



## HOCKEY CALGARY

### **Human Resources Committee Update May, 2018**

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**

As of February 2018, Lisa Rosengarten, Manager of Communications is no longer with Hockey Calgary. In her absence the HR committee met with Executive Director, Kevin Kobelka to assess the organizational needs of Hockey Calgary. It was determined that in the best interests of the organization a slight restructuring was needed to re-focus HC's resources on operations and development.

During a March planning session the HC staff met and re-drafted the job descriptions of the organization. Moving forward the new roles will be as follows:

- Executive Director – Kevin Kobelka
- Senior Manager Business Operations – Beth Long
- Coordinator – Office & Administration – Pam Douglas
- Coordinator – Events & Communication – Claudia Issler
- Manager – Hockey Operations & Development – TBD

The HR committee supports this new structure, it did not require increased head count, but only a change of 1 person from a P/T employee to a F/T employee. We also believe it will help in the long term management of succession planning.

#### **Executive Director Annual Review**

Kevin Kobelka's annual review was completed and presented to Kevin by the Chairman of Hockey Calgary Ron Chicoyne. Prior to the presentation of the review with Kevin the HR Committee was provided with an opportunity to comment and discuss the review and the planned 2018/19 compensation.

SUBMITTED: Greg Royer, Chair of Human Resources Committee