



**2023 - 24
BC HOCKEY
ANNUAL REPORT**



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CHAIR OF THE BOARD REPORT

Stephanie White, Chair of the Board

I want to acknowledge that we are on the unceded and traditional territories of many Indigenous people throughout British Columbia and Yukon. On behalf of BC Hockey, I want to thank all Indigenous people in our Branch for sharing their land with us to play hockey. BC Hockey honors the traditional lands and homelands of all Indigenous peoples and communities across Canada, including First Nations, Inuit, and Métis.

Over the past year our hockey community continues to reconcile and reflect on creating a hockey system that is safe, inclusive, and welcoming. While more work needs to happen to create the hockey culture all participants deserve, we are seeing volunteers and participants stand against the negative attitudes that still permeate our game. I want to give a heartfelt thank you to all of our minor hockey participants, coaches, administrators, and volunteers for remaining focused on the most important outcome; safe and fun hockey for all. We must continue to remain focused on our efforts to encourage an outstanding minor, junior, and high-performance hockey in B.C. and Yukon.

BC Hockey continues to demonstrate our commitment to creating a positive hockey culture through our culture workgroups. Thank you to those serving on the workgroups and providing their expertise and lived experiences. The three workgroups, Safe Sport (led by Anita Cote) and Equity, Diversity and Inclusion (led by Lynne Kiang), along with our Indigenous Workgroup (led by Randy Henderson) are provide recommendations to our Board of Directors through their expertise and knowledge on challenging but critical topics.

New challenges have impacted our game this past year. The landscape of hockey is changing as more and more people want to choose their hockey experience and pathway. This is a reflection of the society we live in, where choice is abundant. As we continue to navigate the challenges of non-sanctioned hockey, our best approach is to focus our efforts on creating the best sanctioned hockey experience and pathway for our participants. We must look for innovative ways to deliver hockey that reflects the expectations of our new and diverse cohorts of participants.

Over the past two years we have noted the importance of good governance. The Board of Directors in consultation with the Governance committee continue to improve our processes and By-laws and regulations. I must also acknowledge the work of the Nominating Committee under the leadership of Chair Jen Loewen, who work hard to deliver a thoughtful and talented slate of candidates for the Board. Last year key Board Members with significant years of experience concluded their terms, however, the depth and skillsets of our new Board members brought positive input.



On the ice, I am so pleased to see the programs our volunteers run for all ages and skill levels, creating memories and smiles for the participants. From grassroots to high-performance, participants, coaches and officials are developing the skills that continue to improve the quality of our game. Congratulations to all the players and coaches who took part in the Provincial Championships this year. Thank you to all who supported the Championships in our host communities. Winning a BC Hockey Championship is a special acknowledgement of the work of the players, coaches, and staff. BC Hockey Championships are made special through the energy of fans, the parents, and volunteers who cheer and support the events.

Our BC Hockey high performance athletes, coaches and officials continue to deliver strong performances on the national and international stage. The depth and quality of our male and female Programs of Excellence is a direct demonstration of our minor hockey programs across B.C. and Yukon. Their success is driven by their individual commitment to excellence, and the grassroots volunteers dedicated to developing minor hockey. Our officials are also receiving impressive assignments at national events, including top assignments at World Championships and other international events.

For everyone who works tirelessly in our game, you are hockey in B.C. and Yukon! Our game cannot succeed and thrive without a stable, collaborative, and cooperative support system. From our passionate volunteers and MHAs to our wonderful office staff and leadership team, and from our Board of Directors to our Life Members – and most importantly our incredible participants – you are the reason our game is as strong as it is.

As I approach the end of my second year as Chair of the Board, I ask that we continue to focus on supporting the growth of hockey at the grassroots level. A robust grassroots hockey system is the foundation for all of our success. I continue to be committed to thoughtfully reshaping hockey in B.C. and Yukon. Together we can pledge to co-create hockey that is...

- A place where more families want to be involved and join us,
- A place where every child feels safe,
- A place where everyone feels welcomed and included,
- A place where we focus on skills and development over wins,
- A place where we return the smiles to all our participants.

Collaboratively, we are creating the best hockey experience in Canada. When we collaboratively focus on supporting and caring for each other, we create a powerful community with a strong sense of belonging, a place where hockey is for everyone.

Stephanie White
Chair of the Board BC Hockey



OPERATIONAL REPORT

Cameron Hope, BC Hockey Chief Executive Officer

How do you take the measure of a year of hockey? What is it that qualifies as success for an organization like ours?

Well, by almost any standard, this has been another very good year for hockey in B.C. and Yukon. Together, we have (again) delivered some of the best hockey experiences to participants and families anywhere that our game is played. It has been a year of growth and improvement. On the ice we welcomed more coaches, officials and players than last year, and enjoying exceptional growth (again) in the game for girls and women. Off the ice we continue to streamline our tools of governance and administration, increase communication, strengthen membership cohesion, and take care of business in a way that keeps our non-profit organization, and ecosystem, healthy and vital. But what else?

Trust

One of the ongoing priorities at BC Hockey is to build trust. Trust in our game, and trust in and among all the people involved in this sometimes-complicated ecosystem we have for delivering our game. Even a simple mission like ours, aimed at human happiness through delivery of hockey, can be a challenge at times. With tens of thousands of us playing that game every weekend in our region, and scores of passionate, competitive participants, it can be busy! We take pride in being great partners with all our members, with Hockey Canada, with our Provincial Government, with those who operate the facilities where we play, and with everyone who helps to keep our game healthy and fun. Earning and keeping that trust is serious business, and it is top of mind.

One of my own priorities as CEO is to make sure the operations team is aligned with this priority. To do this, we strive to build and nurture a vibrant, curious, and energetic group of staff and key volunteers – and adopt a ‘member-first’ stance in everything that we do. I’m proud of the way we choose to operate, and I am confident that we owe at least some of our organization’s success to it.

Gratitude

Good governance makes for a great game. I am thankful for the dedication of our elected BC Hockey Board, and the often-unrecognized hours (hundreds of hours of committee, work group, and Director’s meetings) selflessly given to our game by these committed people who oversee our direction.

Most of all though, and to state the obvious, our game and our membership is healthy and strong because of our member organizations. Collectively we are hundreds of members, made up of thousands of people who do the heavy lifting for our game all over



B.C. and Yukon. I'm talking about representatives and staffers in our MHAs, District Associations, and Accredited Schools, along with all the individual coaches, officials, organizers, and other critical volunteers. For 105 years the devotion of volunteers has been the backbone of what we do. Countless days and nights dedicated (often without much fanfare) to put smiles on the faces of sweaty heads in rinks from Dawson City to Creston.

We are a big family, with diverse views on what the game should be, in an ever-changing world with ever-changing expectations, delivering sport in a fun and fair way it can be complicated. Here at the BC Hockey office, we come to work every day inspired by what we can accomplish together for our 60,000+ participants. Hockey, and our community-sport delivery model, will always have its challenges. Fine, we're up for it. Together.

Last Word

A gentleman stopped me in a rink in March, during a break in a U13 championship tournament. He appeared to be in his eighties, maybe older. The two of us were buying raffle tickets, supporting the host association. He saw my BC Hockey jacket and asked me what I did for the Organization. I told him. He laughed, and said "Well, that's a tough job these days. People are not the same as they were, we don't all pull together like we used to."

I know what he was getting at, and although I didn't say so, I must respectfully disagree. I think when something is important, we do pull together. I see it every day. Most of us understand that this is a shared responsibility and try not to make challenges larger. I mostly see and speak with people who remember why we do this, working to contribute to meeting those challenges. They, like me, see how wonderful it is when our game can contribute to the physical, mental, and social wellbeing of the people and communities we serve. In the end, this remains the unwavering focus of BC Hockey. And a darn good way to measure success, I think.

See you at the rink,

Cameron Hope



FINANCE

Steven Phipps, Finance Committee Chair

The Finance Committee is a standing committee of the Board of Directors of BC Hockey. The Committee's mandate is set out in Bylaw 709 as follows:

The Finance Committee is responsible for oversight related to BC Hockey's auditing and reporting, financial policies and strategies and financial risk management.

By the time of the 2024 Annual Congress, the 2023-24 Finance Committee will have met a total of eight times. The Committee approved an ambitious annual workplan last September and worked diligently through the year to achieve its objectives.

The Committee's accomplishments during the year include:

1. Fulfilling its financial reporting oversight role by reviewing financial statements on a quarterly basis on behalf of the Board of Directors;
2. Fulfilling its budget oversight role by reviewing the proposed 2024-25 BC Hockey Budget and recommending its approval to the Board;
3. Fulfilling its policy oversight role by completing a review of the current Financial Policies set out in the Handbook and recommending revisions to the Board;
4. Fulfilling its policy oversight role by creating an Investment Policy and a Reserve Fund Policy for consideration by the Board;
5. Fulfilling its audit oversight role by reviewing the audit letter setting out the scope of the annual audit, meeting with the auditor to review the draft audit report prior to approval by the Board and by monitoring progress on any actions required of management by the auditor;
6. Proposing to the Board a spending strategy for excess unreserved operating funds for the 2025-26 and 2026-27 fiscal years;
7. Completing a comprehensive review of the Finance Committee Terms of Reference and recommending revisions to the Board;
8. Providing the Board with regular written reports setting out all matters discussed at meetings of the Committee and progress with respect to all matters set out in the annual workplan.

BC Hockey owes a debt of gratitude to the independent members of this year's Finance Committee: Doug Arnett, Gene Blishen and George Bawden. All three gave willingly and generously of their time and financial expertise. Thanks go as well to Board member Haleigh Callison, who served as Vice Chair of the Committee, and to both Chief Executive Officer Cameron Hope and Chief Financial Officer Jen Cheeseman for their excellent administrative support and insight. BC Hockey is fortunate to have such qualified professional staff.



