

# THE CARNEGIE INITIATIVE

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# 2022

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## ANNUAL REPORT



BUILDER  
CATEGORY

HERB  
**CARNEGIE**



# 2022 INDUCTION CELEBRATION

## Our Mission



# Work to ensure that hockey is inclusive, supportive, and welcoming to all.

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*Updated: December 2023*

# About Us



The Carnegie Initiative (The CI), named in honor of legendary Hockey Hall of Famer and social justice pioneer Herb Carnegie, was established in 2021 to **ensure that hockey is inclusive, supportive, and welcoming to all.**

Co-founded by Bernice Carnegie and Bryant McBride, and in conjunction with diverse stakeholders, The CI aims to accelerate the work started by Herb Carnegie nearly 70 years ago to make hockey more diverse and inclusive.

In short, with the help of our partners and supporters, The CI is changing the culture of hockey.

## USA

Public Charity 501(c)(3) by the IRS.  
EIN: 86-1551836

## Canada

CRA REGISTERED  
Business No: 788196749RR0001

## Board of Directors

### CANADA

Bernice Carnegie, Co-Chair  
Dre Barone  
Brian Burke  
Grant Fuhr  
Angela James

Ron MacLean  
Ted Nolan  
Sarah Nurse  
Harnarayan Singh

### UNITED STATES

Bryant McBride, Co-Chair  
Lauren Camper  
Renee Hess  
Willie O'Ree

Josh Pauls  
Frank Supovitz  
Chi-Yin Tse  
Karina Villeagas

## Advisors

Rane Carnegie

Brooke Chambers

Kenneth Shropshire

## The CI Team

Shelley Nicholls, Executive Director\*  
Ken Gelman, Chief Commercial Officer

Pete Fierle, Head of Communications  
Eric Hammerstrom, Communications Advisor

\*Ms. Nicholls was named to her position in June 2023. She replaced Stephanie Geosits who had served in that role since the formation of the organization.

Please visit [CarnegieInitiative.com](https://CarnegieInitiative.com) for full bios on Board members, advisors, and The CI team.

## Message from Bernice and Bryant

We are encouraged by the tremendous progress made during the first full year of The Carnegie Initiative (The CI). Visibility of our work and mission to make the game of hockey more inclusive and supportive was achieved through a number of initiatives and programs established in 2022.

It was a special year as Herbert H. Carnegie was posthumously inducted into the Hockey Hall of Fame in November. We were deeply humbled by the many people who rejoiced in this great honor and for those who joined us for a spectacular celebration in Toronto. His legacy continues to serve as inspiration for generations.

We use that legacy as the foundation for The CI and how we promote and drive sustainable change to hockey culture. In doing so, the impact of our work is changing the lives of individuals and entire communities.



True to our purpose, we were excited to award the first academic research grants less than a year after our official launch. The research conducted and studies produced serves great value to spearheading change. The data compiled will create solutions for hockey programs across North America to ensure that everyone has an opportunity to participate in the game.

One of the important roles of The CI is to bring people together to engage in open, honest, and often uncomfortable, conversations needed to enhance the culture of hockey. The CI hosted our first Summit in Boston where hundreds of influencers, from all levels of the sport, convened for two days of networking, conversation, panel discussions and other activities that resulted in driving meaningful, scalable, inclusive impact by amplifying the work of changemakers in hockey.

Our work to make hockey welcoming to all could not be possible without the support from our many sponsors, partners, stakeholders and incredible community. Our shared values and commitment to make the world a better place through inclusion keeps us energized.

Thank you for your friendship and support of The Carnegie Initiative. We look forward to many more years to come as a societal game-changer working tirelessly for acceptance and inclusion in hockey.

All our best,

A handwritten signature in black ink that reads "Bernice Carnegie".

Bernice Carnegie

Co-Chair

A handwritten signature in black ink that reads "Bryant S. McBride".

Bryant McBride

Co-Chair

# Inaugural Summit



The inaugural Carnegie Initiative Summit was held in Boston on January 17-18, 2022. The in-person gathering of nearly 200 attendees was complemented by a virtual experience as it convened influencers, thought leaders, industry titans, and grassroots champions from across the hockey world. A wide-range of some of the most influential individuals in business, education, diversity, and inclusion from all levels of the game were brought together.

**It resulted in driving meaningful, scalable, inclusive impact by amplifying the work of changemakers in hockey.**

The Carnegie Initiative Foundation Dinner opened the event as Willie O’Ree was bestowed The CI’s inaugural Lifetime Achievement Award. A riveting address by guest speaker Dr. Ibram X. Kendi punctuated the evening that was sponsored by Boston Properties, JetBlue, and Big Night Live.



The core of the summit were six disparate panel discussions led by leaders from sports, media, and diversity & equity industries.

