconded: Narinder Sangha, Domestic Director (Acting)



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Election of Officers
to the Field Hockey BC Board of Directors

Election Slate

The following nominees returned the required nomination form by the deadline date of January 19, 2023. The positions up for election to the Field Hockey BC Board of Directors at the 2023 FHBC AGM are: Vice-President, Domestic Director, Marketing Director, and Athlete Program Director.

Position: Vice-President

Nominee: **Gavin Caldecott**

Position: Domestic Director

Nominee: **Narinder Sangha**

Position: Marketing Director

Nominee: **Ali Baggott**

Position: Athlete Program Director

Nominee: **Vacant (Board Recruitment)**



Field Hockey BC AGM - February 8, 2023

Report from the President

In preparing this report, I thought I would look back at last year's report to reflect on the 2021-2022 seasonal year and the progress to date into 2023. The tone of that report reflected a challenging year. This year, I hope my report will have a decidedly more celebratory tone, as there are many things to celebrate, off and on the pitch. Here are some of the highlights (and apologies for anything I've forgotten):

On the pitch

1. An almost full calendar year of pandemic-free hockey
2. Junior Leagues resumed in full
3. Club championships resumed
4. New junior programs in Port Alberni and Merritt and a new club in Penticton were established
5. The VIT resumed
6. The community-initiated Metro Vancouver Pro League launched (and assisted to manage the VIT beer garden)
7. National championships resumed, with B.C. hosting U16 and U18 National Championships at Tamanawis Park, Surrey
8. International competition resumed – from Junior to Masters.

Congratulations to all the BC athletes, coaches, managers, medical staff, administrators, umpires, and technical officials who represented their clubs, communities, BC, and Canada.

Off the pitch

1. FHBC welcomed new staff members Shaquille Gilbert (Events and Officials) and Patricia Wright-Alexis (Provincial Coach and Performance Manager)
2. The Club Championship Working Group, which began in 2020-21, once again helped to plan and steer a very successful spring and summer event hosting. The Working Group continues and will help with the 2023 program
3. FHBC continued providing 100% subsidy for coaching and umpiring education throughout 2022

4. The board undertook the following projects recommended by the 2021 Organizational Review:
 - a. Established of Board Committee for Governance, Finance and Audit, HR and an Equity, Diversity, and Inclusion. These committees tap the different interests and expertise of the various board members outside of their elected portfolios.
 - b. A review of FHBC's various communication channels is in its early stages (more in Ali Baggott's report)
 - c. Significant revision of FHBC's bylaws (more on this below)
5. Adoption of a new registration system in collaboration with FHC in fall 2022
6. Preparation a strategic plan for 2023 and beyond is underway (more on this below)

PSO – NSO

FHBC, represented by me and our Executive Director continue to meet with FHC and the other Provinces. This time last year, we were anticipating the completion of new FHC bylaws but a change of leadership on the FHC board has delayed this work. There is no timeline for the resumption of this project. Recently FHC launched a nation-wide competition review. FHBC's Provincial Coach and Performance Manager is representing FHBC on this committee. Work on this review is expected to continue through the current season.

Revised bylaws

One of the top recommendations from the 2021 Organizational Review was to revise the society's bylaws. FHBC contracted SportLaw for this work in May. This project has been informed by the organizational review recommendation, safe sport, modern non-profit governance standards, and the requirements of the provincial Society's Act.

The Board had hoped to have this work completed in the late fall, with a special general meeting in winter 2021. Despite best efforts, the project has taken longer than hoped. As bylaws are the core of the society's governance, and the board felt it was essential to take the time to get it right. The membership deserves the opportunity to review the draft, understand the changes, and ask questions. The next steps will be finalizing the draft, preparing informational material, holding open house, analysing feedback, refining the draft based on feedback, and then holding a special general meeting. The open house is tentatively planned for March, the special general meeting in early April. More information to come about all that soon.

Strategic Planning

FHBC's existing strategic plan was due to expire in September 2020 and was duly extended during the COVID pandemic. In line with the anticipated progress to appropriately remove pandemic restrictions, planning and preparation to execute a strategic planning RFP process

was initiated during the 2021-22 seasonal year. In October 2022, FHBC formally contracted Hadrian Consulting to undertake the work on a new 5-year plan (September 2023 - August 2028). Work on the strategic plan is in progress and will continue through to the early spring. Mike McKay, principle of Hadrian Consulting, will speak to the membership this evening on the progress to date and future engagement plans.

Thank you

I would like to conclude with thanks to the membership: the athletes the clubs, communities, volunteers, coaches, managers, administrators, friends/families/well wishers who continue to dedicate their free time to making field hockey possible in BC.

Special thanks my fellow board members Ali Baggott, Michelle McNaughton, Lelia Sacre, Jasbir Tatla, Narinder Sangha, Mark Vaughan, and Gavin Caldecott. We've had a lot on our collective plates these last 12 months. I look forward to continuing our important work through 2023.

Lastly, my deepest gratitude to the FHBC staff: Executive Director Mark Saunders, Accounts Manager Sue Jameson, Patricia Wright-Alexis Head Provincial Coach and Performance Manager, Athlete and Sport Development Manager Katie Jameson, Member Services & Communications Coordinator Lucas Castro, Events and Officials Coordinator Shaq Gilbert, and Regional Lead Coach for Vancouver Island Krista Thompson. Their dedication, hard work and professionalism is truly inspiring.

Respectfully submitted, **Denise McGeachy**, President, FHBC



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Report from the Executive Director

Overview

The Field Hockey BC (FHBC) Board and Staff continue to work hard to provide support for essential opportunities in all aspects of our sport. Significant highlights this year include the commitment to continue to deliver planned programs and services despite the impact of COVID-19, the significant effort to support a full opening up for sport participation in the Spring and Summer of 2022, and the ongoing commitment for greater engagement and collaboration with our membership. In looking back on 2021-22 the ability and willingness of the Society to deliver to a community need to re-engage in the sport after so many imposed restrictions was a joy to witness and a credit to all involved.

In addition and despite the financial challenges presented by a global pandemic, Field Hockey BC was successful in both securing and appropriately expensing financial support throughout 2021-22. The Society returned a fiscal year end net surplus for a third successive year, one that for the first time in three years and at year end included only minor deferral of restricted revenue streams.