GOVERNANCE

Neil McNabb, Governance Committee Chair

The Governance Committee has had another busy year. The focus of our year to date has been to:

- Continue the review of BC Hockey's Bylaws and Regulations.
 - i. The Governance Committee has focused its attention since 2018 on revising the Bylaws and Regulations to fix typos, clean up defined terms and fix inconsistencies to clarity and consistency without materially changing any meanings or interpretation within the Bylaws and Regulations. Our goal is to make the Bylaws and Regulations easy to read and understand. You will see a resolution in the Notice of Motions for the 2024 Annual General Meeting (AGM) to add this process to our handbook reducing the need for an annual approval of a motion to make these types of changes. We hope that you will support the Governance Committee in its work by supporting this resolution.
 - ii. Once we have completed the comprehensive clean up, we have already identified several areas where the Bylaws and Regulations are not clear or consistent, but the changes required are changes which could impact their meaning or interpretation. A strategy to resolve these issues which will involve engagement with the Members is being developed. You should expect to hear more about this project next season. The operations team has also been working with us and has given great suggestions on how to make our handbook more readable. This could start with our policy manuals and then be applied to our by-laws and regulations.
- Term Limits for Directors.
 - i. The term limits for Director's resolution(s) drafted by the Governance Committee and submitted to the Members on behalf of the Board was defeated at the 2022 and 2023 AGM's.
 - ii. However, it is still felt that the suggested term limits changes are good governance, and the Board has recommended a similar resolution be submitted again for the 2024 AGM following more member engagement.
 - iii. Added to the rational the Societies Act - process for Director removal as mentioned in our Bylaw 540.
- Hockey Canada More Restrictive/Less Restrictive regulation change.
 - i. Our current bylaws are not in compliance with Hockey Canada's, and we need to update ours to be in compliance.
- Prepare the Resolutions Package for the 2024 Annual General Meeting.
 - i. Prepare Board and Operations suggested updates.



- ii. In addition to the above, the Governance Committee also reviews the Member submitted resolutions as part of our regular tasks. This year there were no resolutions put forward by Members.

The members of the Governance Committee for the 2022-23 Season were:

- Neil McNabb (Chair)
- Bill Ennos (Vice-Chair)
- Michael Marson
- Lawrence Smythe
- Lynne Kiang
- Grant Zimmerman
- Cameron Hope our CEO, served as a non-voting subject matter expert.
- Sean Raphael our Vice President, Programs & RIC served as a non-voting subject matter expert.

Once again special thanks to our staff support, Julie Dobell, for keeping things on track and our CEO, Cameron Hope, for making sure we always have the support we need and Bill Ennos our Vice-Chair whose knowledge and expertise is invaluable. And this being my last term as chair of the committee I'd really like to add my extra special thanks to the rest of the Governance Committee for working so hard and for helping me get up to date and for putting up with my questions. Greatly appreciated!

The Governance Committee developed and adopted a 2023–24 Workplan. Highlights of Workplan include:

TOP PRIORITY

1. **Bylaw 211 Hockey Canada More Restrictive/Less Restrictive regulation change:** Hockey Canada has changed its policy that used to allow Branches and their members to have bylaws or regulation that are more restrictive than Hockey Canada's. Our BCH proposed change, to align with HC, was defeated at the 2023 AGM. We need to bring our Bylaws into compliance with Hockey Canada.
2. **Possible Bylaw 605 addition:** Each year we have been placing a motion before the membership that allows the CEO to make non-material changes to the Bylaws and Regulations. I wonder if the Committee should seek Board direction to draft a new Bylaw, addressing this inefficiency, with a new **Bylaw 605** that permanently provides this duty to the CEO (and/or add these broad duties to the list in Bylaw 603). Either way, if the Board wants this, and the Committee agreed, this could go to the membership as a solution to avoid the annual motion requirement. The addition or change may also want to be expanded to include the duty to make nonmaterial Policy changes (not just Bylaw and Regulation changes).



3. **Policy 4.01-4.08, 5.07, 5.08, 5.16 changes:** As a result of the Hockey Canada changes to how we are now triaging Maltreatment complaints, the terminology used, and alterations to the entire process for reporting, tracking and adjudicating such things, we need to make substantial change here. Process wise, the Committee may want to have staff review and suggest the alterations for consideration, after which the Committee can digests and review same for any recommendation to the Board.
4. **Policy 5.11 change:** Again, a Hockey Canada change has necessitated that all members review and alter any of our own co-ed dressing room policies to align with the national Gender Inclusion Policy changes. As above, the process may require staff review, a stop-over at this Committee, and then a recommendation.
5. **Policy 9.14 change:** This Policy (Exemplary Player) was altered last year, to address a particular problem with it. The “temporary” fix should be discussed, to determine if it’s a good fix, or if an alternate approach (as used in Alberta, for example) might be something to consider and recommend (or not) to our Board.

SECOND PRIORITY

6. **BYLAW 521-532 (Term Limits for Directors):** The term limits for directors resolution(s) drafted by the Governance Committee and submitted to the Members on behalf of the Board was defeated at the 2022 AGM and again at the 2023 AGM. The consequences should be reviewed by the Governance Committee, and assuming the Board wished to advance a resolution again for the 2024 AGM following more member engagement, we should be ready with that resolution.
7. **Terms of Reference for Standing Committees, Advisory Groups:** This item is tied to Item six above, to be considered concurrently (but as a lesser priority compared to Bylaw and Regulations that require member approval). This relates to a review of the design and Terms of Reference of BC Hockey Standing Committees and Advisory Groups. The Governance Committee should be prepared if recommendations come forward.
8. **Organization / Association policy templates and Best Practices:** Assistance with building, maintaining and delivery of this product is required.



9. Life Membership in the society. The Bylaws 220-224 and Policy 3.02 have not been reviewed since the change in our governance model and the requirement to serve a minimum of three full terms on the Board are limiting the eligible candidates and the board has to choose to vary the selection process at times to appoint this honor to well deserving candidates who have not sat on our board. Note - The Board committed to establishing a Work Group to revise them and report back by September 2024 or Policies.

10. Review of Current Members Obligations: The Bylaws and Regulations lack clarity around team officials in respect to who they are and the obligations the individuals serving in these capacities may have. As an example, Member obligations have been reviewed in the past, such as who in an organization may require criminal record checks. A review would include looking at the obligations of others such as medical personnel, ownership, scouts or player representatives. *Note, in many cases these are operational details and operational decisions, being made based on established practice, all of which might best to be matters for a reinstated Risk Management Committee.

11. Revised Bylaws and Regulations: The membership approved the resolution submitted for the 2022 AGM that allowed a major clean-up of the Bylaws and Regulations. This work has been completed and a new Handbook is expected shortly.

The Resolution was a significant part of the Governance Committee's work, along with BC Hockey staff. The proposed amendments, were made with the goal of making BC Hockey's Bylaws and Regulations clearer, more consistent and concise, and much easier to read and interpret. The Governance Committee has attempted at all times to make the changes in a manner that DOES NOT IN A MATERIAL WAY change the interpretation of BC Hockey's Bylaws and Regulations.

To recap, the Governance Committee identified a large number of inconsistencies, errors, poorly defined terms and difficult to interpret Bylaws and Regulations and took on the task to revise them. The work was broken into 3 phases as follows:

- a. Phase I - As an actual phase the cleanup of typos, inconsistencies and defined terms has already been completed. The Members passed resolutions to allow the CEO to make such changes. The items included in the 2021-22 review are in addition to the completed clean up.
- b. Phase II - to clean up terminology that is out of date and/or no longer used to make things more consistent and concise.



- c. Phase III - Preliminary work has been completed for “Phase III” of this project which deals with revising Bylaws and Regulations beyond the scope of the work that has been completed. The Governance Committee now moves on to complete this stage. It is the intention to move forward with this project.

12. Revisions to BC Hockey Policy, Terms of Reference and any operational documents: Updates may be required to bring these resources in line with the changes made to the Bylaws and Regulations in the Phase I and Phase II above. Consideration is needed as to the complications arising from such changes.

13. Review of Bylaws, Regulations and Policies: Further to the information above, the BC Hockey Board has preliminarily indicated a desire for a major review of the contents and placement of the present Bylaws, Regulations and Policies. Examples of the work to be done include:

- Review of current BC Hockey Bylaws to consider / recommend better placement of certain Bylaws as either Regulation or Policy.
- Review of current BC Hockey Regulations to consider / recommend better placement of certain Regulations as Policy.
- Review current BC Hockey Policies to place / categorize policies under the titles of: Board policy, Operations policy, Organization policy.

This very large, multifaceted project will include building a work plan that includes elements designed to build Membership knowledge and support of the project as well as to engage them in the purpose, development process and review of the work accomplished.

14. Strategic Planning (ongoing): The Terms of Reference provide for the Governance Committee to “propose the method and timing for strategic planning”. The current Strategic Plan is in place until 2025. This should be an agenda item for the very end of this season, or next season, alerting the Board to address next steps and perhaps making timeline recommendations.

ADULT MALE

Trevor Bast, Adult Male Coordinator

British Columbia Intercollegiate Hockey League (BCIHL)

The BCIHL ran with five teams this year, with two being of the hybrid model. Four teams made a playoff championship weekend in Logan Lake. The Vancouver Island University Mariners won their first BCIHL Championship.



Senior AA

The Powell River Regals were the hosts of the Coy Cup this year. There were four independent teams to go along with the Central Interior Hockey League (CIHL) plus Dawson Creek and Fort St. John playing in the Alberta Senior League. Several teams across-the-board opted out due to the logistics of travelling to Powell River.

Terrace won the CIHL championship after defeating the Williams Lake Stampeders. Both teams participated in the Coy Cup, along with host Powell River and the Penticton Silver Bullets. The tournament was a rousing success that culminated in Terrace beating the host Powell River in triple overtime to win the Coy Cup after being a runner-up five of the last seven years.

All in all, the senior season went relatively smoothly with minimal on ice incidents and suspensions. There is some interest from the Okanagan area for expansion as well as a senior team that played a few games out of Nanaimo, who would like to be up to full speed for the 2024-25 season.

JUNIOR

Keegan Goodrich, Junior Coordinator

This past season, junior hockey in B.C. was altered significantly. The BCHL, a former Junior A member of BC Hockey and Hockey Canada, advised in May of 2023, that they were not continuing with membership starting in the 2023-24 season.