## Hockey’s Social and Emotional Learning (SEL) Potential

MODERATOR: SHELDON KENNEDY (RESPECT GROUP)

Panelists: Dr. Mikki Allen (Tennessee State University), Dr. Julie Hackett (Lexington, Mass. Public Schools), Moezine Hasham (Hockey4Youth Foundation), Chi-Yin Tse (Oakland Ice Center), Jamea Zuberi (Toronto District School Board)

## Media Panel – See It-Be It

MODERATOR: SHIREEN AHMED (BURN IT ALL DOWN)

Panelists: Erica Ayala (Firebird Media), Donovan Bennett (Sportsnet), Anson Carter (NHL on TNT), Kwame Mason (“Soul On Ice”), Harnarayan Singh (Sportsnet), Tyler Tumminia (Premier Hockey Federation)

### **The Disabled Hockey Journey – The Biggest Minority**

MODERATOR: JOSH PAULS (U.S. NATIONAL SLED HOCKEY TEAM)

Panelists: Mark DeMontis (Canadian Blind Hockey Association), Chanel Keenan (Seattle Kraken), Glenn Merry (Move United), Jen O'Brien (American Special Hockey Association), Karina Villegas (Space Coast Blast)

### **The Indigenous Hockey Journey – Looking Back and Forward**

MODERATOR: DR. ROBERT HENRY (UNIVERSITY OF SASKATCHEWAN)

Panelists: Jordyn Bear (Rochester Institute of Technology), Kyla Bear (Rochester Institute of Technology), Brent Dodginghorse (Tsuut'ina Nation), Shayla Manitowabi-Huebner (University of Texas at Arlington), Ted Nolan (3Nolans)

### **The LGBTQ+ Hockey Journey – Hockey as the Safest Space**

MODERATOR: DRE BARONE (HOCKEY REFEREE)

Panelists: Angela James (Toronto Six), Dr. Cheryl MacDonald (Saint Mary's University), Brock McGillis (Advocate & Retired Pro Player), Jessica Platt (Former Pro Player PWHPA & CWHL, Transgender Athlete)

### **The Future of Hockey Lab – A Tactical and Activation Deep Dive**

MODERATOR: PROFESSOR STEPHEN GREYSER (HARVARD BUSINESS SCHOOL)

Panelists: Dr. Marco Di Buono (Canadian Tire Jumpstart), Mary-Kay Messier (Bauer Hockey), Angela Ruggiero (Sports Innovation Lab), Carolyn Townsend (Future of Hockey Lab), Amy Walsh (Future of Hockey Lab)

**“This is why I wanted to participate in The Carnegie Initiative Summit. I want to highlight the amazing people and the projects, and the initiatives and things people are doing in the game of hockey.**

**It's not about branding and catchy slogans and tearing people down and attacking people. It's really about highlighting all of the great work people are doing in our sport.”**

– ANSON CARTER, NHL ON TNT

**“Until we have someone like us, who looks like us, sitting on that side of that table making important decisions on what’s accepted and what’s not accepted, that’s the only way we can move forward.”**

– TED NOLAN, FORMER NHL COACH OF THE YEAR AND THE CARNEGIE INITIATIVE BOARD MEMBER

*Chi-Yin Tse, Moezine Hasham, and Mikki Allen participated in the session titled, “Hockey’s Social and Emotional Learning (SEL) Potential.”*

### COMING TOGETHER TO MAKE A DIFFERENCE

- |                                   |   |
|-----------------------------------|---|
| Leagues and governing bodies      | Select members of the media   |
| NHL Club executives               | U.S. and Canadian Government officials  |
| Sponsors and partners             | Grassroots hockey leaders (coaches and league/tournament organizers, parents) |
| Corporate C-Suite decision makers |   |
| Sports media executives           |   |

The summit wrapped up with many attending the Willie O’Ree jersey retirement ceremony at the Boston Bruins game against the Carolina Hurricanes on January 18, 2022 at TD Garden.

The inaugural Carnegie Initiative Summit was made possible, in part, by support from more than **20 official sponsors** who gained the opportunity to **associate their brand with a forward-thinking group of individuals from across the hockey world.**



**Video recap of The CI’s Inaugural Summit in Boston in January 2022.**





## Academic Grants

The Carnegie Initiative, through a sponsorship with the National Hockey League (NHL) established academic grants. One (1) - \$25,000 CAD and one (1) - \$25,000 USD are awarded annually to diverse scholars to further study the issues facing the sport of hockey and the underrepresented constituents it means to serve.

**The first recipients of research grants were announced in early June 2022.**

**Dr. Richard Norman**, Post-Doctoral Fellow, Ted Rogers School of Management and Future of Sport Lab, at Toronto Metropolitan University and his co-researchers are examining “New Frontiers: Assessing Equity, Acceptance, & Belonging Programming in Canadian Hockey.” Their study focuses on equity, acceptance, and belonging in Canadian hockey to explore the landscape of what equity programs and activities are available at present and examine the success of that work.

In the United States, **Dr. Nicole Melton**, Associate Department Chair & Associate Professor Co-Director, Laboratory for Inclusion and Diversity in Sport (LIDS), Mark H. McCormack Department of Sport Management Isenberg School of Management at UMass Amherst and colleagues are conducting “A Comprehensive Research Study of the State of Inclusion & Acceptance in College Hockey.”

Grant results were discussed at the November 8, 2022 “Transition Game: A Deep Dive into the Greater Toronto Hockey League’s (GTHL) Inclusion Efforts” hosted by The CI, NHL, National Hockey League Players’ Association (NHLPA), Maple Leaf Sports & Entertainment (MLSE), GTHL, and Toronto Metropolitan University (TMU). Other initiatives are being created to apply the findings.

