

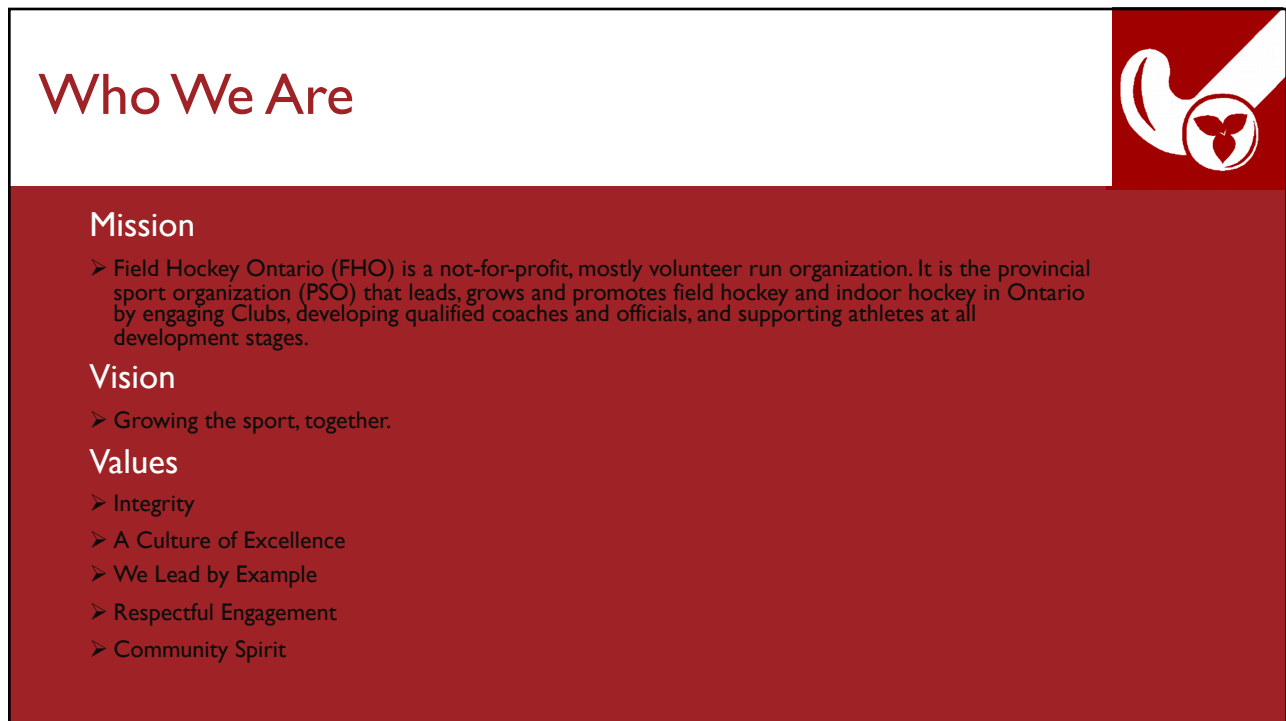


FHO BOD Introduction
Package
2021-2022



The slide features a dark red background. In the top right corner, there is a white logo consisting of a stylized hockey stick and a puck with a three-leaf clover symbol. The main title "FHO BOD Introduction Package" is centered in white, with "2021-2022" below it. At the bottom center, there is a white rectangular box containing the Field Hockey Ontario logo and the text "FIELD HOCKEY ONTARIO" in red.

1



Who We Are

Mission


- Field Hockey Ontario (FHO) is a not-for-profit, mostly volunteer run organization. It is the provincial sport organization (PSO) that leads, grows and promotes field hockey and indoor hockey in Ontario by engaging Clubs, developing qualified coaches and officials, and supporting athletes at all development stages.

Vision

- Growing the sport, together.

