



HOCKEY CALGARY

Human Resources Committee Update Annual General Meeting 2021

During the past year the HR Committee maintained its policy of assisting HC Management with the basic needs of HR in a small operation and providing the HC Board of Directors with the information necessary for good governance.

Organization Changes

The 2020-21 season has brought about a number of changes for the Hockey Calgary staff. In June 2020 Claudia Issler resigned as the Events & Communication Coordinator at Hockey Calgary. We were sad to see Claudia leave the organization but happy that she stayed within the Hockey Calgary family, taking a position with NWCAA. We would like to take this time to wish Claudia the best of luck in her new role.

The position was restructured slightly and in September we hired Holly Martin as the Coordinator – Communications, Sponsorship & Events. Holly has been a great addition to the team, adding a great deal of experience in the area of social media. Holly brings experience from positions with the Hockey Alberta and most recently the Edmonton Oilers Foundation and we are excited to have her as part of our team.

Unfortunately, Beth Long has given notice for her impending retirement on September 30th, 2021. Beth is the longest serving member of the Hockey Calgary team and will be greatly missed by the office staff and the numerous Association contacts that she works with on a daily basis. Beth first joined Hockey Calgary in 1997, and has been instrumental in many of the initiatives put in place over the last 20 years, there are too many to list, but a couple of the key ones include leading the development of Rec Hockey and the automation of our scheduling program. Please join me in wishing Beth the best of luck as she moves into her retirement.

Hockey Calgary has recently created a job posting for the replacement of Beth. We hope to have this job filled in the next couple of weeks and have this person start over the summer to 'job shadow' Beth and ensure that the scheduling for the 2021-22 season is seamless.

COVID Update

The pandemic continued to wreak havoc on the overall program as well as the staff this past season. The team spent a great deal of time developing protocols and starting and stopping the season. Based on changing health restrictions the staff has been both working from the office as well as from home. At this time, they are required to work from home to complete their work.



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Hockey Calgary applied and qualified for a number of different government grants throughout the course of the last 14 months. The Government Wage Subsidy and the Rent Subsidy were 2 grants that were secured to reduce operating costs and keep the staff employed through the pandemic. The HC Board and the HR Committee will continue to assess this situation and make future decisions based on the needs of the organization.

Other Ongoing Initiatives

- The Hockey Calgary Employee Handbook was reviewed to ensure the compliance with legislature, no major changes were required.
- With recent and planned changes to staffing the HR committee continues reviewing 'Succession Plans' for both staff and volunteers to ensure that any changes to the organization are seamless.

SUBMITTED: Brent Devost, Chair of Human Resources Committee
Kevin Kobelka, Vice Chair of Human Resources Committee