Both recipients provided findings from their research at the 2023 CI Summit.



**“To be connected in some small way to the legacy of Herb and his family is humbling as the work accomplished as an extension of his life is remarkable.”**

— DR. RICHARD NORMAN

**“The funding will allow our research team to connect with college hockey programs throughout the country and assess their program’s climate for inclusion.”**

— DR. NICOLE MELTON

## “Transition Game” Established Benchmarks

The Carnegie Initiative (The CI), in partnership with the National Hockey League (NHL), National Hockey League Players’ Association (NHLPA), Maple Leaf Sports and Entertainment (MLSE), the Greater Toronto Hockey League (GTHL), and the Toronto Metropolitan University (TMU) hosted the “Transition Game: A Deep Dive into GTHL Inclusion Efforts” on November 8, 2022. The GTHL is the largest minor hockey league in the world.

The “Transition Game” dates to 2019 and has been an ongoing project from the NHL and GTHL. The “Transition Game” event, coordinated and organized by Relate Social Capital, a leading social enterprise that builds programs and partnerships that drive impact using the power of sport, accelerated the initiative. The conference focused on engaging players, parents, partners, coaches, sports leaders, and other stakeholders in important conversations around the growth of inclusion and acceptance in hockey.

The “Transition Game” was divided into two parts; a roundtable, solutions-based session to discuss “the good, the bad, the hard” in making hockey a better, more diverse, and safer space. That was followed by panel discussion with attendees, community leaders and members of the media. The overarching goal was to capture data and production of a scalable digital road map on inclusion in hockey. Twelve top initiatives were run through a strategic model to analyze how feasible they would be to implement and the level of impact they would yield. The information serves as a year-over-year benchmark to evaluate progress.

Ted Nolan, Co-Founder of 3Nolans that offers hockey skills development camps for First Nation Youth across Canada, delivered the keynote address. The former NHL Coach of the Year is a member of The CI’s Board of Directors. Respect Group Co-Founder and former NHL player Sheldon Kennedy moderated panel discussions. His company is committed to preventing bullying, abuse, harassment, and discrimination.

Other speakers at “Transition Game” included: Bernice Carnegie, Sami Jo Small (then-President of Toronto Six), Karl Subban (GTHL Director), Anthony Stewart (Founder, Hockey Equality), Shireen Ahmed (Multiplatform Sports Journalist), Bayne Pettinger (NHLPA Certified Agent and Assistant Coach, Don Mills Flyers), and Scott Oakman (Executive Director & Chief Operating Officer, GTHL).



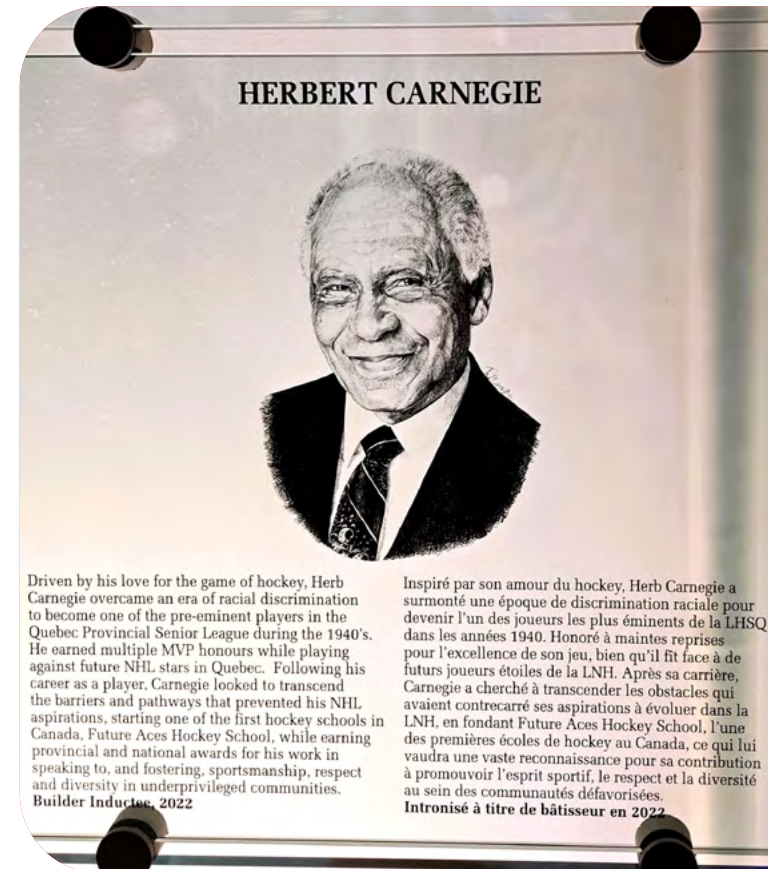
Samantha Rogers and Katie Cheesbrough of Relate Social Capital pose with The CI’s Co-Chair Bernice Carnegie (center) at the “Transition Game.”

Bryant McBride, Bernice Carnegie, and Rane Carnegie proudly displayed a proclamation from the City of Toronto for Herb Carnegie Day. The announcement came at the “Transition Game” on November 8 which was the 103rd anniversary of Herb’s birth.

