



## HOCKEY CALGARY

### Human Resources Committee Update May 2020

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**

There were no organizational or staffing changes within Hockey Calgary over the past year. We are confident that the team in place is providing the services needed to operate a successful hockey program within the city.

HC continues to be a very effective and efficient organization, that we believe is set up for future growth. The structure continues to be as follows:

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

#### **COVID Update**

This hockey season was cut short on March 13, which forced some changes to the operation. The decision was made to have the staff of Hockey Calgary work from home effective March 23, which they continue to do. The timing of the pandemic coincided with the 'Planning Phase' for the 20-21 season, so for the most part it has been business as usual for the staff.

Hockey Calgary applied for and qualified for the Government Wage Subsidy and at this point all staff members have remained employed on a full time basis. The HC Board and the HR Committee will continue to assess this situation and make future decisions based on whether hockey is permitted to start 'on time' in September. We will also be building a plan to enable our key volunteers to return safely to the work/volunteer environment.

#### **Other Ongoing Initiatives**

New Alberta OH & S Legislature was reviewed and the following items are in progress:

- Staff completed RIS in the Workplace
- Job hazard assessments are being done for all staff & volunteer positions
- Succession plans for staff and volunteers are being reviewed

SUBMITTED: Greg Royer, Chair of Human Resources Committee