

## OSHA Residency Study

### Background

Residency rules have been in place in minor and other sports organizations since inception. These rules are put in place for many reasons & rationale, including but not inclusive of:

- It provides for a more competitive balance within leagues and between leagues/teams.
- Specific to sledge hockey, residency guidelines should increase recruiting in much more concentrated areas increasing expansion of existing clubs, new clubs and greater availability of the sport to potential athletes.
- No one team can load up on talent.
- Leads to better/more parity for better overall player development
- Most are based on “a player must play for the nearest centre by highway” saving travel time, allowing for greater flexibility in scheduling and less forfeits/cancelations due to lack of players, inclement weather, etc.

There are many reasons for residency rules and the vast majority of them are directly applicable to the Ontario Sledge Hockey Association League. An analysis of the league and organizations that make up OSHA has been done using Ontario Census estimations with the following results:

The following drawing areas have 1 competitive team from them, and possible 1 recreational team coming from them:

Windsor/Essex/Chatham – 500K

Sarnia – 120K

London/Woodstock/Aylmer/Surrounding Area – 500K

Kitchener/Waterloo/Cambridge/Surrounding Area – 600K

Hamilton & Surrounding Area – 600K

North Bay – 50K

Sudbury – 160K

Surrounding Northern Region without NB & Sudbury – 250K

Niagara/St. Cath/Welland & Surrounding Niagara Peninsula – 415K

Peterborough – 75K

Kawartha – 75K

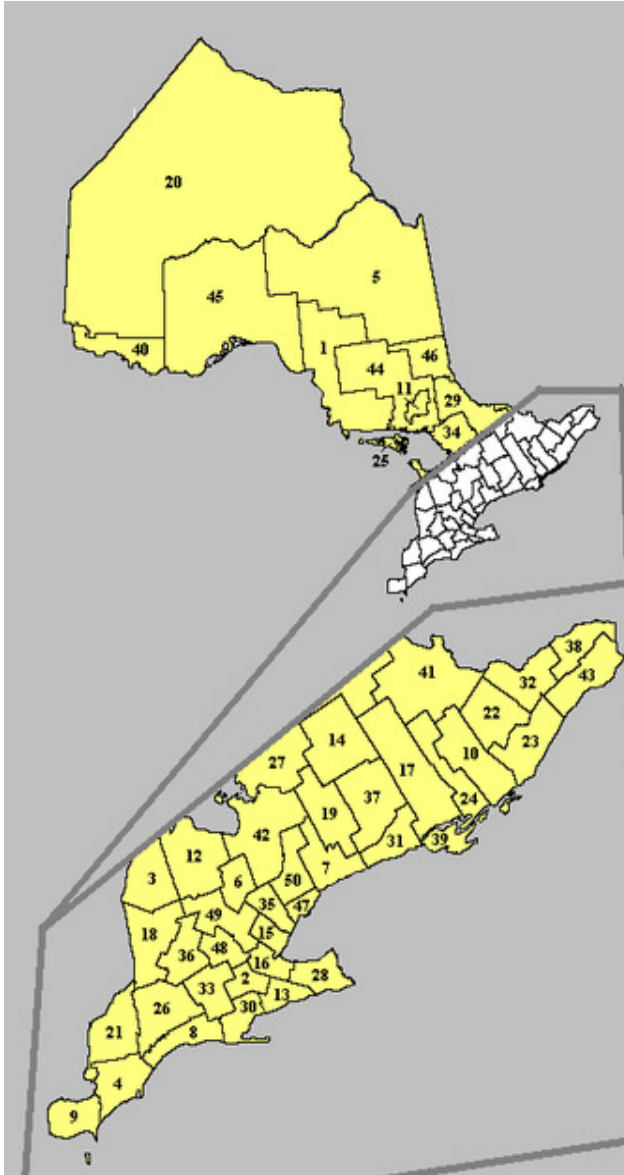
Lakeshore/Cobourg – 20K

Ottawa – 800K

Kingston – 120K

Simcoe County/Elmvale – 225K (Without Barrie & Orillia)

The province is generally divided into counties, which can serve as natural dividing lines for much of the province. The map below shows the province and the counties which make it up. Below the map is the listing of the counties and their approximate populations.