**“The GTHL is honoured to be a participant in The CI Transition Game event. We have learned from our shortcomings and successes along our journey to improving inclusion and diversity while striving to eliminate racism and discrimination from our game”**

— SCOTT OAKMAN

# Herb's Induction into Hockey Hall of Fame



The Hockey Hall of Fame honored Herbert Carnegie as a 2022 Inductee in the Builder Category, in recognition of his work to make hockey inclusive and accepting.

The CI hosted numerous events and hospitality around his induction for the contingent of family, friends, and partners who gathered in Toronto to celebrate this special occasion.





**“My father wanted everyone to enjoy the game he loved so much and spent his life developing. He influenced the lives of thousands of children, and we are proud to carry on his legacy, both through our family and The Carnegie Initiative.**

**— BERNICE CARNEGIE**

*Photo: © Matt Manor/HHOF*



## Herbert Carnegie Trailblazer Award

The Carnegie Initiative, in partnership with Canadian Tire Corporation, launched the Herbert Carnegie Trailblazer Award (HCTA) program. The HCTA honors unsung heroes of the hockey world in recognition for those individuals who use the sport as a vehicle to create positive social change that embodies The CI's mission.

Seven recipients, in honor of Herb Carnegie's #7 uniform number, were selected in the fall. The diverse group was recognized for their work and leadership in the sport and paving the way for others. Each person exemplified Herb's work through their efforts and leadership, innovation of thought, undaunted courage, and steadfast vision to ultimately lead to a better future.

### Alexandria Briggs-Blake

(OXON HILL, MARYLAND)

Alex is the President of the Tucker Road Parent Hockey Organization (TRPHO) and mother of former Tucker Road Ducks players. The Tucker Road Ducks are a predominantly Black ice hockey team in Maryland that suffered a devastating fire in 2017, which left their rink destroyed and their team without a place to play. Alexandria used her passion for hockey to rally her community together to build a new rink.

### Kirk Brooks

(TORONTO ONTARIO)

Kirk is the Founder of Seaside Hockey – Skillz Hockey (CAN). He has mentored young athletes of color for more than 25 years and provided a barrier-free hockey training experience for hundreds of talented players. In 1992, he co-founded Black Hockey Federation (also known as the Black Hockey School) so that his sons and others would have a place to play and learn the game without facing prejudice. In 2000, the hockey school's name was changed to Ebony Skillz Hockey, but two years later — with the increasing diversity of the students making the "ebony" moniker self-limiting, the name was switched to a more inclusive name, SKILLZ HOCKEY.

## | Stephane Friday

(TIMMINS, ONTARIO)

Stephane is the Co-Founder & Chief Executive Officer of Hockey Indigenous. Established in 2020, the organization's overall goal is to promote Hockey Indigenous in North America and provide an entirely new generational direction towards youth empowerment. They strive to use this platform to motivate, boost self-esteem, and create a healthy and versatile lifestyle. In addition, they also provide information related to Hockey Indigenous and their mission to stop the stigma of paternalism, discrimination, and racism. Hockey Indigenous started out as a social media blog before Friday incorporated it as a non-profit organization.

## | Moezine Hasham

(TORONTO, ONTARIO)

Moe formed Hockey 4 Youth in 2015 and has since worked with more than 500 teenagers from over 34 countries of origin. It began running programs in Toronto, and has expanded to Montreal and Ottawa, working with a total of nine high schools. His dream was to work with youth in hockey. He had met Willie O'Ree years earlier and never forgot the inspiration he'd felt observing firsthand the extensive advocacy work of the NHL's first Black player.

## | Nate Mata

(MISSION, TEXAS)

Nate was five when he started playing hockey in an unlikely place — a mall ice rink in San Jose, California. Born in San Jose a few years after the excitement of the Sharks' arrival in the Bay Area, Mata got one glorious year enrolled in ice hockey but the cost quickly proved too great for his family to justify, despite young Mata's already-blooming affinity for the sport. It was the sting of that disappointment, and a couple decades of struggle that spurred Mata to found RGV Roller, a non-profit organization that promotes hockey through encouraging kids and adults to participate in inline and roller skating, along with floor and roller hockey. He saw only one solution. He just really wants to give people the opportunity to start with roller hockey. And then, if they really do enjoy it, they could find their way to the NHL, ice hockey.

## | Brock McGillis

(TORONTO, ONTARIO)

Former OHL and semi-pro goaltender Brock McGillis, a LGBTQ+ Activist, became the first professional hockey player to come out as gay in 2016. Once Brock came out, he dedicated his time to changing the culture within hockey through speaking engagements and creating dialogue that would shift the landscape. His activism has included a chapter in Bob McKenzie's book "Everyday Hockey Heroes." McGillis also appeared in the Book "Proud To Play", featuring LGBTQ+ athletes in Canada, and graced the cover of and featured in the September/October 2018 issue of IN Magazine. In January 2022, McGillis launched Alphabet Sports Collective, an organization to support LGBTQ+ people in hockey.