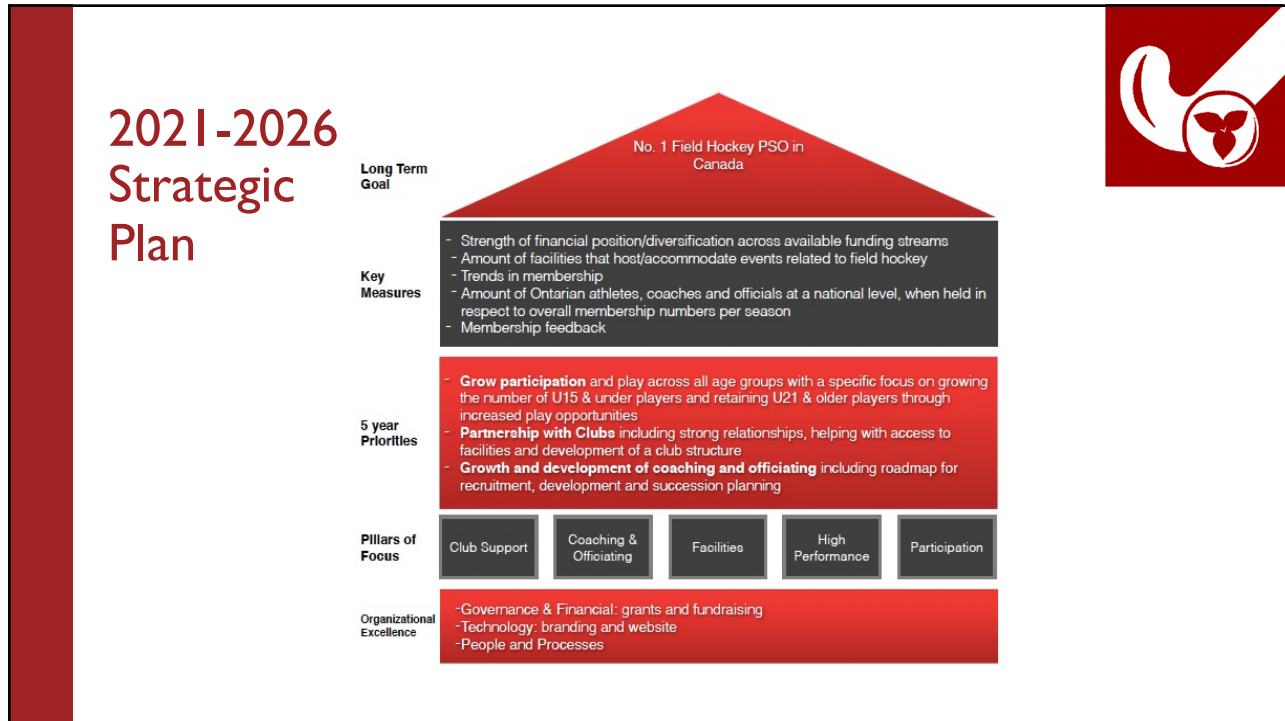
Values

- Integrity
- A Culture of Excellence
- We Lead by Example
- Respectful Engagement
- Community Spirit