This led to a creation of a junior pathway work group from several members within the elite stream of BC Hockey. The task group, along with the three member leagues, the Kootenay International Junior Hockey League (KIJHL), the Pacific Junior Hockey League (PJHL) and the Vancouver Island Junior Hockey League (VIJHL) created additional standards and were re-classified as Junior A Tier 2 as the work group and member leagues worked on a path forward for junior hockey in B.C. A standards document and an evaluation process were developed with lots of effort dedicated to this process for an independent evaluation process for a Junior A Tier 1 pathway for those teams that choose to be evaluated during the 2024-25 season.

With the re-classification of teams to the Junior A Tier 2 designation, the Mowat Cup Junior A Championship was re-introduced after a hiatus as Kimberley served as the host organization for the four-team event. Along with the host Dynamiter team, the Revelstoke Grizzlies attended as KIJHL champions, the Ridge Meadows Flames were the PJHL champions and the Saanich Predators the VIJHL champions also competed in the championship. In the gold medal game, Revelstoke came out on top after a 3-2 overtime win over Ridge Meadows. It was their second consecutive championship, following a Cyclone Taylor Cup victory a year ago on home ice.



BC Hockey has two member teams in the Alberta North West Junior League (NWJHL), the Dawson Creek Kodiaks and the Fort St. John Huskies. The Huskies had the best regular season record in the NWJHL at 36-5-1.

MINOR

Stephanie White, Committee Chair

Curtis Klashinsky, Vice Chair

The Minor Committee is comprised of the BC Hockey District Presidents and a representative from the Board of Directors. Our mandate is to advise and update the Board of Directors on recommendations, issues or opportunities affecting minor hockey in British Columbia, in accordance with key duties outlined in the Minor Committee Terms of Reference.

This past season the Minor Committee met 12 times via video conference since June of 2023. The Minor Committee took a proactive role in discussing pertinent topics to support the improvement of the game at the minor level as well as providing feedback to the Board.

The Minor Committee discussed and provided input on the following topic areas:

- Championships
- Minimum Suspension Guidelines
- Officiating
- Non-Sanctioned League Policy
- Female Model
- Tiering Review Committee
- U13 / U15 Pathway
- Hockey Canada Updates
- Nominating Committee Feedback and Updates
- Resolutions - Bylaws and Regulations
- Best Practices

Many thanks to all committee members for the productive and collaborative approach to the conversations and the innovative ideas proposed to improve minor hockey. Thank you to everyone for their dedication to minor hockey across the province.

NOMINATIONS

Jennifer Loewen, Nominating Chair

The Board once again approved Jennifer Loewen as the Nominating Chair and asked that the work from the previous year be continued. The feedback from the 2022-23 year



included comment on the total amount of candidates selected for nomination. The concern was there was too much choice for voters.

In November the Nominating Committee was approved. The same group from 2022-23 remained intact: Harold Bloomenthal, Jacquelyn Novak, Mike Rispin and Krista Strand. The BC Hockey Communications Department assisted with social media rollouts which included comprehensive posts (including FAQ's about the roles) as well as shorter posts which highlighted skills that the Board may be looking for. The Committee met to discuss goals, strategies and feedback on too much choice for voters.

A total of 14 applications were received by the March 11th deadline. Each applicant received pre-screening questions as well as a skills-matrix questionnaire that were required to be completed prior to interview. Two applicants withdrew at this stage. Two applicants were put through in 2022-23 thus were pushed through to the final list without interview. An additional two applicants were current members of the Board and the committee saw no point in interviewing rather, decided to push through to the final list. This left the committee with eight applicants to interview. Of the eight interviewed, six were offered to move forward to the final list and two were not. Five were accepted. With the four already pushed through, this gave the membership a total of nine applicants to consider.

The committee felt very strongly that the membership be given the opportunity to make the decision of who to vote in and as a result, a list with ample choice was provided. The diverse and educated list of applicants for the entire process was impressive and it must be noted that applicants were selected based on what the committee felt was needed to create a diverse board (skill-wise, culture-wise, etc.). Those not chosen were also good applicants, however their skillset was a replica of what the committee felt was already available/present on the board. A total of nine candidates were approved by the nominating committee. All applicants were advised of their status by email prior to the list being circulated. A total of 10 applicants were approved on the final list due to an MHA nominating after the deadline. Policy allows for an MHA to put forward a nomination after the deadline. This applicant was not interviewed but was required to complete the pre-screening and skills matrix questionnaire.

Overall, the Nominating Committee feels that this was again a successful year in recruiting given the overall number of applicants and the quality of the applicants. All applicants, selected or not, had a lot to offer the Board of Directors. A glaring continued issue is the lack of representation from the northern half of B.C. and Yukon. Despite numerous attempts, the farthest north representation is Prince George. There continues to be a distinct lack of interest from applicants who reside in the north. There is concern that the Board of Directors may not adequately represent the full range of the membership as a result.



The Nominating Committee has a responsibility to ensure that the membership has a good list of candidates to select from and that those candidates do not present an organizational risk (such as having an undisclosed conflict of interest). As this is the second year for this committee, we safely say that the process is robust and the interests of the membership are the guiding principle in all decisions. We thank the Board for the opportunity to continue in this role and offer our time to do so again next year.

MINOR CHAMPIONSHIPS

Sherry Wakelin, Championships Co-Coordinator

Another minor hockey season concludes with the 2024 BC Hockey Championships held in various communities in the province. Thank you to all the associations who stepped forward to host one of the championship events. Thank you to the Committee Chairs and their many volunteers for all their commitment, dedication and effort put forth for the various events to make sure the games and activities created special memories for all the players, coaching staff and parents/supporters. A huge thank you to the BC Hockey Officiating Coaches and all the BC Hockey Reps who stepped up to oversee the events to make sure they all ran smoothly. Congratulations to all the on-ice officials who were selected to officiate the games. Everyone's commitment and dedication are greatly appreciated. There will always be a hiccup of one sore or another but congratulations to everyone on a job well done.

I would also like to thank Lee Holland, Keegan Goodrich and Gena Bannerman for their assistance and support in getting the events organized. Thank you to Lee Holland for reviewing the Championship Policy and updating as necessary. We all worked together with the host association answering questions, finding supervisors for each event and providing support wherever it was needed. As each event drew closer, the BC Hockey Supervisors for each site were included in the discussions and any specific issues were finalized. Electronic scorekeeping has made the process of having game information so quickly a huge help to the events.

As with any event, there were challenges and hurdles and with everyone working together we worked through them one at a time. We appreciate everyone's patience as these were reviewed and worked through.

For all the participating teams, congratulations on advancing to these events and representing your respective District and Association. Everyone had a great opportunity to view some great games along with a few that went into overtime to make it all more exciting. All teams represented their District and host Association very well.



The following is a list of the winners of the gold medal games:

Division	Host Association	Gold Medal Winning Team
U21	PCAHA	South Delta
U18 – Tier 1	Nanaimo	OMAHA Central
U18 – Tier 2	Langley	South Delta
U18 – Tier 3	Nelson	Mission
U18 – Tier 4	Creston	Clearwater
U18 – Female A	North Okanagan	Penticton
U15 – Tier 1	North Shore Winter Club	OMAHA North
U15 – Tier 2	Salmon Arm	Port Moody
U15 – Tier 3	Quesnel	New Westminster
U15 – Tier 4	Kimberley	Kitimat
U15 – Female	Castlegar	Richmond Ravens
U13 – Tier 1	Greater Vernon	Semiahmoo
U13 – Tier 2	Fort St. John	Fort St. John
U13 – Tier 3	Aldergrove	Kerry Park
U13 – Tier 4	Revelstoke	Kitimat
U13 – Female	Capital Region	North Shore Winter Club

Thank you to all those who helped in any way to make the 2024 BC Hockey Championships such a huge success. Your commitment, dedication and support is greatly appreciated. We look forward to the 2024-25 season and the opportunities that await all players in the province.

DISCIPLINE

Byron Rice, Minor Discipline Coordinator

Minor Discipline Coordinator:

- Byron Rice

Task Group Members:

- | | |
|----------------------------------|----------------------------|
| • East Kootenay | Leann Smith |
| • West Kootenay | Curtis Klashinsky |
| • Okanagan | Sherry Wakelin |
| • North East / Yukon | Byron Rice |
| • North West | Byron Rice |
| • North Central | Mike Rispin |
| • Vancouver Island | Dave Beatty |
| • Lower Mainland (U18 / U21) | Daryl Bissett |
| • Lower Mainland (U15) | Julie Fitzgerald |
| • Lower Mainland (U13 and below) | James Rae / Carol McGregor |
| • Staff Resource | Sean Raphael |



The BC Hockey Discipline Task Group's responsibility was to administrate the documentation of suspensions within the Hockey Canada Registry for participants that were penalized with match, gross or refusing to start play infractions at the minor hockey level. They were to complete any applicable investigations and notify the participant of their corresponding suspension. This is the sixth season for Byron Rice as a Coordinator and seventh season operating with this task group.

There continues to be incidents of Refusal to Start Play penalties or incidents that may warrant such a penalty being assessed. BC Hockey proposed updates to the refusal to start play rule to refine the procedure and perhaps make it more applicable. Unfortunately, this rule proposal motion was defeated but Hockey Canada has acknowledged the rational BC Hockey provided for the changes and have indicated that the topic will be reviewed further with Member feedback. Small adjustments to the Minimum Suspension Guidelines provided necessary clarifications and a few more have been proposed for next season to continue to make processes and procedures more efficient. BC Hockey Policy Section 4.04 'Video Review' has been updated and will be applicable at the start of the 2024-25 season. The updates address some conflicts, inconsistencies and overall procedural hinderances that had been identified as such requests have become more frequent in recent seasons.

There were 78 incidents of Gross Misconducts documented under rule 11.4 Discrimination. There were 52 incidents of documented reported allegations. Of those allegations 46 were unfounded / unsubstantiated, while the remaining six led to suspension and completion of education. Overall, a challenge still exists with allegations, as most are unfounded / unsubstantiated and those participants that confirm the allegation and take ownership and accountability for their actions end up being suspended. BC Hockey continues to impose a mandatory education module for all participants penalized under rule 11.4 or found to have been responsible for such behaviour by way of allegation. The unfortunate byproduct is that participants that are alleged to have committed a discriminatory act are currently incentivized to deny the allegation, whether or not that is accurate.

