



Three Minutes for Governance Script

Addressing Junior Matters with a Competency Based Board

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Governance Review – Three Minutes for Governance

The purpose of Three Minutes for Governance is to produce educational commentary videos to assist the membership in their understanding of BC Hockey Governance topics in simple, layman's terms. Many of the subjects have been raised by members in the governance review process.

This "Three Minutes for Governance" video pertains to **Addressing Junior Matters with a Competency Based Board**.

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One of the biggest reservations members have in moving from an Executive Committee built on representation from Districts and Divisions to a Policy Board consisting of fewer individuals elected based on skill and expertise outlined as essential to the specific Board is the potential of reduced connection with the "grassroots" that is inherent in geographic representation or divisional representation. The following outlines considerations toward this move.

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Currently, the Executive Committee members are elected by the entire membership to represent BC Hockey in a Division or District. It is not uncommon that Directors come from or are members of a Division or District other than for that which they are responsible. So even in the existing structure the Executive Committee does not have members that specifically represent a district or division. They, in fact, represent the whole of BC Hockey.

In order to discuss the Board / member relation we must start with the delivery design.

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In the new design as the Board moves away from operations, the size of the Board is reduced and consists of Directors elected on the basis of skill and expertise, regardless of their affiliation. To coincide, many of the delivery mechanisms need to be restructured to compensate for the loss in components delivered by the current Executive Committee members. However, in the above minor program a system much the same as currently exists can be effective with very few alterations.

The delivery structure proposed is a design similar to that implemented in programming in 2014-2015, whereby BC Hockey will name Branch Coordinators ([Slide 3c](#)) who work with the Above Minor Divisions to construct a delivery structure and ([Slide 3d](#)) seek Task Group members as deliverers, if need be.

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The following Chart outlines the delivery of **Above Minor Hockey** service areas. In review of the Divisional Director's job description, four service areas ([Slide 4 a](#)); Championships, Discipline, Communications and Operations were identified. In the new design these services would be accomplished by appointing a Branch Division Coordinator, for example a Branch Junior Hockey Coordinator, who then can work with the CEO to analyze whether the Branch Coordinator can attend to all tasks or whether addition Task Group members are required. Should the determination be made



that the Branch Coordinator cannot attend to all the associated tasks then a subject matter specialist(s) may be added to attend to specific duties under the Branch Coordinator.

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With the direction of the Branch Coordinator, either the Junior Coordinator or Task Group members would carry out the operations in the Junior Division. This system relies on the Branch and the Division to collaborate on these services.

Example - Junior B discipline: Should this task be too large for the Branch Coordinator then a Discipline Task Member could be assigned to Junior B. Should this be too big a task then a Discipline Task Member for each Junior B league may be more appropriate.

Task Groups:

- Would link to the Junior Committee through the respective Branch Coordinator for the purpose of recommendations
- The Branch Coordinator may not require Task Groups in particular service areas
- Task Group members could serve more than one Division for example a Discipline Task group member could have duties in both Junior A and Junior B.
- Task Groups are flexible according to need. As an example, the number of Championships hosted by BC in a Division can determine the number Task Group members required for that season.

To illustrate how this cooperative design works, in this design BC Hockey's responsibility becomes:

- Appoint, Train and Orient Branch Coordinators shown in orange in order to attain the highest qualified and trained individuals available to the Branch in each of the Above Minor Divisions.
- Host regular communication strategies (video / teleconferences, meetings) to standardize processes across the Branch
- If need be, assist in identifying individuals willing to serve as Task Group members (shown in Green) as well as Train / Orient any Task Group members.
- Establish delivery mechanisms in and with the Above Minor Divisions, as required.
- Communicate with the Above Minor Divisions, relay all pertinent information as it becomes available and liaise with external agencies (example: Hockey Canada) as needed.
- Ensure recommendations from Task Groups members and Branch Coordinators' are represented at Junior meetings.
- Assemble Branch reports

The Junior Division's Role is to:

- To recommend / assist in locating Task Group members, if required
- To assist in analyzing and developing the delivery structure required in their Division in each service area based on the organizational structure of the Division and the workload of the service.
- To support Branch Coordinators and Task Group members
- To allow Branch Coordinators and Task Group members communication time at meetings
- To assist member teams and leagues in their education of and adherence to processes in the Service Areas



British Columbia Amateur Hockey Association

6671 Oldfield Road Saanichton BC V8M 2A1

info@bchockey.net www.bchockey.net

Ph: 250.652.2978 Fax: 250.652.4536

There is no question that in the day to day delivery of services, the Task Group members or Branch Coordinators will be on the front line with our participants and experience items that require discussion and consideration for change. They need an avenue to bring forward regional or divisional concerns that can eventually be addressed by the Board.

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In the performance of their duties should Task Group members experience items that require modification, their first step is through their Branch Coordinator. The Branch Coordinator becomes the conduit for these to reach Junior Committee for discussion and possible recommendation to the Board.

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As well, the new proposed design for Junior Committee relies on Junior leagues to provide the best possible candidate to represent the Division on the Committee. So, if there are items that need to be discussed or changed via recommendation to the Board, a Junior Committee representative can bring forth these items through the Committee Chair or Board Liaison to the Committee.

It is felt that this operational design can be a successful avenue to address Junior operational items with the proposed Policy Board.

It is beyond the scope of this particular video to pay attention to the democratic process involved in the discussion, recommendation and resulting Notices of Motion that may produce changes to Bylaws and Regulations. But certainly the interaction of the Board with members is of utmost importance in this process as well. This is certainly another whole system of how the Board must stay in touch with the members.

