



Three Minutes for Governance Script

Addressing Minor Matters with a Competency Based Board

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 Regional Matters with a Competency Based Board**.

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.

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. 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.

The delivery structure proposed is a design similar to that implemented in programming in 2014-2015, whereby BC Hockey will name Branch Service Area Coordinators who work with the District Association or Above Minor Divisions to construct a delivery structure and seek Task Group members as deliverers.

As an example the following chart outlines the delivery of Minor Hockey service areas which previously relied on the elected District Directors to operate.

In review of the District Directors job description four service areas: Championships, Discipline, Communications and Operations were identified. In the new design these services would be accomplished by appointing a Branch Coordinator for each of the four service areas. Then with the direction of the Branch Coordinators, Task Group members would carry out the operations in the District. This system relies on the Branch and the Districts to collaborate on these services.

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 four service areas.



- Host regular communication strategies (video / teleconferences, meetings) to standardize processes across the Branch
- Assist District Associations in identifying individuals willing to serve as Task Group members (shown in Green) as well as train / orient Task Group members.
- Establish delivery mechanisms in and with the Districts, as required.
- Communicate with the Districts, relay all pertinent information as it becomes available and liaise with external agencies (example: Hockey Canada) as needed.
- Ensure recommendations from Task Groups and Branch Coordinators' are represented at Minor meetings.
- Assemble Branch reports

The District'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 District in each service area based on the organizational structure of the District and the workload of the service.
- To support Task Group members
- To allow Task Group members communication time at meetings
- To assist member Associations in their education of and adherence to processes in the Service Areas

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

There are two ways to accomplish this:

- 1) Task Group input
- 2) Representation on the Minor Committee

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 Minor Committee for discussion and possible recommendation to the Board.

As well, the new proposed design for Minor Committee relies on Minor Hockey Districts to provide the best possible candidate to represent the District on the Minor Committee. So, if there are items that need to be discussed or changed via recommendation to the Board, there are two voices at the Minor Committee that can bring forth these items:

- 1) The Branch Coordinators as expressed above and
- 2) The district representative on the Minor Committee

In addition a direct conduit to the Board exists either through the Board Liaison on the Minor Committee or the Chair of Minor should a Board Member be appointed as Chair.

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



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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.