## | Zarmina Nekzai

(RICHMOND HILL, ONTARIO)

As a young girl in Afghanistan, Nekzai wasn't allowed to go to school, to shop, or to visit family and friends without a man's permission – but her father was supportive and encouraged her to study. As a teenager, she decided to dedicate her life to fighting for women's rights and pursued a path to becoming a teacher. In 1981, Nekzai and 18 other women teachers were taken hostage when a bus they were riding in was stopped. Three of her fellow teachers died. Nekzai left Afghanistan in 1984. She returned several times to Kabul. During one visit, she came up with the idea of bringing hockey to the girls of Kabul. She formed The Hockey Girls of Kabul and raised funding to pay for the materials and labor to build an outdoor rink. And, they secured skates, helmets, sticks and pads for dozens of girls.

The HCTA winners were announced in November 2022 and promoted via partner platforms like Sportsnet throughout the fall and leading into the 2023 CI Summit.

# Supporters

The Carnegie Initiative deeply appreciates contributions of the many volunteers, individuals, and organizations that supported us in 2021 and 2022.\*

*\*This list is a compilation of the information available and we may have missed some supporters. If you or someone you know should be on this list, we thank you for your support and please reach out to [Shelley@carnegieinitiative.com](mailto:Shelley@carnegieinitiative.com).*

American Special Hockey Association	John Courtney	Isabel Graham	Cheryl MacDonald	Wayne Petersen	Sole Sanctuary Medical Nail Services
James Avery	Amanda Dale	Julie Hackett	Scott MacIntosh	Sandra Petosa	Anthony Stewart
Fatoumata Bah	Lucas DeMontis	Eric Hammerstrom	Rebecca Magaw	Eric Pettigrew	Jade Strawberry
Theresa Bailey	Patrice Distler	Jeffrey Hanson	Amanda Martori	Rico Phillips	Tiffani-Dawn Sykes
Julia Bain	Heather Dondis	Kevin Hardy	Nathaniel Mata	Kelsey Philpott	Aaron Teats
Robert Bell	Nayomi Edirisinghe	Andrew Holman	Kate McAfee	Monika Pitts	Lee Tishman
Black Girl Hockey Club, Inc	Jacqueline Farkas	Mari Horita	Kelly McLean	William Pristanski	John Tortora
Blake Bolden Athletics	Richard S. Fields	Paul Jackman	Wayne McNeil	Joel Quenneville	Sreesha Vaman
Miguel Boland	Firebird Media	Michellana Jester	Alvaro Montoya	Fran Rider	Jennifer Walters
George Bortolato	Jennifer Flowers	Marsha Joseph	Peter Murphy	Samantha Rogers	Edward Waters
Kyle Boyd	Kevin Forbes	Christina Kampa	Jeffrey Musman	Sara Salam, Inc.	Deana Weinheimer
Alexandria Briggs-Blake	Ted Frankel	Joshua Kaufman	Jessica Nemergut	Miranda Sallis	Lauren Williams
Kirk Robert Brooks	Mark Fraser	Michelle Kennedy	Christos Nikolis	Sukhi Sandhu	Susan Williams
Scott Carmichael	Gina Galasso	LeagueApps Inc	Richard Norman	Alexa Schlitt	D. Kathleen Wood
Bernice Carnegie	William Galvin	Mitchell Leedham	John O'Donoghue	Michael Schlitt	Chris Zimmerman
Irfan Chaudhry	Stephanie Geosits	Sarah Leonard	Juan Carlos Otero	Brad Shields	
Katie Cheesbrough	Jonathan Gerwitz	Shannon Lesovoy	Nilesh Patel	Christine Simpson	
Laurence Constable	Michelle Gormley	Glenfall Lewis	Josh Pauls	Alex Sinatra	
John Conti	Maria Govaars	Tracey Lewis	Brett Pererson	Michael Snee	

# 2022 Financials

## The Carnegie Initiative (Canada) 2022 Financial Statement (Canadian Dollars)

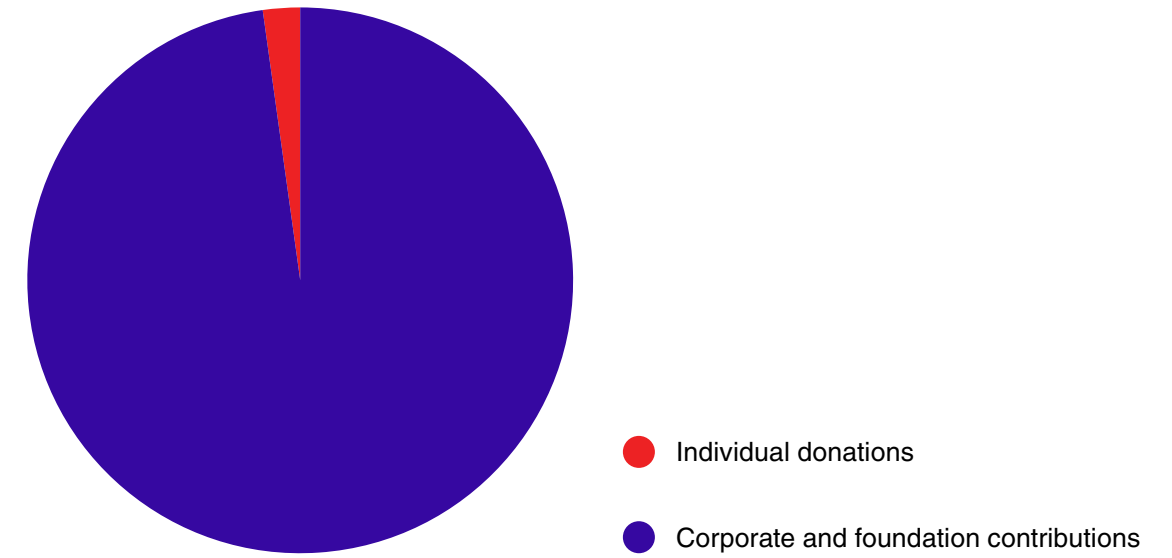
FINANCIAL POSITION	2022	2021
<b>ASSETS</b>		
<b>Current</b>		
Cash	\$ 158,355	-
Prepaid expenses	\$ 80,576	-
	<b>\$ 238,931</b>	
<b>LIABILITIES</b>		
<b>Current</b>		
Accounts payable and accrued liabilities	\$ 5,750	\$ 18
Deferred revenue*	\$ 50,000	-
	<b>\$ 55,750</b>	<b>\$ 18</b>
<i>* Deferred revenue from NHL Foundation</i>		
<b>NET ASSETS</b>	<b>\$ 183,181</b>	<b>\$ (18)</b>
	<b>\$ 238,931</b>	<b>-</b>

