



Hockey Eastern Ontario

813 Shefford Rd. Unit 201

Ottawa, Ontario K1J 8H9

www.hockeysteasternontario.ca

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HOCKEY EASTERN ONTARIO

MEMORANDUM

TO: HEO District Chairs, League Presidents and Association Presidents

FROM: Debbie Rambeau
Executive Director, HEO

DATE: June 3rd, 2025

SUBJECT: Minor Participant Fees for the 2025-26 Season

Good afternoon,

As we are winding down the 2024-25 season, we would like to send an easier version of the updated amounts for HEO and Hockey Canada fees for the 2025-26 season. Previous information regarding Hockey Canada fees went out earlier in the year.

Hockey Eastern Ontario	2025-2026
HEO Participant Fee	\$17.50
Total	\$17.50
Hockey Canada Assessment	\$10.00
Hockey Canada Liability	\$12.50
Hockey Canada Registry Fee	\$3.12
Hockey Canada Safe Sport	\$4.50
Hockey Canada D&O	\$5.88
Hockey Canada MMD	\$2.32
Hockey Canada AD&D	\$4.99
Total	\$43.31
Grand Total HEO and HC Participant Fees	\$60.81

Please note that each AAA Team will have an additional \$500 Team Fee/

Please feel free to contact Debbie Rambeau drambeau@hockeysteasternontario.ca with any questions you may have regarding the above information.



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HEO EXPLANATION OF PARTICIPANT FEES

Participants in HEO hockey programs pay fees to support aspects of Hockey Canada sanctioned programs for Junior, Minor, Para and Special hockey programs. Participants include players, officials, and bench staff (coaches, trainers, manager). Participants pay several types of fees to several organizations to whom they belong — please see below — as well as to Hockey Eastern Ontario and Hockey Canada.

Minor Hockey

- House League:
 - Home Association, Home Team, Home League, District, HEO, Hockey Canada
- Competitive:
 - Competitive Association (any Home Association fees transferred to Competitive Association), Competitive Team, District, Competitive League, HEO, Hockey Canada

Junior Hockey

- Team, League, HEO, Hockey Canada

Para/Special Hockey

- Team, Board/Association, HEO, Hockey Canada

For information regarding Minor House League and Competitive Team / Association / District fees please contact your Association representatives.

For Hockey Canada fees please note that \$25.69 of the total amount of \$43.31 owing to Hockey Canada covers the four insurance pillars — Accidental Death and Dismemberment, Directors and Officers' Liability, General Liability and Major Medical / Dental; the remainder goes to Hockey Canada for its operations and, Hockey Canada Registry System and Safe Sport.

HEO Fees

For historical context, HEO fees and HEO Minor fees prior to the amalgamation of the HEO and HEO Minor Not-For-Profit Corporations in 2020 were \$15.45 and \$18.45 respectively. Following the amalgamation, HEO cancelled the collection of the HEO Minor fee as well as the Mentorship and Risk and Safety fees.

HEO fees are collected from all participants in HEO's sanctioned hockey programs in order to help pay for HEO's fixed and operating costs - which include but not limited to the following items:

- HEO Salaries and benefits
- Building occupancy (rent and insurance)
- Grants/Financial Requests
- Technology
- Professional fees (legal, accounting, payroll)



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- Marketing, sponsorship and promotion
 - Office supplies and equipment
 - Transfers and appeals
 - Honorariums
 - Credit card, bank and interest
 - Committees, travel and meetings
 - Awards and bursaries
 - Annual General Meeting

HEO fixed and operating costs are not only paid for by HEO Participant Fees, they are also covered in part by other sources of revenue, which include annual disbursements from the Hockey Canada Legacy, the Ontario Provincial Sport Organization (PSO) Fund and Ontario Women's Hockey Association

In return for the payment of HEO fees, HEO participants benefit from the following services provided by HEO.

• HEO staff carry out the following responsibilities:

- Represent the Branch in Hockey Canada and other Member Branches' undertakings,
- Assistance with ITP complaints and information
- Maintain and update the Hockey Canada Registry (policies and operations),
- Manage transfers from other Branches and IIHF members to HEO,
- Maintain and update the HEO policy suite,
- Manage HEO appeals,
- Manage Tournament sanctioning and posting on tournament site
- Run HEO coaching and officiating clinics,
- Implement Hockey Canada's Program of Excellence
 - Provision of coaching and officiating clinics, including payment of clinic instructors
 - Support to coaching and officiating mentorship programs
 - U7 and U9 oversight and honoraria
 - Program of Excellence
 - Branch championships

For any questions regarding HEO fees, please contact Debbie Rambeau, HEO Executive Director