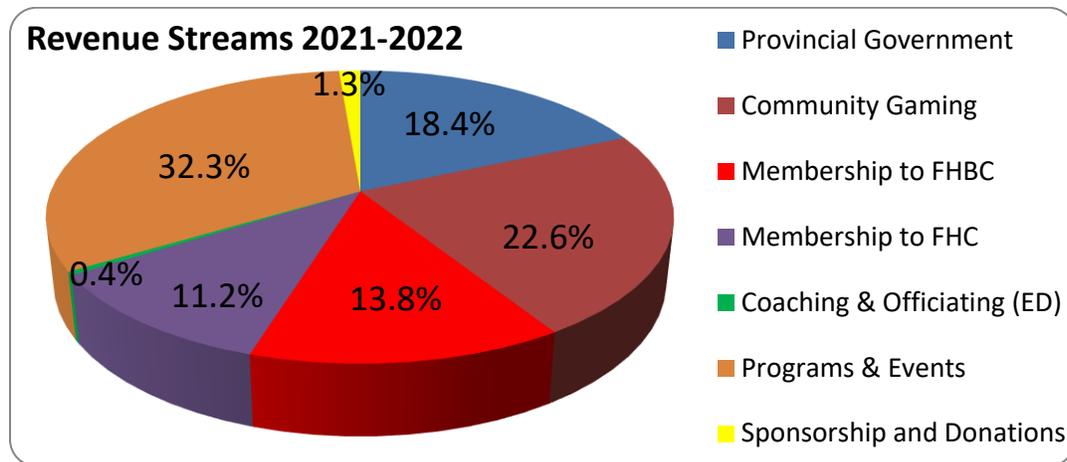
Organizational Stability

The 2021-22 season began with the risk management of Society aspirations against the fluctuating nature of the COVID-19 response. The Society met the eligibility and performance requirements of our Provincial Partners and was again targeted in 2021-22 for funding in all eligible areas - Participation, Performance, Coaching, Officiating, Events, Operations, and Infrastructure.

Internally, the Society targeted a first full post-pandemic seasonal delivery of the BC Athlete Pathway, the practical and direct delivery of a full spring and summer community event hosting program, the advancement of coaches and officials within the formal Coach and Officials Education Pathway, and preparation and consideration ahead of developing a new five-year Society strategic plan.

The chart below summarises Field Hockey BC revenue streams for 2021-2022. Field Hockey BC

was successful in securing BC Government Sport Sector funding, BC Government Performance funding, Sport BC Funding, and BC Community Gaming Branch funding.



Membership

The 2021-22 membership year was again impacted due to the implications of the COVID-19 response, restrictions for which were largely removed by February 2022. Despite the complexities presented by COVID-19 return to play protocols, community-wide programming did return in a modified and appropriately restricted format throughout 2021, and opened up in dramatic fashion during the Spring and Summer of 2022. The impact of COVID-19 can be seen in the comparative analysis of membership figures below:

Figures for 2021-2022 were as follows (with comparative figures for 2020-2021):

	2020-2021**	2021-2022**
Senior	1011	1852
Junior (U13-U18)	1700	1854
Junior (U11-U12)	736	707
Junior (U10)	1398	1532
*Coach	172	115
*Official	27	35
Associate	32	15

*Most of whom will be registered in a player category

** COVID-19 Impacted Seasonal Years

Athlete Programs (more detail can be referenced in the Athlete Program Portfolio Report)

I would like to take this opportunity to recognize the FHBC coaches, evaluators, and volunteers who supported FHBC Athlete Programming in 2021-22. There continues to be a progression

with new coaches and evaluators becoming involved with FHBC athlete programming and it is this willingness to become involved and give back to athletes, especially athletes who have had limited opportunities over the course of the last two seasons, that was again a delight to witness.

Provincial and National Event Hosting

It was certainly exciting to see the return to event hosting in 2022. As well as enjoying the opportunity to open up playing opportunities on a localised basis, many athletes, coaches, and officials also took the opportunity to travel across the Province to take part in events involving participants from across British Columbia as well as from across Canada. FHBC took the direct lead in the delivery of the following events during the Spring and Summer of 2022:

- The VIT (Burnaby)
- The Under 18 Boys Club Championships (West Vancouver)
- The Under 18 Girls Club Championships (Surrey)
- The Under 16 Boys Club Championships (West Vancouver)
- The Under 16 Girls Club Championships (Vancouver)
- The Under 14 Boys Club Championships (West Vancouver)
- The Under 14 Girls Club Championships (Victoria)
- The Under 12 Boys and Girls Club Festival (Burnaby)
- The Under 18 Boys National Championships (Surrey)
- The Under 18 Girls National Championships (Surrey)
- The Under 16 Girls National Championships (Surrey)

FHBC thanks go out again to the community volunteers that helped make these events so successful, with particular mention to the key volunteer mentors who assisted in the education and potential future involvement of a large number of new volunteers to field hockey.

Coach Education

This past season saw the continued delivery of the National Coach Certification Program (NCCP) Pathway. The Society continued to offer a 100% financial subsidy to all coaches accessing formal coach education through the NCCP pathway. A total of **137** coach candidates achieved certification and/or increased their level of training/certification in 2021/22, with many individual candidates choosing to take multiple NCCP modules.

Officials Education

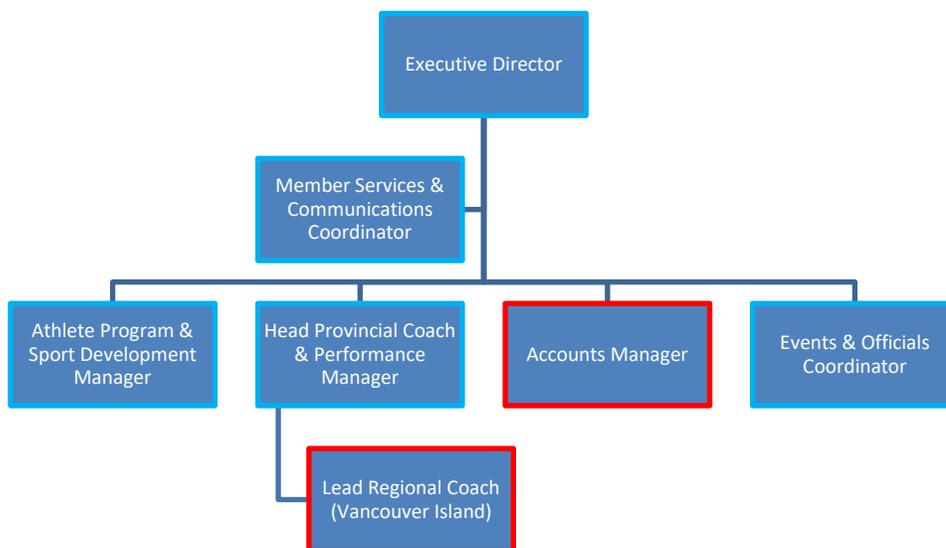
2021-22 saw Field Hockey BC continue to facilitate certification course offerings at the Community and Provincial Umpiring level, as well as introductory training at the Technical Official level. The Society continued to offer a 100% financial subsidy to all officials accessing