- |                         |                            |                                      |                            |
|-------------------------|----------------------------|--------------------------------------|----------------------------|
| 1. Algoma – 120K        | 2. Brant – 125K            | 3. Bruce – 65K                       | 4. Chatham-Kent – 115K     |
| 5. Cochrane – 85K       | 6. Dufferin – 55K          | 7. Durham – 575K                     | 8. Elgin – 85K             |
| 9. Essex – 395K         | 10. Frontenac – 145K       | 11. Gtr. Sudbury – 160K              | 12. Grey – 95K             |
| 13. Haldimand – 45K     | 14. Haliburton – 17K       | 15. Halton – 445K                    | 16. Hamilton – 500K        |
| 17. Hastings – 135K     | 18. Huron – 60K            | 19. Kawartha Lakes – 75K             | 20. Kenora – 65K           |
| 21. Lambton – 130K      | 22. Lanark – 65K           | 23. Leeds/Grenville – 100K           | 24. Lennox/Addington – 45K |
| 25. Manitoulin – 15K    | 26. Middlesex – 425K       | 27. Muskoka – 60K                    | 28. Niagara – 440K         |
| 29. Nipissing – 85K     | 30. Norfolk – 65K          | 31. Northumberland – 80K             | 32. Ottawa – 820K          |
| 33. Oxford – 105K       | 34. Parry Sound – 45K      | 35. Peel – 1,175K                    | 36. Perth – 75K            |
| 37. Peterborough – 135K | 38. Prescott/Russell – 80K | 39. Prince Edward – 25K              | 40. Rainy River – 25K      |
| 41. Renfrew – 100K      | 42. Simcoe – 425K          | 43. Stormont/Dundas/Glengarry – 120K |                            |
| 44. Sudbury – 25K       | 45. Thunder Bay – 150K     | 46 – Timiskaming – 35K               | 47. Toronto – 2,500K       |
| 48. Waterloo – 490K     | 49. Wellington – 200K      | 50. York – 900K                      |                            |

The GTA (see further analysis below) has an approximate population draw of 5.9 Million people with 4 organizations with a total of 6 teams coming from this area – Durham (Whitby), Cruisers, Markham & Toronto. This equates to an average of 1 team/1 Million people, whereas the rest of the teams have populations on average of 500K or less with only a few over that amount.

With regard to the GTA, see the map below showing the GTA with the separate areas subdivided, populations listed below:



Burlington – 175K	Oakville – 175K	Milton – 60K	Halton Hills – 60K
Mississauga – 700K	Brampton – 500K	Caledon – 60K	City of Toronto –
2.5Million			
Vaughan – 250K	King – 20K	Markham – 275K	Newmarket (1) – 80K
Aurora (2) – 50K	Richmond Hill (3) – 180K	Whitchurch/Stouffville – 30K	
East Gwillimbury – 25K	Georgina – 50K	Pickering – 90K	Ajax – 100K
Whitby – 110K	Oshawa – 140K	Clarington – 80K	Uxbridge – 20K
Scugog – 22K	Brock – 15K		

The province has an approximate population of 12 Million. A further look at the province vs. OSHA League teams shows that approximately 15 teams come from outside the GTA meaning that 15 teams come from a population of 6 Million that is spread out over a large geographic area. This is an average of 1 team for every 400K of population. It would then suppose that approximately 15 teams could come from the GTA with a population of close to 6 Million.

With this background information and seeing the disparity of teams coming from such a populous area vs. their counterparts, it is obvious that a residency rule in conjunction with an expansion plan must be put in place.

OSHA must reconcile a strategy for residency rules as well as expansion for the health and welfare of the overall organization, as well as a better, more competitive and less geographically bound organization.

With greater populations, it is imperative that greater numbers of players come from these areas. The key to this is dividing up the province such that teams/organizations can effectively draw from their surrounding areas without issue of another team recruiting from the same area. As well, it will allow for teams to refer potential recruits back to the recruits' closest team. This will stay within the guidelines of the core principles of a residency rule.

There are a few ways to provide residency boundaries so that these core principles stay intact. Initially, the vast majority of the province can be divided by county lines. Several areas will probably need to be comprised of a combination of a couple or several counties. These will be determined by population densities and geography, primarily. Where populations are much more dense such as the GTA, the area should be further broken down, possibly along municipal boundaries.