The other administrative challenge with tracking of discipline in general is the use of the Hockey Canada Registry (HCR). Generally, BC Hockey members have heavily embraced the HCR for many administrative purposes. However, the tracking and documentation of discipline has been much more gradual and inconsistent. These often leads to less than accurate reporting and potential inconsistencies in data analysis. It is highly recommended that Members continue to move towards full integration in the HCR for disciplinary administrative functions.



District	Match	Gross	Rule 11.4 Gross	Allegation	Refusing to Start Play
Vancouver Island	1	2	2	3	0
Okanagan	31	33	16	8	0
North Central	9	8	7	2	0
North East / Yukon	14	2	4	0	0
North West	5	3	2	0	0
East Kootenay	4	2	0	0	0
West Kootenay	7	1	1	1	0

Lower Mainland					
U18 / U21	66	28	31	19	
U15	23	13	11	10	
U13 and Below	18	4	4	8	2

Gender/Gender Identity/Sexual Orientation	Disability	Genetics	Race/Ethnicity
46	23	19	7

INDIGENOUS PARTICIPATION

Randy Henderson, Co-Chair, Haleigh Callison, Co-Chair

The Indigenous Work Group consists of the following members:

- Ryneld Starr
- Shannon McCartney
- Ben Berland
- Rick Brant
- Randy Henderson – Co-Chair
- Haleigh Callison – Co-Chair
- Jeremy Ainsworth – Staff Resource

As a result of the workgroups meeting discussions and recommendations the following items were completed during the 2023-24 season:

Indigenous cultural safety training for Minor Hockey Associations

In partnership with the ISPARC, BC Hockey was able to facilitate an in-person seminar during the 2023 Annual Congress.



This workshop covered the following topics:

- Knowledge and understanding of Indigenous history and training to build understanding of the need for cultural safety.
- Setting a tone for safe conversations - trust and relationship building.
- Experiential learning that deepens the learning, understanding and ongoing impact of the country's history and the strained relationship between Indigenous and non-Indigenous people.
- Examination of how practice and systemic cultures contribute to ongoing barriers that exist deconstructing policies and practice standards – how to move forward in a good way that can support collaboration.
- Encourage examination of organizational culture and what might be important to strengthen Indigenous – non-Indigenous relationships and shift attitudes through conflict management strategies.
- Building connections for participants for inclusion of Indigenous communities and organizations, and importance of building sustainable relationships between Indigenous and non-Indigenous communities.
- Guide organizations to consider Indigenization initiatives, to reduce barriers for Indigenous people. Encouraging organizations to consider beliefs and values Indigenous peoples hold and how they can contribute toward successful business practice.

Indigenous Liaison

Ryneld Starr continues in the role of Indigenous Liaison. The primary responsibilities of this position are to assist with the development, implementation, and evaluation of an Indigenous participant strategy. Energy continues to assist our members in their efforts to build relationships with Indigenous Communities. In the 2023-24 season, subsidy was provided to Minor Hockey Associations that hosted Indigenous programs for new players and officials.

MINOR HOCKEY OPERATIONS

June McKenzie, Minor Hockey Operations Coordinator

Task Group Members:

- | | |
|-------------------|---|
| • June McKenzie | Branch Coordinator |
| • Leann Smith | East and West Kootenay |
| • Carol McGregor | Lower Mainland (U7, U9, U11 and Female Teams) |
| • Daryl Bissett | Lower Mainland (U13, U15, U18 and U21 Integrated Teams) |
| • Cody Dillabough | North Central |
| • Lisa Rowley | North East/Yukon |
| • Lee Holland | North West |
| • Nonie Miyazaki | Okanagan |



- Charlotte Johnson Vancouver Island
- Brianna Davey BC Hockey Staff Resource

Throughout the season, we have three or four video conferences where we discuss any policies, issues, or anything else that may be of concern to a District. Often if a task group member has a specific problem in their District other task group members have dealt with similar issues and can offer suggestions. We've proposed a few policy updates for the coming season and some updates to BC Hockey forms.

Early in the season, we review goaltender transfers for carded teams and some residential waivers. We assist with goaltender transfers as required.

During the season we deal mainly with goaltender replacement requests, tournament team requests, recreational player replacement requests and out of province travel requests and assist the associations where we can.

Throughout the province, we dealt with and approved 125 Tournament Team (BC Hockey Policy 7.13) requests this season. This is an increase of 50% from last season. Several of these were to form a female tournament team to attend a female tournament. We also saw a 35% increase in Recreational Player Relief (BC Hockey Policy 7.12) requests. 250 were received and approved this season. Several of these were for small U7 and U9 teams requesting extra players to attend cross-ice tournaments, including 45 for goaltenders. Many of these relief requests were received with very short notice, including some on the day the tournament started, but all were approved. The use of affiliate players to recreational teams would probably lower these player relief requests. Travel requests were also increased this season.

Once again, the biggest issue noted by all task group members was the lack of goaltenders at all levels. Some teams had no goaltenders and had to share with other teams, have skaters fill the position, use affiliate players or rely on Goaltender Replacement/Relief (BC Hockey Policy 7.01). Goaltender Replacement/Relief requests increased, but if some teams didn't have affiliated goaltenders on their rosters, we would have had many more.

The other major issue noted was teams/MHAs submitting incomplete requests for Tournament Teams and Recreational Player Relief. Several of these forms will be updated over the summer, so please ensure that the current forms are used for requests and that all required information is included to avoid delays in processing.

Thanks to the members of the Operations Task Group, MHA and District Presidents, MHA and District members as well as Brianna Davey and the staff at BC Hockey who deal with and respond to our requests so quickly. Please feel free to contact me if you have any questions, concerns or ideas.



COACHING, PLAYER DEVELOPMENT, SCHOOL PROGRAMMING

Dave Cunning: Manager, Athletic Development

The 2023-24 season was another very busy and productive year in the Coaching department. Our dedicated and synergistic group of clinic facilitators, coach evaluators, and coordinators within the Coaching Program Delivery Group worked tremendously hard to complete another clinic season and provide meaningful development and mentorship opportunities to our BC Hockey coaches.

Clinics

Coaching clinics were delivered in both virtual and in-person formats during the 2023-24 clinic season – Coach 1 and Coach 2 remained fully online while Development 1 again featured an online Part 1 and an in-person Part 2. High Performance 1 (HP1) was hosted in a hybrid format, and saw Hockey Canada offer a nationally delivered virtual component to compliment each province's delivery of the seminar. The in-person portion of HP1 took place at UBC Okanagan in Kelowna.

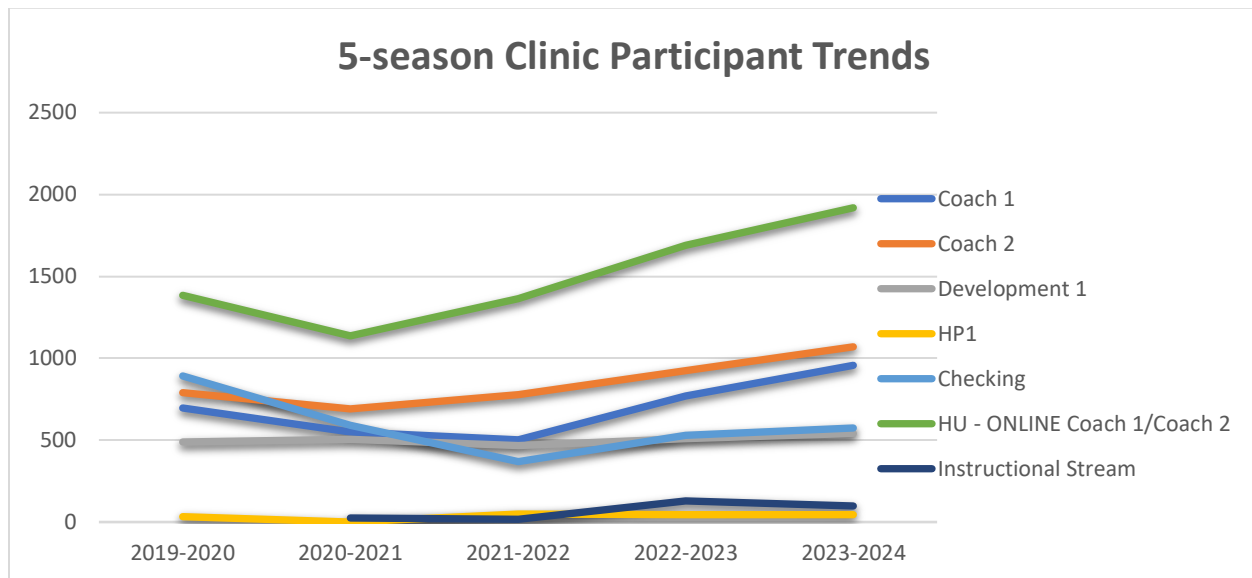
From 2022-23, clinic participation increases were seen in Coach Stream clinics at Coach 1 (+24%), Coach 2 (+16%) Development 1 (+6%). In total, 239 more coaches engaged with our clinics this year than in 2022-23. A decrease was seen in Instructional Steam clinics both in participants and clinics delivered, however it is important to note that these are on-demand clinics delivered at member request.

Clinic	2023-24 Clinics	Participants	2022-23 Clinics	Participants	Participant Variance from 2021-22
Coach 1	23	957	23	770	+187
Coach 2	28	1070	25	926	+144
Development 1	15/24*	541	14/21*	510	+31
HP1	1	46	1	46	nil
Specialty Clinics	4	97	13	264	-167
Checking	n/a**	573	n/a**	529	+44
TOTALS	94	3,284	97	3,045	+239

*Development 1 is comprised of a Part 1 and a Part 2 clinic.

**Checking is offered online as an on-demand Hockey University module.

Furthermore, Coach 1, Coach 2, Development 1, and HU ONLINE – Coach 1/Coach 2 saw their highest participant totals since before the COVID-19 pandemic in 2019-20.