formal officials education through the officials certification pathway. A total of **175** umpires achieved certification and/or increased their level of training/professional development in 2021-2022 and a total of **120** technical official volunteers were introduced to introductory training within 2022 event hosting.

Human Resource Support

It remains an inspiration and a privilege to witness how FHBC team members continued to adapt and move forward in support of our sport. Field Hockey BC ended the 2021-2022 year with five full-time staff and two part-time staff (noting that one of these full-time role appointments was made at the end of the seasonal year in late August 2022). The FHBC staff team has responsibility to assist the service delivery and planning across seven key strategic target areas: Athlete Development, Event Hosting, Coach Education, Officials Education, Member Services, Government and Sector Relations, and Volunteer Recognition.

The following schematic represents the current HR structure (at the time of this report). In May 2022, FHBC reinstated the Events and Officials Coordinator role and welcomed Shaquille Gilbert to the staff team, and in August 2022 the Society appointed Patricia Wright-Alexis in the role of Head Provincial Coach & Performance Manager. Both Patricia and Shaquille have settled into their respective roles extremely well.



On a personal note, I cannot thank the FHBC staff team enough for their continued commitment to the sport, especially given the multi-faceted nature of the 2021-2022 year. It has been a pleasure to work with all of you over the past season. **In closing** and on behalf of the staff, I should like to thank all those that have contributed to the support and development of our sport in what has been a somewhat challenging but most rewarding year.

Respectively submitted, **Mark Saunders**, Executive Director, FHBC



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Report from the Athlete Program Portfolio

2021-2022 Athlete Program Review

Field Hockey BC's athlete programs are designed to complement BC's community club programming in alignment with the Long-Term Athlete Development (LTAD) model. FHBC athlete programs provide supplemental field hockey opportunities for talented athletes who have regional, provincial, university and national team aspirations.

Field Hockey BC Technical Development Program

The Field Hockey BC Technical Development program was introduced in the Fall of 2020. This program was created based on recommendations from FHBC's Provincial Athlete Pathway Review Project in 2020. The program is designed to support athletes of all levels with their technical skill acquisition. The program is offered in short 4-6 week blocks to reduce the overall commitment of athletes and is offered in areas of the Province where there is a gap in programming and a desire for this type of on-field instruction.

In 2021-2022, the Technical Development program was offered in two seasonal windows. During the Fall session, programs were run on the Island in both Victoria and Duncan for U16 and U18 athletes (female and male). A U14 boys program was also offered in Victoria during the Fall window. In the Winter session, beginning in January, programs were offered again in Duncan and Victoria for U16 and U18 athletes (female and male), as well as in the Interior in Kelowna for U16 and U18 female athletes. Field Hockey BC also supported the introduction of a new Program in the Penticton area.

Field Hockey BC Provincial Performance Talent Identification & Provincial Program

The FHBC Provincial Performance Talent Identification & Provincial Program consisted of a staged trial program that culminated in the selection of Provincial (Tier 1) and Regional (Tier 2) teams that competed at the 2022 FHC National Championships.

For female athletes, Stage 1 trials were held on the Island and Mainland for all athletes that were interested in participating in the Provincial program. These athlete had to be nominated by a coach in order to be invited to attend trials. On the Island, there were 20 U16 athletes and 16 U18 athletes that attended Stage 1 trials. From there, 11 U16 athletes and 9 U18 athletes advanced to Stage 2 trials. On the Mainland, there were 52 U16 athletes and 23 U18 athletes (including 3 athletes from the Interior).

From there, 28 U16 athletes and 12 U18 athletes advanced to Stage 2 trials. Athletes that did not advance to Stage 2 were provided with evaluation reports that included feedback about what to work on to progress to the high performance level.

The Female Stage 2 trials included the athletes invited from Stage 1, as well as athletes that were on the 2020-2021 CSI Targeted Athlete list. The U18 Stage 2 trials were held in April and included 72 female athletes vying for a Provincial team. After three days of fitness testing and game play, two Provincial teams were selected. Due to the athlete depth at the U18 level, we were also able to form two Regional representative teams; the U18 Island team and the U18 Mainland team. The U16 Stage 2 female trials were held in May and included 53 athletes. From Stage 2 Trials, two Provincial teams were selected; the U16 Blue team and the U16 White team. Due to the lack of depth in multiple regions, a single Regional, Tier 2 team was formed, including athletes from both the Island and the Mainland. This amalgamated U16 regional team was given the name “BC Yellow” as it included representation from multiple regions.

On the male side, the pool of athletes was smaller, therefore only a single trial was needed for each age group. The U18 male trial was held in April and included 31 athletes. From that trial, the U18 Boys Provincial team was selected that included 18 athletes, and 4 reserves. The U16 male trial was held in May with 29 athletes in attendance. From that trial, a squad of 25 athletes was selected, with the idea being to provide a training opportunity for this group of athletes that hadn’t been exposed to high performance hockey before. The final roster of 18 athletes for Nationals was selected by mid-July, after a few training weekends.