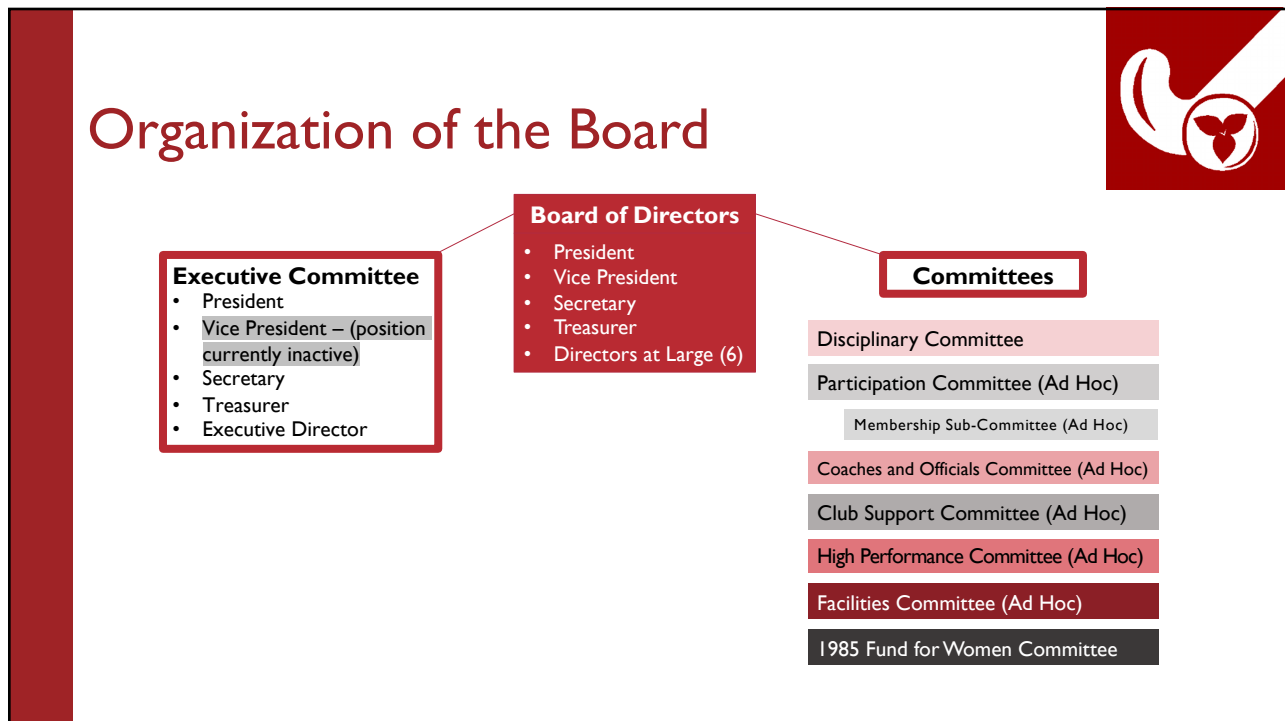


The slide has a white top section with the title "Who We Are" in dark red. The bottom section has a dark red background with white text. The logo from the previous slide is in the top right corner.

2

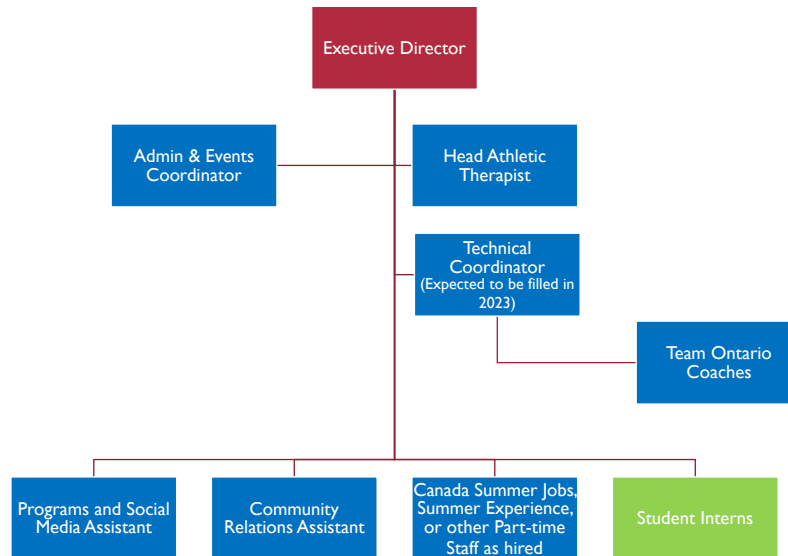


3



4

Organizational Chart



5

Board Roles & Responsibilities

- Provide guidance and leadership to the Executive Director as they implement the strategic and operational plans;
- Be present at meetings, participate in board discussions and committee meetings, recommend and vote for policies and actions.
- Chair of or participate in committees such as the organizational excellence, high performance, club support, participation, officials & coaches;
- Engage in Strategic Planning, Fund Development and ensure effective Financial and Risk Management;
- Review agenda and supporting materials prior to board and committee meetings;
- Approve annual budget and audit reports;
- Contribute to the Executive Director annual evaluation;
- Represent Field Hockey Ontario to stakeholders and acting as an ambassador to the organization;
- Understand the relationship between the board and the staff.

6

Board Versus Executive Director Roles



Roles of the Board	Role of the Executive Director with the Board
Primary Role is to hold an organization "in trust". As trustees have a duty of care including loyalty, obedience and to act within its authority as a group, to benefit the organization.	Day-to-day operations (i.e. management of staff, program delivery & physical plant).
Major Duties and Time Allocation: Strategic Planning – 25% Governance (policy development) – 50% Committee work – 25%	Advisor to the Board; assembles information and shapes discussion for issues the Board will address.
Lead or work on committees. Committees report back to the full Board through the committee chairs	Financial management, publicity and networking.
Committees	
Committees are operational in nature (they focus on the delivery of the strategic plan) and report to the Executive Director. Board members are expected to assist these committees and present back findings in conjunction with the ED to the full board on matters relating to board business.	