Female Coach Development

In partnership with Hockey Canada, BC Hockey hosted three (3) We Are Coaches clinics in the 2023-24 season – two in-person (Victoria, Dawson Creek) and one virtually. These clinics are for female coaches only, hosted by female facilitators. In total, these female clinics qualified 46 delegates with a Coach 2 – Coach Level trained status. This is another increase from the previous season, and fourth consecutive attendance increase in BC Hockey’s annual We Are Coaches clinics (2022-23 – 38; 2021-22 – 36; 2020-21 – 18), showing continued growth in the female coach education space. All delegates were reimbursed their clinic costs as part of the program’s initiative to remove barriers of engagement.

This past season we also saw four female coaches from B.C. (Whitney Juskiewicz, Amy De Bree, Amanda Sargeant Levesque, and Debbie Beaudoin) once again spotlighted by the NHL Coaches Association (NHLCA) as participants in their Female Coaches Development Program.

Mentorship

Specialty Clinics

BC Hockey hosted four NCCP Instructional Stream Specialty Clinics in the 2023-24 season, delivered at the request of BC Hockey members. Two were delivered virtually (two Goaltending-1 clinics), while two ran in-person (two Goaltending-2 clinics) across various locations in the Lower Mainland and on Vancouver Island. In total, 97 coaches took advantage of these professional development opportunities.



Graduates from the Hockey Canada Skills Coach and Hockey Canada Goaltending Coach national certification programs were utilized as facilitators for these clinics -- tangible mentorship for B.C. coaches. To date, B.C. is home to 16 Hockey Canada Certified Skills Coaches and seven Hockey Canada Certified Goaltending Coaches. New facilitators are mentored through the delivery process by our veteran facilitators, and will continue to be looked to for delivery of future Instructional Stream clinics across B.C. and Yukon. It is our hope each season that delegates who attend Instructional Stream Specialty Clinics will apply to the national certification program for Skills and/or Goalie Coaches and bolster our stable of qualified instructors for these clinics.

Coaches certified at the Development 1 and HP1 levels who attended additional coach stream or instructional stream specialty clinics earned professional development points towards the renewal of their certification (both have a five-year renewal window). BC Hockey hosted 92 clinics in total during the 2022-23 season – all opportunities to accrue.

Mentorship

To date, our field evaluation team has performed 295 Development 1 observations (+7% from 2022-23) and 23 for High Performance 1 coaches this season, while markers assessed 369 Dev 1 written assignments (+42% from 2022-23) and 31 for HP1 coaches. The written and in-person assessment components of the coach certification process are both tremendous mentorship opportunities that pair candidate coaches directly with BC Hockey's coach mentors to confirm their competency prior to awarding certification.

Coaching Advisory Group

The Coach Advisory Group – comprised of coaches from minor hockey, the WHL, Hockey Canada Skills Academies, Hockey Canada Accredited Schools, and our Coaching Program Delivery Group – correspond each season for discussion and formulation of recommendations for the improvement of future programming, policy and/or regulation update proposals, review of member submitted content, and to adjudicate the recipients of the Ernie Gare Coach of the Year Award and the Development Award for Coaching.

FEMALE HOCKEY DEVELOPMENT

Jennifer Loewen, Female Hockey Development Coordinator

Early in the 2023-24 season, Hockey Canada hosted the first Female Hockey Summit. This event took place in Quebec and female leaders from all over the country attended to share their goals, failures and successes. Hockey Canada was open and receptive to feedback and committed to working towards making female hockey better throughout the country. Hockey Canada committed to regular calls for female hockey development throughout the year. Approximately three calls were held and BC Hockey was one of the first contributors. During the Summit Sessions and during the calls, it was



articulated that B.C. was a leader in female hockey. This is largely due to the work laid out in the female model.

The Female Model and Zone Lead program was created in 2018 to help facilitate growth in the female game as well as provide assistance to districts to be able to build capacity within. The Zone Lead programming commenced its 5th year in the 2023-24 hockey season. The 2023-24 season also marked the 2nd year of the funding program where MHA's could request funding to assist with female initiatives. A list of sponsored events, by region, is as follows:

June:

- Meadow Ridge Female - Female Try Hockey Event
- Salmon Arm MHA - Female Summer Challenge, Female Try Hockey event ages 7-12
- Kelowna MHA - Female Summer Skills Sessions

July:

- Chilliwack MHA - Summer Learn to Play

August:

- Trail MHA - Female Hockey Wild Cat Day, Ice sessions and team building activities
- Sunshine Coast MHA - Female Hockey Camp Week, Try it event (Esso Fun Days) combined with skills sessions, and coach and officiating clinics
- Golden and District MHA - Female Hockey Camp

September

- Cowichan Valley - Development sessions for Female Coaches, Power Skating and Goalie Instruction
- Comox Valley - Launch party for the season
- Creston Valley - Female Hockey Weekend, Combination of Female Jamboree, Skills session and try it event
- Elk Valley MHA - Weekend Shinny Ice

October:

- Thompson – Cariboo MHA - Ashcroft Female Practices
- Nelson MHA - Intro to hockey
- West Kootenay MHA - Forward and Defense clinics.
- Winfield and District MHA - Female skills sessions for all ages/females throughout the season
- Vanderhoof MHA - Bi-weekly female practice for U7 and U9



- Windermere MHA - Female Jamboree – fun weekend of games/skill sessions and team building
- Meadow Ridge Female MHA - Female Officials Clinic and information sessions throughout the season
- Smithers MHA - Female Jamboree with skills competition, practice and mini tournament

November

- Fernie MHA - Practice ice for female players

December:

- Sooke and District - Skill session for female players in the association
- VIAHA - BC Hockey covered fees of two High performance female coaches to complete their Dev 1 courses
- Princeton MHA - Female only skills sessions
- Haines Junction MHA - Female hockey weekend
- Chase MHA - Girls Hockey weekends
- Langley Girls MHA - Angels on Ice U7 Jamboree (95 girls attended)
- Capital Region MHA - U7/U9 Jamboree

January

- West Kootenay MHA - Goalie Clinic for Females ages 6-18
- Nakusp MHA - U11 Jamboree
- Capital Region MHA – Scotia Hockey Day in Canada, Assisted with promotional items / swag
- Vanderhoof MHA - U7/U9 Jamboree in conjunction with BCEHL Winter Classic
- South Okanagan MHA - U9 Female Jamboree
- Prince George MHA - Female Jamboree

March

- West Kootenay MHA - U15 Jamboree Mix up
- Elk Valley MHA - Female Jamboree Weekend
- Cranbrook MHA - All Ages Jamboree

For the 2024-25 season, Grant Funding applications will continue. The application process will be the same (Form request and subsequent review by the Female Hockey Coordinator and the Branch). The focus will continue be on funding ice times for recruitment and retention.



Female Coach Mentor

The Female Coach Mentor was introduced mid-season in 2022-23. The goal for 2023-24 was to increase availability of coaching sessions such as 'We are Coaches', increase coach support through education series and provide on-ice support. Whitney attended three different events around the province in the 2023-24 season – Sunshine Coast, Victoria and Vernon. As well a speaker series was put together to where we hosted seven sessions and attendance was good.

The 2023-24 hockey season also provided evidence to support that the Female Model and Zone Leads had done their job well. There were noticeable changes in what was needed from Districts. It was time to decide if a change was necessary to the current structure. Districts were contacted to see if they felt they would continue to need assistance in the same fashion. Most felt that they had a good handle on female hockey. The decision was made to remove Zone Leads for the 2024-25 season and re-post the Female Hockey Coordinator position and to audit the needs of the districts for the season and re-evaluate needs going into 2025-26 year.

This report is not complete without the honourable mention to the people who filled the thankless roles of Zone Leads.

They are as follows:

Zone Lead – Lower Mainland – Chris Burns
Zone Lead Vancouver Island – Laurie Wishart
Zone Lead Kootenays – Jenn Stevens
Zone Lead Okanagan – Val Kloska
Zone Lead North – Theresa Philips

For the 2024-25 season, questions that would have normally gone to your Zone Lead should come to fhc@bchockey.net. In addition, the Grant Funding program will continue. The application process will be the same where application will be by form request (link to follow) with subsequent review by the Female Hockey Coordinator and the Branch. The focus will continue be on funding ice times for recruitment and retention.

The female team appreciates the support by the Board and Minor Committee throughout the 2023-24 season.



FEMALE AAA AND INTEGRATED AAA PROGRAMS

Fred Zweep, Commissioner, BCEHL

The 2023-24 season saw the British Columbia Elite Hockey League (BCEHL) operate a full schedule. We operated eight showcase events (two per age category), awarded four provincial championships, had teams travel throughout the continent to attend tournaments, showcases, regional championships.

In April 2024, Vernon, B.C. played host to the Women's U18 National Club Championship, the Esso Cup, where the Thompson-Okanagan Lakers competed with five teams from across the country.

Female U18 AAA

In 2023-24, the Female U18 AAA league completed its 14th season and saw a very competitive group of teams battle it out right to the end. The Thompson-Okanagan Lakers and the Fraser Valley Rush battled for top spot all season long, with the Fraser Valley Rush eventually coming out on top with a 23-7-1-1 record.

In the playoffs, the Thompson-Okanagan Lakers showed why they are deserving to be in the Esso Cup securing the Female U18 AAA Provincial Championship by sweeping the Greater Vancouver Comets in the semifinals and coming back from a first game loss to take two games straight from the Fraser Valley Rush and clinch the championship.

In April, the Thompson-Okanagan Lakers did B.C. proud while hosting the Esso Cup in Vernon, BC. Event results can be found [HERE](#).

Visit bcehl.net for all Female U18 AAA stats, scores, and standings.

U18 AAA

In 2023-24, the U18 AAA league completed its 21st season. It was a tremendous year that saw the Fraser Valley Thunderbirds come out on top of the regular season. The playoffs saw many close games and ended with the Vancouver North East Chiefs hoisting the U18 AAA Championship.



The Chiefs played host to the Calgary Buffaloes for the Pacific Regional Championship. The teams had a fast-paced series which ultimately saw the Buffaloes come out victorious.

Visit bcehl.net for all U18 AAA stats, scores, and standings.

U17 AAA

In 2023-24, the U17 AAA league completed its sixth season. It was a tightly contested season that saw the Greater Vancouver Canadians come out on top of the regular season.

When it came to playoffs, the Thompson Blazers had different plans. The Blazers knocked off the first and second seeds to make it to the championship series. The finals were a tight battle where the Okanagan Rockets came out victorious in the end and captured the U17 AAA Championship.