2022 FHBC Provincial Tier 1 Teams & Results

Team	Tournament	Result
BC U18 Boys Team	2022 U18 Boys National Championship	1 st Place
BC U16 Boys Team	2022 U18 Boys National Championship	5 th Place
BC U18 Girls Blue Team	2022 U18 Girls National Championship	2 nd Place
BC U18 Girls White Team	2022 U18 Girls National Championship	4 th Place
BC U16 Girls Blue Team	2022 U16 Girls National Championship	1 st Place
BC U16 Girls White Team	2022 U16 Girls National Championship	3 rd Place

2022 FHBC Regional Tier 2 Teams & Results

Team	Tournament	Result
U18 Girls Mainland Team	2022 U18 Boys National Championship	1 st Place, Tier 2
U18 Girls Island Team	2022 U18 Boys National Championship	4 th Place, Tier 2
BC U16 Girls Yellow Team	2022 U16 Girls National Championship	5 th Place

At the culmination of the Provincial Program, athletes were sent individualized reports written by their coaches that highlighted both strengths they demonstrated throughout the program, as well as advice for how to improve as high performance athletes in the future. The coaches also met with FHBC's Provincial Head Coach and Performance Manager to review the program from their perspective. Finally, athletes and parents were given the opportunity to provide anonymous feedback about the program.

Post-program debriefs and discussions with our Provincial team coaches covered a variety of topics, however three key themes quickly became the area of focus. The first key theme is that there is a distinct need to develop tactically 'smart' and technically strong players through either provincial programming or club sessions. Another key theme was that athletes need support with their mental performance, a service that was provided in the 2022 Provincial Program, but something that can be explored in more depth in order to ensure that the athletes thrive. Lastly, there is a strong emphasis from our coaches that programming needs to be created in regions where athletes do not have much access to academies or additional training. We need to provide support to these under-served regions so that athletes do not fall behind the rest of their cohort.

The Provincial Program athlete survey focused on athlete satisfaction with trials, the program training environment, the National Championship, and the Kukri kit. Survey responses were received from all 9 teams, however, of the 163 athletes eligible to respond, only 40 surveys were completed. From the responses received, there was general satisfaction with the key themes. Some of the specific feedback received for the overall trial process included some requests for more small games, a more competitive environment and a longer evaluation period. Feedback received about the Evaluators included some athletes feeling that Evaluators weren't always paying attention, or that some athletes wished the Evaluators were consistent across all regions and trials. There was also goalkeeper-specific feedback suggesting that goalkeepers could be better incorporated at trials, which was an adjustment our Evaluation team made partway through the trial period. Specific feedback for the program training environment included requests to have more training, more practice games and more time to bond as a team. Several athletes commented that they felt that the program was too rushed. The specific feedback received about the National Championship tournament included athletes wanting to stay in a tournament hotel, even for local tournament, so that they could have a bonding experience with their teammates. Other comments included wanting more teams and a more complete tournament experience at the U16 level, plus the desire to hold Nationals in July so that August could be completely free for family vacations. Feedback related to the Kukri kit included better uniforms and bags for the Regional Tier 2 teams, as well as an earlier arrival of team kits, and a request for the kit to change every 1-2 years or that athletes shouldn't be required to purchase the training kit year over year. Lastly, of those that responded to the survey, and overwhelming majority indicated that they would be likely to trial for a Provincial team again.

The Provincial program parent survey focused more on the process, logistics and communication, as well as the execution of National Championships. Once again, all 9 teams were represented in the survey responses, however only 53 responses were received. With regards to communication and logistics, some reoccurring themes included confusion around the trial process, dislike for trials taking place during Spring Break and holiday weekends. Parents also indicated wanting trials earlier in the year so

that practices could start earlier, as well as a desire for the Regional tournament to be reinstated to help introduce athletes to a high performance environment. We understand that the communication around the trial process, the dates and location of trials, and how teams are being selected needs to continue to be clearly laid out, especially as new athletes enter the system. With regards to the National Championships, the feedback from parents mirrored the athlete feedback about wanting the athletes to stay in a tournament hotel, for the tournament to feel like a bigger event, and for Nationals to wrap up before August so they could have family time in the summer.

Targeted Provincial Athletes

FHBC completed its annual Canadian Sport Institute (CSI) Pacific – FHBC athlete and coach nomination process in October 2020. The athlete and coach nomination cycle for CSI Pacific/FHBC targeting runs November 1 to October 31 annually and athletes are selected based on performances from the previous 12 months. Athlete and coach support for the Canadian Development and Provincial Development nomination focuses on athletes 5-8 years from the podium, referred to as the next generation. Athletes are identified by a sport-specific podium pathway and established performance assessment criteria. As a general principle, all athletes are expected to demonstrate evidence of their ongoing performance progression and tracking toward Field Hockey BC high performance program benchmarks to remain targeted. Athletes who meet established criteria during the annual nomination cycle may be added to the Field Hockey BC targeted athlete list on a case-by-case basis.

The 2021-2022 Provincial Targeted Athlete nomination list was created based on Gold Medal Profile evaluations performed in the Provincial Performance Talent ID & Provincial Program cycle. The current athlete list is comprised of 188 athletes (145 female, 43 male). Upon registering for support with the Canadian Sport Institute Pacific, nominated athletes can engage in enhanced programs, benefits, and selected support services through CSI Pacific and a network of PacificSport regional centres in BC.

North Vancouver Field Hockey Academy

After a year off due to the pandemic, the North Vancouver Field Hockey Academy returned to normal last year with a linear program that ran every other school day from February – June 2022. In total, 31 athletes participated in the program that had them on Rutledge field every Monday/Wednesday/Friday of the program. Meanwhile every Tuesday/Thursday of the program saw them participating in a range of activities including coach and umpire education, indoor hockey, self-defense lessons, kayaking in Deep Cove, hiking in North Vancouver forests, multi-sport activities such as basketball, gymnastics and dodgeball, as well as district required health courses that covered sex education, nutrition and more.

A special thanks to all the coaches who gave their time, expertise and experience to FHBC programs this year. FHBC programs could not run without the continued dedication of the leaders in our sport.

Respectively submitted by **Katie Jameson**, Athlete Program and Sport Development Manager



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Report from the Vice-President

After joining the board towards the end of 2021, this past year was the first time I had been through the full years' worth of society activity. Previously my interaction with the society was fairly limited as a player and an umpire, so to sit on the other side of the table and witness the time and energy that goes into the running and execution of the overall strategy, it has been an eye opener and enhanced my respect for wonderful staff we have. I'd also like to give thanks to the volunteer army that runs so much activity, for little to no reward, more just because they know someone has to do it, so they get on with it. Thank you.

