

## **Vice Presidents Report**

### **HGHA Sting 2025/26 Season**

In my initial appointment to Vice President a responsibility was added to the role under Human Resources related duties with the organization. This was approved by the board at our first official meeting & related to spearheading any potential personnel issues that could arise. In addition, the role would be requiring direct involvement in any discipline and/or complaint driven committees joined by the Association President & other BOD executive as deemed appropriate.

It was identified early in this appointment that the Association was operating mostly through its Bylaws without significant policies and/or procedures-based documents to assist the Directors in operational issues.

I started to work on a discipline along with a complaint & feedback policy both approved by the BOD in January/February 2026 respectfully. These policies were almost immediately put into reference for the BOD on at least 3 separate incidents. A draft Conflict of Interest Policy along with an enhanced Feedback & Complaint policy was also presented to the BOD in May for review. These two more recent documents were as result of lessons learned in situations from the 2025/26 season.

In addition, I drafted a Refund Policy presented & BOD approved to streamline how monies were returned to our membership in the event the player could not continue in their respective programming.

The early summer resignation of the Association Treasurer who was also performing referee scheduler duties had me assume those roles given my experience from previous Board tenures. The July appointment of the current Treasurer Ms. Samantha Welch who has Bookkeeping skillsets has proven extremely beneficial to the Association when I reverted to a supporting role to her in that position for the balance of the season.

I would be remiss in not recognizing the incredible efforts of my fellow BOD members in this past season's tenure where they each stepped up to build much needed infrastructure (additional policies/procedures doc's) & navigated significant Association operational challenges.

Moving forward I can identify that one our most significant risk is related to the incredible success of girl's hockey in the province along with this association's growth in programming. The advancement of the Sting Competitive programming, lack of available local ice, & longer-term financial planning I feel will require significant BOD attention next season to ensure the stability of the associations for the decades to come.

Related these outlined stressors, Director burnout has also been identified as an association risk moving forward like other volunteer boards. Many of this past term Directors also performed multiple roles, stepped into roles in vacancy, & invested significant hours into association works. Some structural changes to the Bylaws & roles-responsibility of Directors have eased these realities. Attention must also be afforded by the incoming BOD along with association members look for increased volunteer opportunities & support.

Overall, I believe the association is in a better position to capitalize in these initiatives resulting from this past season's structural improvements.

Thank you for the opportunity to care for you & this associations works in supporting Girls Hockey in Muskoka!

Respectfully submitted,

Steven J Mann

May 18<sup>th</sup>, 2026

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Date

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