Visit bcehl.net for all U17 AAA stats, scores, and standings.

U15 AAA

In 2023-24, the U15 AAA league completed its fifth season. The Fraser Valley Thunderbirds led the pack all season long and secured top spot in the regular season standings.

The U15 AAA championship was a tournament format, which saw all nine teams compete over five days. The Fraser Valley Thunderbirds came out victorious and captured the U15 AAA Championship.

Visit bcehl.net for all U15 AAA stats, scores, and standings.

The BCEHL continues to work hard to focus on the things that make high performance hockey great. This includes member engagement and developing stronger relationships with all minor hockey stakeholders, on-and-off the ice. We have continued to have teams participate in minor hockey mentorship initiatives, providing development opportunities to players, coaches, and other volunteers. The success of the BCEHL is based on the quality of personnel involved. The volunteers implement an exceptional development program, providing the players with a first-class experience. We look forward to the continued collaboration and growth that comes from all these partnerships.



FEMALE PROGRAM OF EXCELLENCE (POE)

Brianna Davey, Vice President, Member Services – Minor & Female

Fred Zweep, Commissioner, Program of Excellence

Female U12/U14 Program

BC Hockey hosted two U12/U14 camps this year, one in Kelowna and one in Coquitlam. There were about 150 athletes that signed up for the camps. During the camps we focused on skill development and jamboree games along with having older athletes assist and be role models on the ice.

Female U16/U18

Female Team BC Coaching Staff 2022-23

- Head Coach: Amy de Bree
- Assistant Coaches: Jesse Hamill & Whitney Juskiewicz
- Video Coach: Allan Russell
- Strength and Conditioning Coach: Travis Martell
- Athletic Therapist: Lydia Maxwell
- Equipment Manager: Les Cleverly
- Coach Mentor: Patrick Thibeault
- Director of Operations: Brianna Davey

For the 2023-24 season the Female POE program started off with two regional camps in Salmon Arm and Langley. We saw over 250 athletes registered for the camp. The participants were put through fitness testing, on-ice sessions and games over the camp weekend.

From this camp, the Top 76 athletes were selected to our Female Provincial Camp in Chilliwack in July 2023. Throughout this camp, athletes were put through more fitness testing, team building, on-ice practices, on-ice combine testing and intersquad game play. From this stage we selected the Top 26 athletes to head to our September Camp in Langley. The team played two exhibition games against the Valley West U17 BCEHL team and Trinity Western University team to select our final roster.

Team BC headed up to Dawson Creek for the National Women's U18 Championship in November 2023. The female team competed in a pool against Ontario Blue, Ontario Red and Manitoba. Team BC came out of the round robin with a record of 2-1-0-0 and faced Saskatchewan in the quarterfinals, then Quebec in the semifinals where the team came up short. The team ended up playing Alberta in the bronze medal and Team BC came home with the win.

The process has begun for the 2024-25 season with our Regional camps where we had 300+ players register to begin the selection for the team to compete in the U18 Women's National Championship in November 2024.



MALE PROGRAM OF EXCELLENCE (POE)

Brianna Davey, Vice President, Member Services – Minor & Female

Fred Zweep, Commissioner, Program of Excellence

Male U15 Program of Excellence

The U15 Program of Excellence was operated at capacity for the 2023-24 season. We held five regional camps that took place across the province in Prince George, Kelowna, Nanaimo, Delta and Vancouver.

There were 120 athletes that went on to compete in the U15 Provincial Tournament in Penticton. They participated on ice and off ice combine testing, team building activities and game play with Team White finishing the event off by hoisting the trophy.

Male U16 Program of Excellence

Male Team BC Coaching Staff 2023-24

- *Head Coach: Jason Becker*
- *Assistant Coaches: Jason Emmerson & Craig Bedard*
- *Video Coach: Tim Knight*
- *Strength and Conditioning Coach: Adam Geric*
- *Equipment Manager & Trainer: Les Cleverly*
- *POE Commissioner: Fred Zweep*
- *Lead Evaluator: Jamie Jackson*
- *Director of Operations: Grant Maskiewich*

The U16 Program of Excellence operated at full capacity at all stages leading up to the 2023 WHL Cup.

We held five open regional camps that took place across the province in Prince George, Kelowna, Nanaimo, Delta and Vancouver that saw over 400 athletes participate for their opportunity to be on Team BC.

BC Cup had 160 athletes make their way to Salmon Arm to compete and look for their opportunity to be invited to the next stage. Provincial Camp took place in Chilliwack where 68 athletes brought their best and make it difficult for the staff to choose the 26 athletes who were named to Team BC to compete at the 2023 WHL Cup in Red Deer in October 2023.



Team BC went 2-1-0-0 in the round robin stage where they then faced Team Manitoba in the semifinal. This led Team Manitoba to a 3-2 win over Team BC in the semifinals. Team BC faced Team Saskatchewan in the bronze medal game but fell 6-2.

The process has begun for the 2024-25 season with team selection for the 2024 WHL Cup team to play in Red Deer in October 2024.

OFFICIATING

Sean Raphael, Referee-in-Chief

Officiating Delivery Group:

Referee-in-Chief (staff)	Sean Raphael
Officiating Program Coordinator (staff)	Trevor Nolan
High Performance Officiating Coach - Female	Vanessa Stratton
Minor Development Facilitator	Larry Krause
High Performance Officiating Lead – Vancouver Island	Kirk Van Helvoirt
High Performance Officiating Lead – Lower Mainland	Tom Getzie
High Performance Officiating Lead – Interior	Jason Rende
Minor Officiating Lead – Vancouver Island South	Jason Syrotuck
Minor Officiating Lead – Vancouver Island North	Chris Canuel
Minor Officiating Lead – Lower Mainland Female	Alexandra Cole
Minor Officiating Lead – Lower Mainland West	Darren Mahaffy
Minor Officiating Lead – Lower Mainland Central	Owen Barry (New)
Minor Officiating Lead – Lower Mainland East	Drew Hatch
Minor Officiating Lead – West Kootenay	Ross Lautard
Minor Officiating Lead – East Kootenay	N/A
Minor Officiating Lead – Okanagan South	Larry Lenarduzzi
Minor Officiating Lead – Okanagan North	Kelly McKenzie
Minor Officiating Lead – North West	Kelly Kemp
Minor Officiating Lead – North East	Brett McLean
Minor Officiating Lead – North Central	Ross Campbell
Minor Officiating Lead – Yukon	Denis Desjardins

General Program Report

There was significant consistency in the leadership group of the BC Hockey Officiating Delivery Group. With only one (1) new member and one (1) vacancy, it is one of the lowest seasons for turn-over in these specific and regional positions. An also strong returning staff of clinic facilitators and team of officiating mentors, led to overall consistency in



program representation in the two (2) primary areas of engagement, certification and mentorship.

Approximately 40 minor hockey association mentorship events focused upon on-ice mentorship occurred within the minor mentorship program. There were three (3) BC Hockey officiating mentors that were selected to participate in Hockey Canada's officiating leadership program and over 50 minor hockey officiating mentors, local MHA RICs and instructors participated in Hockey Canada led professional development. Over 60 students attended summer officiating schools and six officials received post-secondary scholarships.

The implementation of updates to Section 11 – Maltreatment within the Hockey Canada playing rules was received successfully and minor enhancements to the game incident reporting process made the administrative aspects of supplemental discipline more efficient. A significant number of local MHAs migrated to the Spordle Play platform for officiating game assignment allocation and now approximately more than 50% of all games within BC Hockey's Membership are fully administrated on this platform. This has been significant because it has eliminated the need for third party assignment platforms that cause duplication of administrative tasks and potential for inconsistencies in schedule. While the assigning function within Spordle Play is included in the costs of the e-gamesheet, and thus many MHAs have eliminated the expense of a third-party assigning platform. The 2023-24 season was successful by many metrics that are further outlined in this report and there is a lot of optimism in the consistency and direction of the program. The support of the Membership to the officiating program since the impacts of COVID-19 have been monumental in such a strong and quick recovery. This is most notably measured by the trends in registration and the ability to reduce the costs associated to being an officiating participant (as outlined in the registration fee report below) and bolstered by a substantial investment of resources at the minor and junior levels with regards to increases to game honoraria and logistics consistently across the Membership over the past two (2) seasons.

Hockey Canada Certification Level	2023-24	2022-23*	2021-22**	2012-2021***
Hockey University	\$25.00	\$5.00	\$25.00	\$25.00
USA Hockey Cross Over	\$10.00	\$5.00	N/A	\$0.00
Entry Level 1 (U9)	\$20.00	\$5.00	\$25.00	N/A
Level 1 - New official	\$30.00	\$5.00	\$87.00	\$87.00
Level 2 - New official	\$40.00	\$5.00	\$97.00	\$97.00
Level 1	\$55.00	\$5.00	\$13.00	\$87.00
Level 2	\$65.00	\$5.00	\$23.00	\$97.00



Level 3	\$66.00	\$5.00	\$24.00	\$98.00
High Performance Member	\$130.00	\$5.00	\$61.00	\$135.00
High Performance National	\$150.00	\$5.00	\$81.00	\$155.00
*\$5.00 registration was subsidized by the Membership for the 2022-23 season				
** Officials returning in 2021-22 from 2020-21 were provided a credit for the partially cancelled 2020-21 season that lowered registration				
***These rates had been in place for the previous decade				

Social Media

The officiating program remained very active on social media and continues to gain followers (75) on X (formally 'Twitter') and with traffic just under 800,000 impressions.

Analytics	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Impressions	48k	27k	41k	59k	107k	55k	93k	55k	61k	73k	62k	118k

Clinics & Registration

Updates to the clinic registration process allowed for a more streamlined procedure. Enhanced integration of the Criminal Record Check (CRC) pre-requisite made the clinic registration creation process much more efficient. This enhancement cut administrative demands in the clinic registration creation process by approximately 30%.

There were two (2) new qualifications that were officially added to the inventory of training /certification. USA Hockey registered officials were reintroduced to the BC Hockey delivered equivalency training, that allows them to officiate Hockey Canada sanctioned games to occur in the USA. This qualification is not certification but rather training for the purposes of officiating within Hockey Canada rules. Also, the 'entry-level 1' qualification was added as a unique qualification for first-year officials between ages 11 and 13, that provided a condensed curriculum focused upon introducing them to officiating at the U9 category only.