We would like to round out the board members to its full quota of nine, with one seat having remained un-filled throughout 2022 and so far this year. Given the specific knowledge of understanding needed to have a decent grasp of the makeup in the sport in BC and Canada, recruiting from outside the field hockey network can be challenging, and those individuals who do volunteer their time already are probably doing so for their respective organizations, sports leagues, clubs or children's teams. But I believe we would benefit from having another lens applied to our sport and society, however that person remains to yet be located, so we continue to look to recruit from within or outside of the field hockey network.

As we move beyond the Covid recovery into what could be called the new normal, the unrest and behavioral challenges seen in the general population is also showing up around the turf fields. While most participants are respectful towards their opponents, team mates and the officials, there are some individuals that are pushing beyond the boundary of acceptable behavior. This has resulted in the society, for the first time in over a decade, having to form disciplinary panels and committees to deal with incidents. This includes an unfortunate brawl between teams at an event outside of the province. Although the event was un-sanctioned, the society was able to identify members of FHBC who were involved and did not abide by our code of conduct. Those involved have now been disciplined accordingly. Our code of conduct does not end at the provincial boundaries, and our members put themselves at risk by playing in events that are poorly governed and organised. My thanks to the panel members who helped with those proceedings. Remember that we are all out to enjoy ourselves, and we cannot enjoy our great game without some mutual respect for the other participants on the field.

The world is going through a sea change in the way it operates, be that at a business level, a sporting level, a government level, a community level - and we must adapt with it. I look forward to continuing down the strategic planning process that the current board is going through, and leading the society in a direction that we hope will help continue to build on its past successes as we move into the next phase of its operations.

Respectively submitted, **Gavin Caldecott**, Vice-President, FHBC (Acting)



Field Hockey BC AGM - February 8, 2023

Report from the Marketing Director

It has been a busy year from a communications and marketing perspective for Field Hockey BC. First and foremost, I have to thank Lucas Castro for his incredible work to keep up with the FHBC communications tools from the regular Cornershot e-newsletter to the website to the many social media platforms. These take up a lot of time, energy and strategy and they are certainly not the only things that he is doing in his role.

Lucas and I have had a lot of contact so that I can be a sounding board and lend any of my expertise to the work he is doing and, in particular, we wanted to ensure FHBC was participating in meaningful campaigns and adding thoughtful content to FHBC channels. Below are a few of those highlights from this year:

- #bcspportmakesme campaign (with SportBC): FHBC featured team managers from the 2022 FHC National Championships
- Celebrations and features on the FHC National programs and BC members throughout a busy season of events and awards
- Return to Sport: consistent and regular communication as restrictions and access to sport evolved
- Investing the time and resourcing in to gathering high quality action imagery from events and featuring those in album form on social media
- Featured Throwback Thursdays that required digitizing old photos that had to be scanned or gathered from old CDs
- Pride Month features and awareness campaign
- Refocusing to include a more diverse audience including a dedicated push to showcase umpires and officials and encouraging more participation
- FHBC channels also amplified content from several other connected organizations local leagues, clubs, FHC, viaSport, SportBC, FIH, etc.
- Event coverage of Team BC performance at National Championships or in FHBC programming such as the Technical Development program

The many FHBC digital channels remain a primary source for out-going messaging such as communications for FHBC initiatives, programs, courses, important dates/deadlines and

opportunities. We also know there is more work to be done here from a social listening perspective to better, more diverse, more inclusive and more representative content to support recruitment, retention and diversity of our field hockey community in BC.

It is with those points in mind that I am excited to announce that the Board of Directors agreed to proceed with a Request for Proposal process to conduct a Communications review and 3-5 year communications plan for the organization. The goal of this is to take the time to assess what we have, what we don't have, what we are doing well, what we could do better and evaluate that against some relatable benchmarks within the Canadian sport sector.

I am really excited about this opportunity so that we can be strategic and thoughtful with our communications. Digital media can be overwhelming and it's hard to be everywhere all the time but with a real purpose and plan, the FHBC staff can work efficiently and with purpose to do what needs to be done for our stakeholders.

Part of this process will include thoughtful discussions with FHBC members including clubs, players, parents, officials, leagues, etc. I encourage you all to participate when provided the opportunity so we can get the most representative data to make decisions that can improve your experience as members of FHBC.

The RFP process is underway and recommendations and decisions about vendors will be happening very shortly so that we can get underway as quickly as possible.

I'd like to thank Lucas for his incredible dedication to our current platforms and channels. He takes time to get feedback when needed to ensure he's doing a great job and he's really keen to learn. We are grateful to have his energy on the FHBC staff and he is well supported by a great team and leader in Mark Saunders.

Thank you also to all the clubs, members, leagues and organizations who have participated in submitting content to be featured this past year. Gathering content is the hardest so when you participate by sending in your photos and quotes or you point FHBC towards stories featuring our members or you ask questions that we can answer on our channels – it's really helpful!

Thank you and I'm looking forward to this next season ahead.

Respectively submitted, **Ali Baggott**, Marketing Director, FHBC



Field Hockey BC AGM - February 8, 2023

Report from the **Coaching Director**

Thank you to everyone who has been doing their part to help get us back up to full capacity. Your time, patience and expertise are deeply appreciated.

Hiring of a new Head Provincial Coach & Performance Manager:

FHBC completed and has welcomed Patricia Wright-Alexis, as our new Provincial Head Coach, to lead and support the development of our athletes. Patricia brings a wealth of experience and knowledge to the organization and will be working closely with the provincial team, supports and coaches to enhance the overall performance and success of our teams.

Continued Access to Online Coaching Courses:

FHBC remains committed to providing its coaches with ongoing education and development opportunities. With this commitment, the organization has ensured that coaches will continue to have access to improve their skills and stay current with the latest techniques. These courses will provide coaches with the tools and framework to improve their abilities and provide our athletes an environment to achieve their potential.

Hiring of FHBC Assessors and Coaches for the HP seasons:

We are continuing our develop and support to the next generation of athletes and have started the process to hire accessors and coaches for the upcoming HP season. These individuals will be responsible for working directly with the athletes and other coaches to help maximize our competitive potential. We are looking forward to this continuing work.

Continued commitment to the National standards for Coaching:

FHBC is committed to maintaining the highest standards in coaching and is dedicated to meeting the minimum national standards for coaching. This commitment is reflected in the organization's ongoing investment in education and development opportunities. This commitment also aims to continue the support to achieve and maintain these standards long-term.