REVENUES AND EXPENDITURES	2022	2021
<b>REVENUES</b>		
Corporate and foundation contributions	\$ 445,000	-
Individual donations	\$ 10,000	-
	<b>\$ 455,000</b>	<b>-</b>
<b>EXPENDITURES</b>		
Management fees	\$ 128,665	-
Events	\$ 67,039	-
Professional fees	\$ 66,036	-
Office and general	\$ 6,504	\$ 18
Travel	\$ 2,148	-
Insurance	\$ 1,409	-
	<b>\$ 271,801</b>	<b>\$ 18</b>
<b>Excess (Deficiency) of Revenues over Expenditures</b>	<b>\$ 183,199</b>	<b>\$ (18)</b>

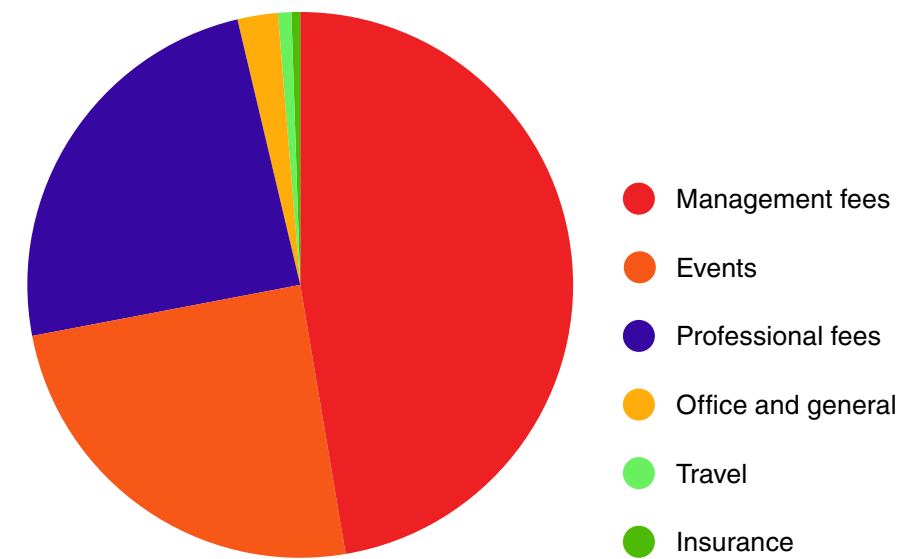


CASH FLOWS	2022	2021
<b>OPERATING ACTIVITIES</b>		
Excess (deficiency) of revenues over expenditures	\$ 183,199	\$ (18)
Net change in non-cash working capital:		
Prepaid expenses	\$ (80,576)	-
Accounts payable and accrued liabilities	\$ 5,732	\$ 18
Deferred revenue	50,000	-
	<b>\$ (24,844)</b>	<b>\$ 18</b>
<b>NET INCREASE IN CASH</b>		
	<b>\$ 158,355</b>	
<b>CASH - BEGINNING</b>		
	-	-
<b>CASH - ENDING</b>		
	<b>\$ 158,355</b>	