Overall registration increased by the most significant volume with BC Hockey's electronic records. An approximate 14% increase to the total number of registered officials led to BC Hockey officiating program registration to break the 5,000-participant threshold for the first time. The most significant increases occurred at the minor hockey categories of Level 1 & 2, which collectively resulted in just under 16% more registered officials. At the elite qualification levels of 3, MHP and NHP, there was just under a 4% decrease in registered



officials. This equated to 23 less officials at those levels compared to the 2022-23 season. However, understanding that approximately 55 officials previously registered at those levels in 2022-23 departing the BC Hockey program to officiate within BCHL / Non-Sanctioned League programs, there was a significant number of officials that certified for the first time at Level 3, MHP or NHP for either the first time or returning after a hiatus. With noticeable migration of existing officials from other Branches, previous officials returning to the program and significant grassroots recruitment successes within the local MHAs, the overall engagement and registration is as healthy as it has ever been. Most notably an increase of 21% in female participation continues to see a strong upwards trend in this participant demographic.

2023-24	Female	Male	Prefer not to say	Total	2022-23	2021-22	2020-21
US Officials	4	35	1	40	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Entry Level 1	53	268	3	324	<i>n/a</i>	<i>n/a</i>	<i>n/a</i>
Level 1	428 (+42)	2,436 (+59)	39 (+33)	2,903 (+134)	2,769	2,027	1,573
Level 2	145 (+18)	1,271 (+138)	5 (+5)	1,421 (+161)	1,260	909	824
Level 3	32 (-4)	424 (-16)	1 (+1)	457 (-19)	476	454	415
MHP	17 (+1)	80 (-11)	0	97 (-10)	107	152	96
NHP	3 (+3)	13 (+3)	0	16 (+6)	10	10	12
Total	682 (+117)	4,527 (+476)	49 (+43)	5,258 (+635)	4,622	3,552	2,920

Mentorship & Coaching

As mentioned in the 'program general report' there was significant mentorship and coaching that occurred at the grassroots, development and high-performance levels. This was the second full-season of integrating the Hockey Canada Officiating development form into the mentorship and coaching program. After piloting the platform during the 2022 minor championships and rolling it out at the Branch Minor Mentorship program in 2022-23, this season saw a broader access to the platform provided including the local MHA levels. A total of 996 individual officials received at least one (1) documented evaluation within this platform, which is a 50% increase over the first season. While 98 unique officiating coaches entered the supervisions, which is an increase of approximately 15%.

A new approach of entering a single development form on an individual official during either a tournament, championship or showcase decreased the volume of entries for the



supervisors and redundancy for the officials, single game assignments still saw a single supervision entered for each official in coaching situations that allowed for that level of documentation. Hockey Canada identified three (3) categories of mentorship; grassroots (recreational or MHA hosted categories), Development (competitive minor) and High Performance (Junior & Senior and select AAA). Below is an analytic record of the various categories where officials were supervised.

U9	U11	U13	U15	U17	U18	Junior	Senior	Total
18	345	500	429	187	390	567	120	2556

Female Officiating Development

Female officiating registration continued to grow with an overall increase of 21% more female officials in 2023-24, compared to 2022-23. This is the second consecutive season of a +20% increase in registered female officials. Female officials now account for 14% (+2%) of the overall officiating program participant group and 15% (+1%) of those under age 16. Female officials also account for 21% of officials that have achieved High Performance certification status. Vanessa Stratton completed her third full season as the Female lead for High Performance female officiating development. The female officiating program continues to provide opportunities for learning and development through clinics and camps and for the second season in a row and all female officiating team from across the Membership were assigned to the U18 Championships.

There were two (2) BC Hockey Female officials (Grace Barlow and Melissa Pateman) made their debuts in the newly launched Professional Women's Hockey League (PWHL). While Melissa Pateman became the first female official to be assigned to a BC Hockey Junior hockey league championships series, as a member of the officiating team for the KIJHL championship. Many new female officials participated in the high performance program for the first time and the CSSHL playoffs saw a many new female officials participate in this event, which included female officials from across the Membership.

With more regional, national and international assignments than ever before awarded to female officials, the continued goal of seeing a BC Hockey female official at a major IIHF event (Women's World Championship or Olympics Games) continues to be an overall program objective.



Officiating Program of Excellence (OPoE)

2023 BC Hockey OPoE (U16 Male)		2023 BC Hockey OPoE (U18 Female)	
Malcolm Simpson	Mission	Mya Lesage	Kelowna
Nick Gillam	Langley	Marissa Stocker	Penticton
Luca Huynh	Vancouver	Natalie Tremblay	Summerland
Kai Walsh	Victoria	Samantha Kingcott	Juan de Fuca
Joel Tudor	Victoria	Laruen Howes	Burnaby
Ryan Bailey	Coquitlam	Emily Tinney	100 Mile House
Schyer Kooner	Langley	Dana Edamura	Vancouver
Jaxson Pollon	West Kelowna	Erika Denis	Kamloops
Jake Podann	BC Hockey - Coach	Grace Barlow	BC Hockey – Coach
Graedy Hamilton	BC Hockey - Coach	Mel Pateman	BC Hockey - Coach
Ron Deitterle	BC Hockey - Coach	Vanessa Stratton	BC Hockey - Coach

2023 BC Cup (U16 Male)			
Brady Stocks	Nelson	Nolan Lamond	Cranbrook
Dylan Logan	Prince George	Nolan Sutter	Comox Valley
Jaxson Pollon	West Kelowna	Owen Watson	Victoria
Jonathan Gomes	Richmond	Schyer Kooner	Langley
Malcolm Simpson	Mission	Walker Green	Burns Lake
Nick Barbosa	Salmon Arm	Zachary Denis	Kamloops
Kelly Kemp	BC Hockey - Coach	Larry Krause	BC Hockey - Coach

2023-24 Officiating Honor Roll

Regional Assignments			
Brandon Koop	Whistler	Referee	Mowat Cup – Junior A
Jarrold Lucoe	Victoria	Referee	Mowat Cup – Junior A
Brad Ford	Victoria	Referee	Mowat Cup – Junior A
Josh Albinati	Kelowna	Referee	Mowat Cup – Junior A
Brennan Walker	Hope	Linesperson	Mowat Cup – Junior A
Chris Van Deventer	Nanaimo	Linesperson	Mowat Cup – Junior A
Brayden Cameron	Langley	Linesperson	Mowat Cup – Junior A
Zach Andersen	Kelowna	Linesperson	Mowat Cup – Junior A
Brad Ford	Victoria	Referee	Coy Cup – Senior AA
Jake Podann	Victoria	Referee	Coy Cup – Senior AA



Justin Salmons	Prince George	Referee	Coy Cup – Senior AA
Trevor Seibel	Vernon	Referee	Coy Cup – Senior AA
Aiden Hitchmough	Victoria	Linesperson	Coy Cup – Senior AA
Keagen Abbott	Victoria	Linesperson	Coy Cup – Senior AA
Jack McNabb	Victoria	Linesperson	Coy Cup – Senior AA
Mike Mastrodanato	Powell River	Linesperson	Coy Cup – Senior AA
Earl Almeida	Powell River	Linesperson	Coy Cup – Senior AA
Ryan Bailey	Coquitlam	Referee	BCIHL Championship – Intercollegiate
Zachary Mahaffy	South Surrey	Referee	BCIHL Championship – Intercollegiate
Gord Hynes	Kelowna	Referee	BCIHL Championship – Intercollegiate
Trevor Seibel	Vernon	Referee	BCIHL Championship – Intercollegiate
Chris Ashburn	Vernon	Linesperson	BCIHL Championship – Intercollegiate
Derek Lang	Kelowna	Linesperson	BCIHL Championship – Intercollegiate
Connor Bradley	Ridge Meadows	Linesperson	BCIHL Championship – Intercollegiate
Braeden Liversidge	Ridge Meadows	Linesperson	BCIHL Championship – Intercollegiate
Darren Mahaffy	South Surrey	Official	Senior AA Female Championship
Lauralee Gagnon	Burnaby	Official	Senior AA Female Championship
Hardev Virk	Surrey	Official	Senior AA Female Championship
Owen Barry	Surrey	Official	Senior AA Female Championship
Wayne Moran	Chilliwack	Official	Senior AA Female Championship
Zachary Mahaffy	South Surrey	Official	Senior AA Female Championship
Jeff Bandura	Aldergrove	Linesperson	Senior AA Female Championship
Dan Clarke	Port Coquitlam	Linesperson	Senior AA Female Championship
Casey Rumley	Richmond	Linesperson	Senior AA Female Championship



Malcolm Simpson	Mission	Referee	U18 AAA Regional – BC vs Alberta
Brayden Stewart	Abbotsford	Referee	U18 AAA Regional – BC vs Alberta
Mike Benzce	Abbotsford	Referee	U18 AAA Regional – BC vs Alberta
Rupert Xu	Richmond	Referee	U18 AAA Regional – BC vs Alberta
Jodi Anderson	Vancouver	Linesperson	U18 AAA Regional – BC vs Alberta
Jagjit Cheema	Abbotsford	Linesperson	U18 AAA Regional – BC vs Alberta
Nick Gillam	Langley	Linesperson	U18 AAA Regional – BC vs Alberta
Evan Hofer	Surrey	Linesperson	U18 AAA Regional – BC vs Alberta
Graedy Hamilton	Lake Cowichan	Referee	Ed Chynoweth Cup – WHL Championship
Mark Pearce	North Vancouver	Referee	Ed Chynoweth Cup – WHL Championship
Jeff Ingram	Cloverdale	Referee	Ed Chynoweth Cup – WHL Championship
Brett Iverson	Richmond	Referee	Ed Chynoweth Cup – WHL Championship
Steve Papp	Kelowna	Referee	Ed Chynoweth Cup – WHL Championship
Ward Pateman	Kelowna	Referee	Ed Chynoweth Cup – WHL Championship
Ron Dietterle	Aldergrove	Linesperson	Ed Chynoweth Cup – WHL Championship
Nick Albinati	Prince George	Linesperson	Ed Chynoweth Cup – WHL Championship
National Assignments			
Hazel Barthel	Richmond	Linesperson	Hockey Canada Female OPoE
Brandon Koop	Vancouver	Referee	Hockey Canada Male OPoE
Ethan Crawford	Kamloops	Linesperson	Hockey Canada Male OPoE
Emme Dragon	Burnaby	Referee	National Women's U18 Championships
Jodi Andersen	Vancouver	Linesperson	National Women's U18 Championships