Conclusion:

FHBC continues to show its dedication to providing the highest level of support and developmental opportunities for its coaches. This investment will greatly impact our athletes and the programming we can provide. We will continue to support in all areas around coaching as we can, to continue this commitment to excellence and maximum potential.

Respectively submitted by **Michelle McNaughton**, Coaching Director, FHBC



Field Hockey BC AGM - February 8, 2023

Report from the Domestic Director

I took on the domestic director role for approximately one year. I had the wonderful opportunity to work alongside Brenda Rushton who was the previous domestic director. Brenda spent many years as the domestic director and knows the full volunteer responsibility. It has been a pleasure learning from her. I look forward to potentially taking the knowledge she has given me and running as the domestic director for next 2 years.

Respectively submitted, **Narinder Sangha**, Domestic Director (Acting), FHBC



Field Hockey BC AGM - February 8, 2023

Report from the Umpiring Director

2022 was a busy year for FHBC officials. From club tournaments to the Commonwealth Games/Pro-League, BC umpires have made their mark, both at home and further afield. Hosting two Field Hockey Canada events over 12 days in July meant that many BC umpires and technical officials were called upon to ensure the country's top U18 and U16 athletes could showcase their skills.

We are very pleased to have Shaquille Gilbert who joined FHBC during an extremely busy time with the VIT and Club Championships. Shaquille has worked diligently as he has not only brought a new perspective for officiating but helping to organize our pathways. He has been a great support to myself over the last few months and I thank Shaquille for bringing a new breath to the position.

Important steps to increasing access to educational opportunities were taken in 2022. The online Community course, developed by FHBC, has allowed access not only to those in BC, but across the country as well. The opportunity to have Provincial Online Umpire Courses, created by Field Hockey Canada, was a new addition allowing access to members anywhere within the province. With Field Hockey Canada taking on further development of the Regional and Assessor Courses, FHBC was successfully able to run a course for each with more planned for the upcoming year. These were also subsidized for many of our members due to our remarkable funding opportunities. These have proven extremely helpful for not only allowing opportunity for growth of our officials but establishing new and clearer expectations for each certification level. This is also supported by a new FHC Mentoring Handbook to support clubs that was both circulated and on the FHBC website where all resources have been updated.

In liaison with FHC, BC is the only province with an accurate officials' database and will be working with FHC to support their development of their own database that will allow for better tracking of certification, development, and progression of officials across the country.

FHBC has also relaunched the Umpire Mentoring Program where were umpires nominated by clubs/regions and were selected and paired with FIH umpires to support with technical and management understandings; fitness; psychological strategies to help each umpire to progress to the next level. Thank you to all those mentors for volunteering your time and experience to help the next generation of umpires.

The sport is only sustainable with the education, support, and kindness towards officials to help grow this part of the community.

FHBC welcomes any member, club or region who would like further information, support or just a conversation about umpire and technical officials' development.

Respectively submitted, **Lelia Sacré**, Umpiring Director, FHBC



Field Hockey BC AGM - February 8, 2023
Financial Statement
Report from the Finance Director

Overleaf

Appendix – FHBC Audited Financial Statement to August 31, 2022

www.twmca.com

FINANCIAL STATEMENTS
FIELD HOCKEY BC

August 31, 2022

Limited Liability Partnership



Tompkins Wozny
Chartered Professional Accountants

INDEPENDENT AUDITOR'S REPORT

To the Members of
Field Hockey BC

Opinion

We have audited the financial statements of Field Hockey BC (the Society), which comprise the statement of financial position as at August 31, 2022, and the statements of changes in net assets, operations and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Society as at August 31, 2022, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Society in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Society or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Society's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Society to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

As required by the British Columbia Societies Act, we report that, in our opinion, the accounting principles used in these financial statements, Canadian accounting standards for not-for-profit organizations, have been applied on a basis consistent with that of the preceding year.

The comparative figures for the year ended August 31, 2021 were reported on by another firm of chartered professional accountants who expressed an qualified opinion thereon in their report dated December 15, 2021.

Vancouver, Canada
January 23, 2023



Chartered Professional Accountants

STATEMENT OF FINANCIAL POSITION

As at August 31

	2022				2021	
	Society Fund \$	Capital Asset Fund \$	Restricted Gaming Fund \$	Other Restricted Funds \$	Totals \$	Totals \$
ASSETS						
Current						
Cash - unrestricted	609,812	—	—	—	609,812	576,637
- restricted	—	—	27	120,798	120,825	199,934
Term deposits <i>[note 3]</i>	48,141	—	—	—	48,141	48,088
Accounts receivable <i>[note 4]</i>	86,198	—	—	—	86,198	43,804
Inventory	89,193	—	—	—	89,193	87,008
Prepaid expenses	3,957	—	—	—	3,957	5,050
Total current assets	837,301	—	27	120,798	958,126	960,521
Security deposit - office lease	7,012	—	—	—	7,012	7,012
Capital assets <i>[note 5]</i>	—	6,134	—	—	6,134	7,777
	844,313	6,134	27	120,798	971,272	975,310
LIABILITIES						
Current liabilities						
Accounts payable and accruals <i>[note 6]</i>	249,968	—	—	—	249,968	194,692
Deferred revenue <i>[note 7]</i>	164,894	—	—	120,798	285,692	391,906
Total current liabilities	414,862	—	—	120,798	535,660	586,598
Canada Emergency Business Account loan <i>[note 12]</i>	30,000	—	—	—	30,000	30,000
Total liabilities	444,862	—	—	120,798	565,660	616,598
NET ASSETS	399,451	6,134	27	—	405,612	358,712
	844,313	6,134	27	120,798	971,272	975,310

Commitment *[note 10]*

Other *[note 13]*

See accompanying notes to the financial statements

On behalf of the Board:



Director



STATEMENT OF CHANGES IN NET ASSETS

Year ended August 31

	Society Fund \$	Capital Asset Fund \$	Restricted Gaming Fund \$	Other Restricted Funds \$	Total \$
2022					
Balance, beginning of year	350,935	7,777	—	—	358,712
Revenue over (under) expenses for the year	48,516	(1,643)	27	—	46,900
Balance, end of year	399,451	6,134	27	—	405,612
Fund restrictions:					
Internally restricted <i>[note 9]</i>	133,914	6,134	—	—	140,048
Externally restricted	—	—	27	—	27
Unrestricted	265,537	—	—	—	265,537
Balance, end of year	399,451	6,134	27	—	405,612
2021					
Balance, beginning of year	323,430	10,300	—	—	333,730
Revenue over (under) expenses for the year	27,505	(2,523)	—	—	24,982
Balance, end of year	350,935	7,777	—	—	358,712
Fund restrictions:					
Internally restricted	115,727	7,777	—	—	123,504
Unrestricted	235,208	—	—	—	235,208
Balance, end of year	350,935	7,777	—	—	358,712

See accompanying notes to the financial statements

STATEMENT OF OPERATIONS

Year ended August 31

	2022				2021	
	Society Fund \$	Capital Asset Fund \$	Restricted Gaming Fund \$	Other Restricted Funds \$	Totals \$	Totals \$
REVENUE						
Grants	171,491	—	—	46,485	217,976	197,090
Gaming	—	—	267,411	—	267,411	95,698
Membership fees, insurance	296,117	—	—	—	296,117	240,970
FHBC program contributions	66,280	—	—	—	66,280	27,630
Sponsorships and donations	14,095	—	—	—	14,095	1,700
Interest and miscellaneous	527	—	—	—	527	91
Merchandise - sales and rentals	934	—	—	—	934	2,877
Coaching and umpire programs	5,795	—	—	—	5,795	6,790
Tournament and festivals	78,910	—	—	—	78,910	—
Athlete programs	125,874	—	—	—	125,874	49,526
BC Teams	111,640	—	—	—	111,640	—
Canada Emergency Wage Subsidy [note 13]	—	—	—	—	—	168,720
Rent assistance [note 13]	—	—	—	—	—	39,551
	871,663	—	267,411	46,485	1,185,559	830,643
EXPENSES						
Membership fees	134,910	—	—	—	134,910	117,557
Administrative [Schedule]	168,248	—	—	—	168,248	188,502
Staff [note 12]	189,321	—	129,000	10,821	329,142	361,635
Merchandise	177	—	—	—	177	2,162
Coaching programs	—	—	4,949	—	4,949	4,873
Umpiring programs	694	—	5,237	—	5,931	399
Player development	1,250	—	—	—	1,250	—
Tournament and festivals	105,067	—	38,312	—	143,379	—
Athlete programs	108,431	—	29,874	35,664	173,969	89,105
BC Teams	115,049	—	60,012	—	175,061	24,072
Amortization	—	1,643	—	—	1,643	2,523
Inventory write-down	—	—	—	—	—	14,833
	823,147	1,643	267,384	46,485	1,138,659	805,661
Revenue over (under) expenses for the year	48,516	(1,643)	27	—	46,900	24,982

See accompanying notes to the financial statements

STATEMENT OF CASH FLOWS

Year ended August 31

	2022	2021
	\$	\$
OPERATING ACTIVITIES		
Revenue over expenses for the year	46,900	24,982
Amortization of capital assets	1,643	2,523
Changes in other non-cash working capital items		
Accounts receivable	(42,394)	55,172
Inventory	(2,185)	17,734
Prepaid expenses	1,093	17,880
Accounts payable and accruals	55,276	(36,057)
Deferred revenue	(106,214)	21,888
Cash provided by (used in) operating activities	(45,881)	104,122
Increase (decrease) in cash for the year	(45,881)	104,122
Cash, beginning of year	824,659	720,537
Cash, end of year	778,778	824,659
Cash consists of:		
Unrestricted	609,812	576,637
Externally restricted	120,825	199,934
Term deposits	48,141	48,088
	778,778	824,659

See accompanying notes to the financial statements

NOTES TO FINANCIAL STATEMENTS

August 31, 2022

1. NATURE OF THE ORGANIZATION

Field Hockey BC is a non-profit Society registered under the B.C. Society Act on December 31, 1992. The Society has tax-exempt status under the Income Tax Act.

The purposes of the Society are:

- a) To foster, promote and encourage the development and organization of field hockey within the Province of British Columbia, from the recreational level of participation through to the pursuit of excellence.
- b) To develop, promote and administer programs that encourage the development of the sport of field hockey for players, coaches, umpires and volunteers within the Province of B.C.
- c) To make, maintain and enforce rules and regulations for the control and governance of Field Hockey in British Columbia.
- d) To be the official British Columbia representative at meetings of Field Hockey Canada, and to provide a liaison between Field Hockey Canada and the players, coaches, officials and volunteers in British Columbia who are involved in the game of field hockey.

2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations ("ASNPO") and include the following significant accounting policies:

Use of Estimates

The preparation of financial statements in conformity with Canadian ASNPO requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the amounts of revenues and expenses reported during the year. Significant areas requiring the use of management estimates relate to the determination of net recoverable value of assets, in particular as it relates to useful lives of capital assets. Actual results could differ from these estimates.

Fund Accounting

Revenues and expenses related to the program delivery and administrative activities are reported in the Society Fund.

Revenues and expenses related to specific programs and activities financed by the Province of B.C. are reported in the Restricted Gaming Fund and Other Restricted Fund.

The Capital Asset Fund reports the assets, liabilities, revenues and expenses related to the Society's capital assets.

NOTES TO FINANCIAL STATEMENTS

August 31, 2022

2. SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

Revenue Recognition

The Society follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenditures are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Membership, player development, merchandise and other program revenues are recognized as revenue in the period in which they are earned.

Interest income is recognized when earned or received.

Measurement of Financial Instruments

The Society initially measures its financial assets and financial liabilities at fair value. The Society subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments in equity instruments that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in net income.

Financial assets measured at amortized cost include cash, restricted cash, term deposits and accounts receivable.

Financial liabilities measured at amortized cost include accounts payable and accruals.

Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in net income. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in net income.

Inventory

Inventory, consisting of various clothing and supplies held for distribution to teams and associated individuals, is stated at the lower of cost (first-in, first out) and net realizable value. Cost is defined as purchase price plus freight in. The net realizable value is the estimated selling price in the ordinary course of business.