Revenues



Expenditures



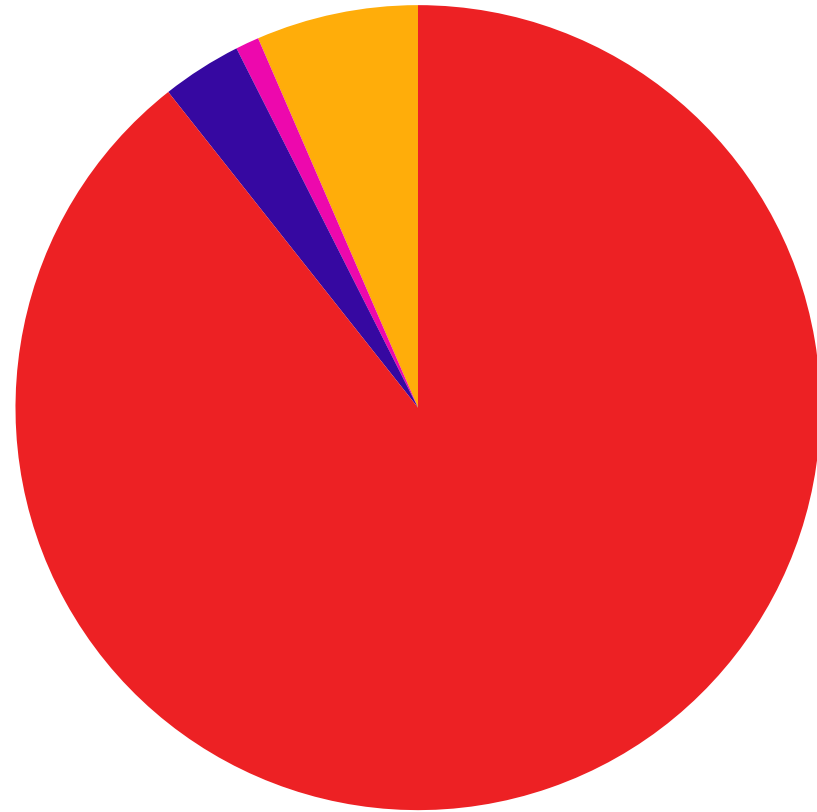
# 2022 Financials

## The Carnegie Initiative (United States) 2022 Financial Statement (US Dollars)

FINANCIAL POSITION	2022	2021
<b>ASSETS</b>		
Current		
Cash	\$ 31,248	\$ 30,403
	<b>\$ 31,248</b>	<b>\$ 30,403</b>
<b>LIABILITIES &amp; EQUITY</b>		
Current liabilities (Accounts payable)	\$ 1,100	-
Other current liabilities (Accrued, Deferred revenue - Restricted grants, Fees)	\$ 10,798	\$ 32,709
	<b>\$ 11,898</b>	<b>\$ 32,709</b>
<b>Equity</b>		
Retained earnings	\$ (2,306)	-
Net revenue	\$ 21,656	\$ (2,603)
	<b>\$ 19,350</b>	<b>\$ 2,603</b>
<b>Total Liabilities and Equity</b>	<b>\$ 31,248</b>	<b>\$ 30,403</b>

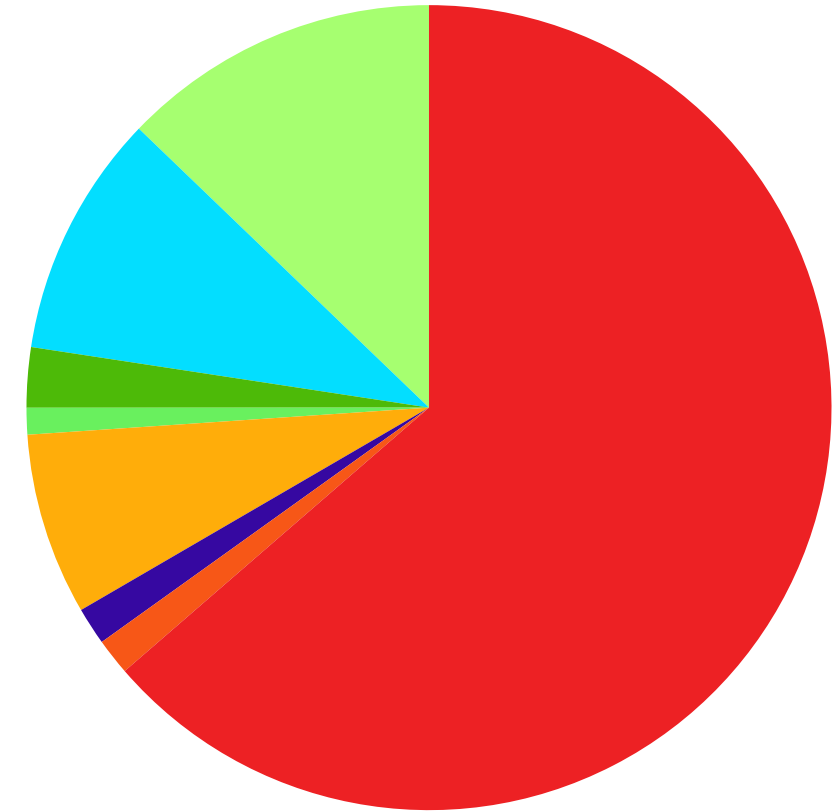
REVENUES AND EXPENDITURES	2022	2021
<b>REVENUES</b>		
Corporate and foundation grants & contributions	\$ 278,595	-
Government grants & contributions	\$ 10,000	-
<b>Contributed Income - General</b>	<b>\$ 288,595</b>	<b>-</b>
General contributions	\$ 2,945	\$ 300
Fee revenue - tickets	\$ 20,279	-
<b>Total revenue</b>	<b>\$ 311,819</b>	<b>\$ 300</b>
<b>EXPENDITURES</b>		
Contract & professional fees	\$ 184,649	\$ 2,000
Advertising	\$ 4,250	-
Insurance	\$ 4,374	-
Office expenses	\$ 21,213	-
Miscellaneous expenses	\$ 3,100	\$ 606
Supplies	\$ 6,999	-
Travel	\$ 28,380	-
Occupancy (Rent/Venue)	\$ 37,172	-
	<b>\$ 290,137</b>	<b>\$ 2,606</b>
Net Operating Revenue	\$ 21,682	\$ 2,306
Other expenditures (parking & tolls)	\$ 26	-
<b>Net revenue</b>	<b>\$ 21,656</b>	<b>\$ 2,306</b>