Amy Laroche	Vancouver	Linesperson	National Women's U18 Championships
Julianne Desjardins	Vancouver	Referee	National Championship – Women's ESSO Cup
Meaghan Ross	West Kelowna	Referee	National Championship – Women's ESSO Cup
Hazel Barthel	Richmond	Linesperson	National Championship – Women's ESSO Cup
Mark Pearce	North Vancouver	Referee	USport Men's Championships
Nicholas Albinati	Prince George	Lineperson	USport Men's Championships
Mel Pateman	Kelowna	Linesperson	USport Women's Championships
Amy Laroche	Vancouver	Linesperson	USport Women's Championships
Steve Papp	Kelowna	Referee	Memorial Cup
Nathan Vanoosten	Nanaimo	Linesperson	Memorial Cup

International & Other Assignments			
Jarrod Lucoe	Victoria	Referee	World U17 Challenge, PEI
Corey Koop	Whistler	Referee	World U17 Challenge, PEI
Brennan Walker	Hope	Linesperson	World U17 Challenge, PEI
Mitchell Gibbs	Coquitlam	Linesperson	Youth Olympics Games, Gangneung Korea
Melissa Pateman	Kelowna	Linesperson	U18 Women's World Championship D1-A, Egna Italy
Grace Barlow	Prince George	Referee	Women's World Championship D1-B, Riga Latvia
Nick Albinati	Prince George	Lineperson	Men's World Championship D2-A, Belgrade Serbia
Mark Peace	North Vancouver	Referee	World Junior Championship, Gothenberg Sweden
Mark Peace	North Vancouver	Referee	Men's World Championship, Czechia
Michael Campbell	Cloverdale	Referee	Men's World Championship, Czechia
Grace Barlow	Prince George	Referee	PWHL Debut Jan 13/24 Ottawa @ Toronto
Melissa Pateman	Kelowna	Linesperson	PWHL Debut Feb 3/24 Minnesota @ Toronto



Graedy Hamilton*	Lake Cowichan	Referee	NHL Debut Apr 9/24 Arizona @ San Jose
Trent Knorr*	Powell River	Linesperson	NHL All-Star Game Feb 3/24 @ Toronto
Kelly Sutherland*	Richmond	Referee	1500 th NHL Regular Season game Feb 6/24 Edmonton @ Vegas
*Notes officials that were alumni of BC Hockey Officiating program at the time of their listed assignment.			

PLAYER DEVELOPMENT

Dave Cuning, Manager, Athlete Development

Player Pathways

Hockey Canada's Player Pathways have been integrated into BC Hockey's U7, U9, U11, U13, and U15 levels of play. These nationally developed pathways outline an optimal seasonal structure, skills teaching curriculum for coaches to deliver, age-applicable development guidelines and guiding principles, and key recommendations, all focused on an age-appropriate development approach for each age category of player they serve. The Pathways aim to deliver a positive experience during tryouts by providing pre-tryout ice sessions and avoiding formalized evaluations during the first week of school – a time of heightened stress for players and families as they transition into new classrooms, friends, teachers, and sometimes even new cities. This pre-season plan is all about setting players up for success by providing them with the best possible opportunity for them to present their best selves in an evaluation environment. Furthermore, recommending guardrails for practice and game maximums helps defend our players against overtraining and burnout.

SCHOOL PROGRAMMING

Dave Cuning, Manager, Athlete Development

Hockey Canada Skills Academy (HCSA)

There were 757 participants that took part in one of the 18 BC HCSA programs operational in 2023-24.

BC Hockey delivered two (2) in-person Sport Quality Observations (SQO) at HCSA schools this season, visiting Nanaimo HCSA (Nanaimo) and UNISUS (Summerland). BC Hockey's HCSA observation team left each operator with recommendations, provided an



intake for operator feedback, and shared the best practices gleaned from these visits with Hockey Canada and fellow operators.

Hockey Canada Accredited Schools (HCAS)

BC Hockey delivered in-person Sport Quality Observations (SQO) at Pacific Coast Hockey Academy, Delta Hockey Academy, St. George's School, and Yale Hockey Academy in the fall of 2023. SQOs are a requirement for all HCAS programs in their renewal cycle to ensure ongoing program quality and compliance with national policy. All four observations resulted in full three-year renewal and operational approval of each program.

In total, B.C.'s nine CSSHL operators (Burnaby Winter Club, Delta Hockey Academy, St. George's School, Yale Hockey Academy, Okanagan Hockey Academy, Pacific Coast Hockey Academy, RINK Hockey Academy Kelowna, Shawnigan Lake School & North Shore Warriors) fielded 49 teams stocked with 961 players across five divisions (U18 Female Prep, U18 Prep, U17, U15 Prep, U15) divisions in 2023-24, an 11% increase in participation.

High School Hockey

The BC High School Hockey program hit the ice once again in 2023. There were 11 returning schools that joined four brand new programs and three others that came back from previous years to populate 18 teams (five more than 2022) across three tiers in pursuit of championships at each level in May. Enthusiasm ran high amongst the 387 players (30% more than 2022), as well as the program's coaches and school staff for the 12th season of this Lower Mainland-based program, which, for the first time, included a school from the North Central region (Lake City Secondary – Williams Lake). When the dust settled, Lake City Secondary was declared Tier 3 Champions, École Riverside Secondary took home the Tier 2 title, and Centennial Secondary prevailed as Tier 1 victor.

BC High School Hockey will return to action in 2024 for its 13th season. There are 14 returning schools that will join five expansion programs and two operators returning from hiatus to populate 22 teams (four more than 2022) across three tiers in pursuit of championships at each level in May. Enthusiasm is high amongst the 512 registered players (32% more than 2023), as well as the program's coaches and school staff for the action of this Lower Mainland-based program, which includes one school from the North Central region (Lake City Secondary – Williams Lake).

External Sports Credits

BC Hockey issued 593 external sports credits to our athletes in the 2023-24 season. There were 516 that were issued to participants of the Program of Excellence and the BCEHL, while 77 were sent to players who participated at other qualifying levels of play.



Recipient student athletes can apply the Athlete 10, 11, and/or 12 credits they receive towards their secondary school graduation, as per B.C. Ministry of Education guidelines. The B.C. Ministry of Education has approved select BC Hockey programs for qualification of external sports credits while the Sport and Recreation Branch of the B.C. Ministry of Healthy Living and Sport administers and monitored the Sports Credits program.

BC HOCKEY EQUITY, DIVERSITY AND INCLUSION WORKGROUP

Lynne Kiang

The Equity, Diversity and Inclusion (ED&I) Workgroup was assembled to review and build recommendations with respect to addressing ED&I in hockey and making the sport more diverse and inclusive. ED&I enables us to create an environment that ensures that people are treated as equals, where people are valued for their differences, and allows every individual to feel safe, respected and have a sense of hockey. By striking the ED&I Workgroup, BC Hockey has demonstrated its commitment to incorporating ED&I into the everyday workings of the organization and to support its members in their work as well.

The Workgroup reviewed available data on maltreatment and changing demographics, reviewed BC Hockey's existing Handbook and policies and identified areas for improvement to create a series of recommendations for the BC Hockey Board to consider. These recommendations are now before the BC Board for consideration, meaning the first phase of this work is now complete.

Thank you to the Work Group Members:

- Harbs Bains
- Mark Burgin
- Dee McWatters
- Jade Werger (resigned)
- Jen Cheeseman - Staff Resource

SAFESPORT WORKGROUP

Anita Cote

Mandate

BC Hockey SafeSport environments are accessible, inclusive, respectful, and free from maltreatment. The workgroup plays a role in creating a healthy culture that fosters safe sport practice that provides all participants in the BC Hockey Community with strong resources in education and reporting.



The Workgroup was asked to review resources or procedures (new and existing) to ensure:

- There is increased awareness and understanding of BC Hockey conduct expectations.
- There is standardized policies and procedures throughout the membership:
 - 1) adoption of the BC Universal Code of Conduct
 - 2) education and training for member associations and teams
 - 3) a culturally sensitive approach for reporting complaints
 - 4) development of a whistleblower policy
 - 5) There are reasonable and comprehensive resources available for:
 - a. Mental Health
 - b. Gender Equity
 - c. Handling of maltreatment complaints
 - d. Prevention of injuries
 - e. Emergency Action Plan
 - f. Concussion management
 - g. Appropriate and progressive return to training and competition after injury

Members

Anita Cote (Chair), Frank Fowlie (Harassment Ombudsperson), Michael Conrad (Chief Medical Officer), Amanda Nichol, Erin Osterberg, Jacquie Hertlein, Mark McNaughton, Dan Hayward, Steve Irwin. Keegan Goodrich is the workgroup's staff resource.

Timeline

The workgroup was named in early 2023 and held their first virtual meeting in January, followed by a two-day in-person meeting March 10-11 in Richmond, B.C. Virtual meetings occurred over the remaining months with the last meeting taking place March 18, 2024.

Activities

The workgroup initially was in a fact-finding stage, gathering information on current resources and policies within BC hockey and viaSport BC. Nathan Kindrachuk, Director, Sport Safety - Maltreatment, Harassment & Abuse for Hockey Canada, presented to the group on the Independent Third Party (ITP) process and statistics illustrating number of complaints relative to the number of true maltreatment cases for B.C. The members also spent many hours reviewing available information on the BC Hockey website, and policies around players and team officials.

As a way to focus our attention each meeting, the workgroup divided discussions among four themes: players, coaches, officials and parents. Currently, the first official report is being drafted by the committee that will be sent to the board of directors by May 2024.



APPENDICES:

[Appendix A](#): Registrations

[Appendix B](#): Championship Report

[Appendix C](#): Awards