Capital Assets

Capital assets are recorded at cost, less accumulated amortization. Amortization of capital assets is recorded at the following rates:

- | | |
|----------------------------------|------------------------|
| ▪ Vehicles | 5 years straight-line |
| ▪ Computer equipment | 3 years straight-line |
| ▪ Office furniture and equipment | 10 years straight-line |

NOTES TO FINANCIAL STATEMENTS

August 31, 2022

2. SIGNIFICANT ACCOUNTING POLICIES (CONT'D)

Deferred Revenue

Grant and membership payments received in advance represent funding and membership fees received in the current year but related to the following year.

3. TERM DEPOSITS

Interest rates on term deposits are 0.75% [2021 - 0.05%] and matures in September 2022.

4. ACCOUNTS RECEIVABLE

	2022	2021
	\$	\$
Operations	86,198	41,492
Allowance for doubtful accounts	—	—
	86,198	41,492

5. CAPITAL ASSETS

	Cost	Accumulated Amortization	Net Book Value
	\$	\$	\$
2022			
Vehicles	32,742	32,742	—
Computer equipment	17,055	17,055	—
Office furniture and equipment	23,221	17,087	6,134
	73,018	66,884	6,134
2021			
Vehicles	32,742	32,742	—
Computer equipment	17,055	16,324	731
Office furniture and equipment	23,221	16,175	7,046
	73,018	65,241	7,777

NOTES TO FINANCIAL STATEMENTS

August 31, 2022

6. ACCOUNTS PAYABLE AND ACCRUALS

	2022	2021
	\$	\$
Operations	84,693	23,416
Due to members	165,275	167,817
	249,968	191,233

Amounts due from members were amounts received by the members in prior years' but were not required to be paid. These amounts remain on record to be applied in subsequent years as members return to pre-pandemic participation in the Society's programs.

7. DEFERRED REVENUE

	2022	2021
	\$	\$
Membership fees received in advance	21,008	48,348
Deferred contributions - operating grants	143,886	143,886
- Gaming and other	120,798	199,672
	285,692	391,906

8. PERMANENT ENDOWMENT FUNDS - VANCOUVER FOUNDATION

The Society holds seven permanent endowment funds established with the Vancouver Foundation. The market value of these funds at August 31, 2022 is \$167,758 [2021 - \$187,953]. In accordance with the provisions of the Vancouver Foundation Act, the amounts are held permanently by the Vancouver Foundation. As the Society has the right to receive only the investment income on these funds and has no access to the contributed principal, the Society's financial statements do not reflect this amount as an asset.

9. INTERNALLY RESTRICTED NET ASSETS

During the fiscal year, an amount of \$18,187 [2021 - (\$3,267)] was net transferred to internally restricted net assets from the Society's operating surplus for the year. Internally restricted net assets are included under the Society Fund.

NOTES TO FINANCIAL STATEMENTS

August 31, 2022

10. COMMITMENT

Lease of Premises

The Society is committed to an office premises lease which expires in September 2025, which will require annual basic and additional rent in the next four fiscal years as follows:

	\$
2023	84,399
2024	86,735
2025	86,947
2026	7,246
	<u>265,327</u>

11. FINANCIAL INSTRUMENTS

The Society is exposed to various risks through its financial instruments. The following analysis presents the Society's exposures to significant risk as at August 31, 2022.

Credit Risk

Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation.

The Society is exposed to credit risk with respect to its cash and accounts receivable. The Society assesses, on a continuous basis, accounts receivable on the basis of amounts it is virtually certain to receive. The Society's cash is invested with a large financial institution.

Liquidity Risk

Liquidity risk is the risk of being unable to meet cash requirements or fund obligations as they become due. It stems from the possibility of a delay in realizing the fair value of financial instruments.

The Society manages its liquidity risk by constantly monitoring forecasted and actual cash flows and financial liability maturities, and by holding assets that can be readily converted into cash.

Interest Rate Risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates.

The Society is exposed to interest rate risk on its cash and term deposits.

NOTES TO FINANCIAL STATEMENTS

August 31, 2022

12. WAGES AND BENEFITS

Pursuant to the British Columbia Societies Act, the Society is required to disclose wages and benefits paid to employees who are paid \$75,000 or more during the fiscal year. Wages and benefits expense includes \$107,253 [2021 - \$107,232] remunerated to one [2021 - one] employee during the year.

13. COVID-19

In March 2020, the outbreak of the coronavirus, also known as COVID-19, has spread across the globe and has impacted worldwide economic activity.

The measures put in place such as cancellation and postponement of sports events are having multiple impacts on provincial and local sports organization in B.C. The Society, as part of the sports community, is aware of and monitoring changes for sports operations to return to sport safely.

The Society has applied for and received the Canada Emergency Wage Subsidy (CEWS) as a subsidy for employee wages; Canada Emergency Rent Subsidy (CERS) as a subsidy to cover part of their commercial rent; and has also received and recently paid back in full a \$40,000 loan under the Canada Emergency Business Account (CEBA). The Federal Government served notice to the Society that the loan was required to be paid back in full - the Society upon post-COVID review was deemed to no longer be eligible for the funding.

Under the original CEBA eligibility terms, \$10,000 of the loan was to be forgiven and has been reported as revenue in 2020, leaving \$30,000 as a loan payable at August 31, 2022. As the loan was required to be paid back in full during fiscal year 2023, the \$10,000 that was previously reported as revenue in 2020 will be reversed in 2023.

14. COMPARATIVE FIGURES

The comparative figures for the year ended August 31, 2021 were reported on by another firm of chartered professional accountants who expressed an qualified opinion thereon in their report dated December 15, 2021.

Certain 2021 comparative figures have been reclassified where necessary to conform to the current year's presentation.

SCHEDULE OF ADMINISTRATIVE EXPENSES

Year ended August 31

	2022	2021
	\$	\$
Awards & volunteer recognition	3,364	364
Bank charges	927	885
Credit card fees	2,420	1,777
Dues & subscriptions	272	1,630
Equipment	344	202
FHBC Foundation Bursaries	2,100	1,700
Internet	2,090	1,991
Meetings	2,330	37,377
Miscellaneous	3,195	543
Office	4,427	3,021
Office furniture & equipment	—	201
Insurance	5,975	5,869
Postage	352	232
Professional Services	18,854	15,236
Rent	85,563	81,974
Rent - Storage	14,038	15,700
Technical subscriptions	11,450	7,178
Telephone	6,607	6,625
Vehicle expenses	2,620	4,712
Website	1,320	1,285
	168,248	188,502

See accompanying notes to the financial statements