

Field Hockey British Columbia

Bylaw Transition Plan

The Field Hockey British Columbia Society (FHBC) acknowledges that the adoption of the new bylaws occurs in the middle of the 2022-2023 operating year. This document provides for the transition from FHBC's old to new bylaws. FHBC also commits to the creation of policy statements (where appropriate) to support the transition.

Definitions

Old bylaws: bylaws in place prior to May 17, 2023,

New bylaw: bylaws adopted May 17, 2023.

Operating year: September 1 – August 31 (not changed by bylaws)

Transition Period

The new bylaws will take effect on September 1, 2023.

FHBC will prepare the organization for transition over the period of May 18, 2023, to August 31, 2023.

In some cases, transition will occur later than August 31, 2023. Those instances are noted in this plan. The full transition will be complete following the 2025 annual general meeting.

Membership

All Membership categories under the old bylaws will expire August 31, 2023.

The new definition of membership will take effective September 1, 2023.

The FHBC will publish a policy statement on membership no later than July 30, 2023.

Registration

Following historic practice, the FHBC registration system will open for the 2023-2024 operating year on August 1, 2023. At that time, the categories for registration will reflect the new bylaws. Individuals will be known as "Registered Participants" and will choose from the following categories:

1. Senior player – 18 years of age or older
2. Junior Player – under 18
3. Youth Player – under 12
4. Coach
5. Official

6. Volunteer
7. Administrator

Registered Participants who participate in multiple categories (e.g., players who also coach or umpire, etc.) are expected to register in the highest age-appropriate category. “Player” is the highest category. This rule is unchanged by the new bylaws.

The FHBC will publish supporting documentation for registration no later than July 30, 2023.

Board of Directors

Board Portfolios and Committees

The following board members will transition away from portfolio responsibility:

- Business Development
- Domestic
- Umpiring
- Marketing

The BOD will determine which committees are to be established. The following previously established ad hoc committees will continue and become permanent committees:

- Finance and Audit
- Human Resources
- Governance

Terms of Reference will be formalized by September 1, 2023, for the new permanent committees and future committees upon creation.

The elected Officers of the FHBC will continue:

- President
- Vice-President
- Treasurer

Though the BOD will transition into an at-large, committee-based structure functionally, legally all BOD members will complete their current terms of office under the portfolios for which they were elected. The full BOD transition will complete following the 2025 annual general meeting, at which time Nine (9) BOD will be elected at-large per bylaw #2.

Term of Office for Existing Directors

At the 2024 annual general meeting, the members of FHBC will elect five (5) Directors-at-Large for two-year terms.

- The President and Treasurer will be elected from among the Directors at Large for one-year terms.

At the 2025 annual general meeting, the members of FHBC will elect four (4) Directors-at-Large for two-year terms.

- The Vice President will be elected from among the Directors-at-Large for a one-year term.

Current Board Members Term of Office

President: Denise McGeachy, term of office expires 2024

Vice President: Gavin Caldecott, term of office expires 2025

Finance Director: Jasbir Tatla, term of office expires 2024

Coaching Director: Michelle McNaughton, term of office expires 2024

Umpiring Director: Lelia Sacre, term of office expires 2024

Business Development Director: Mark Vaughan, term of office expires 2024

Domestic Director: Narinder Sangha, term of office expires 2025

Marketing Director: Ali Baggott, term of office expires 2025

Athlete Program Director: vacant, term of office expires 2025

Declaration of Board Eligibility

All BOD members must declare in writing their eligibility under the new bylaws section 4.4. no later than September 1, 2023. All declarations will be available for member clubs or registered participants inspection upon request.

Any current BOD member who would be ineligible to hold office under section 4.4 will be permitted to complete their term of office. After their term expires, the individual must meet the requirement of section 4.4 to be considered for board candidacy.

Candidates for the board at the 2024 annual general meeting will not have to be registered participants of the society.

The FHBC will publish a policy statement on board code of conduct no later than September 1, 2023.

The FHBC will publish a policy statement on board eligibility and a skills recruitment matrix December 31, 2023.