



Richmond Jets Minor Hockey Association
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AGM 2023 – Annual Executive Director Report

Richmond Jets Minor Hockey AGM – June 1st, 2023

Overall, the 2022-23 season was very successful and it would not have been possible without the support and dedication of our board of directors, team of volunteers and management team. I want to thank all of them for their unwavering support and all the time they sacrifice throughout the year. Community hockey does not exist without them and the Jets are fortunate to have great volunteers that are passionate about minor hockey.

Main Objectives:

The main objectives in my second full year as the ED was to build on the accomplishments of 2021-22 and continue to develop and grow the association, that included some of the following areas:

- **Relationship building** with new board members, coaches and volunteers;
- **Communication** – Improve and execute via numerous virtual and in person meetings to discuss the program goals and objectives for all divisions: U6-U9, Recreational C and the Rep hockey program;
- **Continue to build trust, accountability, respect** – Work in conjunction with all areas of the association to create a “**Jets Culture and Way**” that is inclusive and for everyone as it ties to the **RJMHA Vision-Mission-Values**;
- **Operations** – Oversee day to day operations working with the Board, management team, appointed positions, volunteers, coaches and skills providers. The Jets have a great team in place that we will look to grow in the future to deal with the ever-changing hockey landscape;
- **Competitive Model** – Hockey in BC and across Canada is changing on a yearly basis and we need to be proactive and continue to provide a competitive program. With the amount of ice we have, our robust in-house skill program for players and goalies and our quality coaches in all divisions, places the Jets in a good position to be one of the top organizations in the province. It will be important to promote the great values of community hockey and provide a program that is accessible and affordable for all.



Key Responsibilities:

The responsibilities included the following key areas:

- **Operational:** Day to day operations working with the Board of Directors, management team, appointed positions, volunteers, committees and program providers;
- **Governance/Leadership:** Worked with the President and executive team to develop a strong governance model for a working board and work with the numerous committees we have in place. Update policies and procedures as required. Attended PCAHA and BC Hockey webinars and meetings on a monthly basis;
- **Financial/Budgetary:** Member of the finance committee and worked on monthly and yearly operating budgets in conjunction with Treasurer and finance committee with the goal of being fiscally responsible. Process monthly invoices for skills providers and appointed positions and assist with grant application and 50-50 licenses and reports;
- **Programming:** Member of program and goalie committee and worked with Director of Programming and our Ice Allocator on the execution and management of the skills program. Planned, organized and executed our Opt-In programs in the fall and winter. Met with the committee and DOP monthly, to review the program;
- **Risk Management & Safety:** Worked with the risk manager, division managers and ambassadors on dispute resolution and discipline issues. Dealt with allegations and maltreatment issues from BC Hockey. Tracked penalties and suspensions on a daily basis and informed teams as needed;
- **Recreational & Initiation Programs:** Work with division managers and coach coordinators in the planning and execution of the programs. Worked with Division Manager on player evaluations and drafts and year end player evaluations.
- **Rep Program:** Member of rep coach selection committee and helped to manage the rep tryout process, working with the committee, evaluation team and division managers;
- **Coach Mentorship:** Member of the coach committee and worked with the DOP on setting up monthly meetings, and distributed presentations;
- **Pre-Season Camps:** Planned, organized and executed our 2-week camp in August, leading up to rep tryouts.



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2022/2023 Season Summary:

I learned a lot about the association and its members over the past year and it allowed me time to work with many areas of the association and became more comfortable in my role during a normal season. We continue to work on developing a strong culture that is inclusive, accessible and affordable to make community hockey the choice of many.

Overall, I feel the year was a great success on and off the ice and everyone should be quite proud of what we accomplished. It was the first year since covid in 2020 that we operated on a normal basis along with introducing a few new initiatives such as the volunteer program. We had a 90% participation rate in the program, which is a great start for year one and looking ahead, we will continue to improve the program and grow our volunteer base.

The main priority this year was to grow and develop our programming for all divisions, our skills development model and fine tune our daily operations to make for a great hockey experience. The hockey landscape is changing quickly, and we continued to focus on inclusion and diversity and create initiatives to grow the game, along with offering a very competitive model for recreational and competitive streams. We also need to continue to find ways to market and promote community hockey with the ever-growing competition from non-sanctioned leagues for all age groups. I feel we are in a very good position to succeed with the quality of coaching, skill providers, ice availability and the package offered to our members that is very affordable compared to other associations.

Over the past few months, we have put key pieces in place for the coming year, including a new Director of Hockey Operations, Linden Saip, a Director of Rep Hockey, Milton Chan, the return of our key management team including our Registrar - Tina O'Connor, Ice Allocator - Nadine Bayley, tournament registrar and equipment manager - Ken Hamaguchi, our risk manager - Dara Takenaka and our Referee in Chief - Jeff Harms and Ref Assignor Brandy Brundige. They all did a great job last year and we are very happy to have them back.

The appointment of all our A1/A2 competitive rep coaching team was approved in early April, and our lead skill and goalie providers will be back for another year with some new additions to be announced soon. We have also a number of coaches interested in the C program, which is an area the new Director of Hockey Operations will focus on this year. It is the largest part of the organization that had great success this year winning a number of league and playoff banners.



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Recommendations:

As we look ahead to the upcoming season recommendations include:

- ✓ Continue to ***"Tell our story"*** and build a competitive model for all divisions;
- ✓ Develop of ***"Jets Way"*** and continue to build our culture and grow the brand;
- ✓ Improve communication to build trust and respect;
- ✓ Build on our popular grow the game initiatives - Intro to Hockey, First and Second Shift and find other ways to bring hockey to the diverse community of Richmond;
- ✓ Work with other associations, PCAHA and BC Hockey to create initiatives to compete with non-sanctioned leagues that draw players away;
- ✓ Financial/Fiscal responsibility for the short and long term;
- ✓ Build and develop our volunteer network, especially at the younger divisions;
- ✓ Continue to improve and develop our strong skills programs from the initiation divisions through to our U18 divisions.
- ✓ Improve on our coach mentorship program offering both on and off ice programs to grow our volunteer coaching team;
- ✓ Have another try hockey and try goalie event this summer;
- ✓ Look at the overall committee structure and solidify to improve efficiency and execution.
- ✓ Recruit new board members from all areas of the association;

Summary:

I am very proud of what we have accomplished this year. I feel the association is in a good position to continue to grow and develop well into the future, we have made some positive changes for the upcoming season and are in a strong financial position. We need to continue to build and develop our culture and focus on:

Relationships | Transparency | Communication | Trust | Respect

"Hockey is for Everyone"

Yours in hockey.

Wayne Carleton,
RJMHA Executive Director