7

Code of Conduct and Confidentiality



- Members of the Board have duties and responsibilities, as well as standards for behaviour and conduct to ensure a productive and safe environment for all.
- Members of the Board will not disclose to any person or organization any Confidential Information acquired during their period of involvement as a Director with Field Hockey Ontario, unless expressly authorized to do so.
- Members of the Board must adhere to FHO's *Code of Conduct and Ethics* and *Confidentiality Policy*, and when necessary, identify conflicts of interest to ensure effective Board management.

8

Committees

Committee	Description	# of ppl	Standing / Ad Hoc
Disciplinary	<ul style="list-style-type: none"> Membership in FHO, as well as participation in its activities, brings many benefits and privileges. At the same time, individuals and participants are expected to fulfill certain responsibilities and obligations including, but not limited to, complying with FHO's policies, bylaws, rules and regulations, and Codes of Conduct. Non-compliance by individuals may result in sanctions pursuant to this policy 	4	Standing
Participation/Membership	<ul style="list-style-type: none"> Review fee structure research (compiled by FHO staff) and recommend how participant fees could be structured within FHO programming. Recommend principles and strategies which would become the foundation of FHO events/programs to improve the retention rates of FHO participants and volunteers. Maintain an emphasis on growing grassroots programming across the province which aligns with FHO's athlete pathway. 	Up to 10	Ad Hoc

9

Committees Cont.

Committee	Description	# of ppl	Standing / Ad Hoc
Coaches and Officials	<ul style="list-style-type: none"> Identify gaps within the current pathway including the reasons for these gaps and potential solutions. <ul style="list-style-type: none"> Assist in guiding the development of structural training programs from recreational to high performance including the following levels: <ul style="list-style-type: none"> Recreational (grassroots) High School (OFSAA) College / University (OUA/USports) High Performance (FHC/FIH) Review FHC Coach and Umpire requirements annually and make recommended changes to the FHO requirements where needed. 	Up to 10	Ad Hoc
Club Support	<ul style="list-style-type: none"> Make recommendations to aid FHO staff in the development of sustainable club governance models that consider the current levels of governance in place across the province. Make recommendations for club grassroots activities that will advance the promotion of sustainable programming and athlete retention. Assist in the development and design of local grassroots activities that FHO staff can implement in collaboration with FHO clubs. Identify key priorities of FHO clubs with grassroots programming in order to set realistic short and long term organizational goals. 	Up to 10	Ad Hoc

10

Committees Cont.

Committee	Description	# of ppl	Standing / Ad Hoc
High Performance	<ul style="list-style-type: none"> Review the Provincial Team Selection Policy and Coach Selection Process and ensure it is aligned with FHC's High Performance Pathways. To link to the work of other relevant partners such as Field Hockey Canada or other Provincial Sport Organizations internal and external to Ontario. 	Up to 10	Ad Hoc
Facilities		Up to 10	Ad Hoc
1985 Fund for Women	<ul style="list-style-type: none"> The primary purpose of these funds will be to develop women's field hockey in Ontario by supporting women to improve their coaching, officiating (umpires and tech), playing or volunteering administrative skills or capacity. 	3	Standing

11

Your First Steps as Board Member

Date/Timeline	Task
November 28, 2021	<input type="checkbox"/> Annual General Meeting – Voting in of New Board Members
November 29-December 6, 2021	<input type="checkbox"/> Receive and review onboarding materials and BOD Code of Conduct
December 6, 2021	<input type="checkbox"/> Attend your first meeting of the Board
January 2022	<input type="checkbox"/> Complete the Sport for Life Effective Board Governance Course <input type="checkbox"/> Complete a Criminal Record Check through Sterling Backcheck <input type="checkbox"/> Receive information on your FHO email and start to get familiar with the FHO Google Drive <input type="checkbox"/> Meeting/call with Treasurer for Financial Statement and Budget review <input type="checkbox"/> Meeting with VP/Secretary to review meeting procedures and agenda submissions
Ongoing	<input type="checkbox"/> Begin to get familiar with FHO policies and bylaws <input type="checkbox"/> Receive your committee assignment and review terms of reference <input type="checkbox"/> Attend board and committee meetings

12