### Revenues



- Corporate and foundation grants & contributions
- Government grants & contributions
- General contributions
- Fee revenue - tickets

### Expenditures



- Contract & professional fees
- Advertising
- Insurance
- Office expenses
- Miscellaneous expenses
- Supplies
- Travel
- Occupancy (Rent/Venue)

# Partners

More than two dozen partner organizations that care deeply about making hockey better, more inclusive and welcoming, have generously supported The Carnegie Initiative.

## Gold Level Sponsors



JPMORGAN CHASE & CO.

## Bronze Level Sponsors

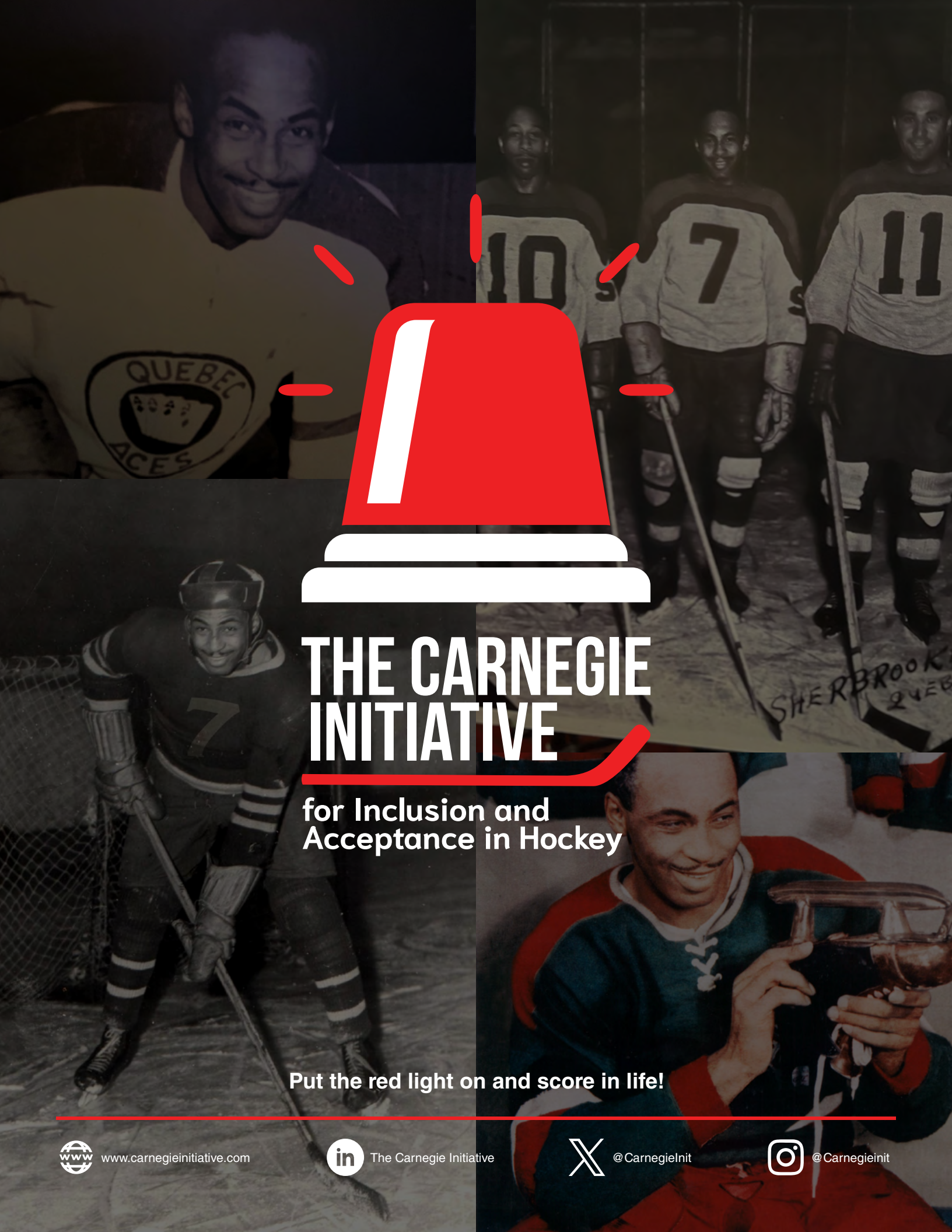


## Silver Level Sponsors



## Collaborating Partners





# THE CARNEGIE INITIATIVE

for Inclusion and Acceptance in Hockey

Put the red light on and score in life!



[www.carnegieinitiative.com](http://www.carnegieinitiative.com)



The Carnegie Initiative



@CarnegieInit



@Carnegieinit