



## **2024 Association Leadership Symposium**

HOW  
DID WE  
GET  
HERE?



***“When you first got involved with your association board, what would have been some “nice to know” things before you started your position?”***



# 4 Main Themes Emerged



## Standardization and Best Practices

### ***Clear Role Definitions and Training Standards:***

Establishing specific responsibilities and required training for coaches, officials, and administrators at all levels. This would ensure a uniform understanding of what is expected at each level and role within associations.

### ***Unified Rules and Protocols Across Associations:***

Developing a comprehensive set of rules and protocols that all associations must follow. This includes guidelines for player development, coaching standards, and administrative practices to ensure consistency and fairness across the state.

### ***Best Practices for Player Development:***

Sharing and implementing proven methodologies for player development that all associations can adopt. This could involve age-appropriate training regimes, injury prevention measures, and educational resources for athletes and their families.



## Inclusivity and Program Diversity

### ***Programs for Girls and Underrepresented Groups:***

Creating more opportunities and supportive environments for girls and other underrepresented groups in hockey. This includes expanding existing programs or launching new initiatives specifically designed to increase participation and retention in these demographics.

### ***Diversity, Equity, and Inclusion Training:***

Offering workshops and resources on DEI to coaches, administrators, and players. This would help create a more welcoming and understanding environment for all participants, regardless of their background.

### ***Addressing Barriers to Participation:***

Identifying and tackling the barriers that prevent or discourage participation from diverse communities. This could involve financial assistance programs, equipment drives, or community outreach initiatives to lower entry barriers for new players.



***Comprehensive Review of the Tier System:***

Analyzing and potentially restructuring the tier system to promote more balanced and competitive play across teams and age groups. This includes criteria for team placement in tiers and mechanisms for adjusting tiers based on performance and development needs.

***Strategy for Local vs. Club Team Dynamics:***

Developing strategies to support and preserve local hockey associations amid the growth of club teams. This could involve creating guidelines or policies that balance the benefits of both types of organizations and address the concerns related to "elite" programs.

***Long-term Vision and Planning:***

Establishing a clear long-term vision for youth hockey in Vermont, including goals for player development, association health, and the sport's overall growth. This would provide a roadmap for associations to align their efforts and resources towards common objectives.



**Operational  
Excellence and  
Community  
Building**

***Board Management and Operational Efficiency:***

Offering training on how to effectively set up and manage association boards, including role-specific job descriptions, conflict resolution, and adherence to best practices such as Robert's Rules for meetings.

***Enhancing Team and Community Engagement:***

Sharing strategies and ideas for building a stronger sense of community and team spirit outside of the ice rink. This could involve team-building activities, community service projects, and family engagement events.

***Mental Health and Well-being:***

Incorporating mental health resources and support systems for players, coaches, and families within hockey programs. This includes education on gender identity, coping strategies for the pressures of competition, and fostering a supportive environment for everyone involved.



## Sunday June 2nd, 2024

<b><u>Time</u></b>	<b><u>Topic</u></b>
8:00am	Registration & Light Breakfast
8:30am	Welcome, Introductions & Keynote
9:00am	Hockey Model / Governance / Responsibilities
9:40am	Break
9:45am	Association Goal Setting / Strategic Planning
10:15am	Referee Growth & Retention & Interaction
10:45am	Break
10:50am	Foster the Future - Strategies for Expanding & Sustaining Girls Hockey
11:50am	Lunch
12:30pm	Building Your Brand Internally & Externally
12:30pm	Registrars 101 & 201 (till 2pm or when done)
1:00pm	Financial Responsibilities of your Association
1:45pm	Break
1:50pm	State Tournaments & Team Tiering
2:30pm	Recap & Closing Remarks





**USA Hockey provides the FOUNDATION for the sport of ice hockey in AMERICA; helps young people become LEADERS; sometimes OLYMPIC or PARALYMPIC heroes; and CONNECTS the game at EVERY LEVEL while promoting a lifelong LOVE of the SPORT**



**USA Hockey Board Of Directors**

**USA Hockey Congress**

**Management**

**Councils**

**Sections**

**Committees**

**Districts**

**Affiliates**

**Member Programs**



# USA Hockey Board of Directors

## Who sits on the Board?

- Officers (9)
- Directors At Large (4)
- Athlete Directors (8)
- Affiliate President Director (1)
- NHL Director (1)
- Independent Director (1)

## Responsibilities of the Board

- Establish strategic direction for USA Hockey
- Ensure appropriate policies are in place
- Provide oversight of management
- Approve annual budget
- Be fiduciaries of the organization
- Consider recommendations from Sections and Committees



# USA Hockey Congress

## Who makes up the Congress?

- District Representatives (47)
- Section Representatives (8)
- Representatives At-large (2)
- Affiliate President Representative (1)
- Independent Representative (1)
- Officer Representatives (9)
- Athlete Representatives (17)

## Responsibilities of the Congress:

- Define rules of amateur hockey
- Elect officers and board members
- Review recommendations from Councils
- Recommend annual budget
- Review and update bylaws as needed
- Interpret provisions of bylaws & rules and regulations



# Councils, Committees, & Sections

## Councils

Youth, Girls, Junior, Adult, International, Membership, Legal

- Administer and plan program area
- Make recommendations concerning improvements of their program areas for adoption by the Congress

## Committees

Affiliate Presidents', Athlete Advisory, Audit, Diversity, Equity & Inclusion, National Appeals, Ethics, Finance & Investment, Marketing, Nominating, Player Development, Playing Rules, Risk Management, Safety & Protective Equipment

- Oversee specific administrative and/or programming areas to ensure the efficient operation and betterment of USA Hockey
- Continually review their areas of focus, propose improvements, make recommendations for adoption by the Congress

## Sections

Coaches, Disabled Hockey, High School, Officials, Registrars

- Represent the interests of their constituency
- Make recommendations to further the interests of their membership for adoption by the Congress



# USA Hockey Management & Staff

## Departments and Entities

Adult Hockey  
American Development Model  
Coaching Education Program  
Communications  
Girls/Women's  
International  
Junior Hockey  
Member Services  
Membership Development  
National Team Development Program  
Officiating Education Program  
Youth Hockey  
Finance & Administration  
Marketing  
Events  
Legal  
USA Hockey Foundation  
USA Hockey Arena

- Responsible for day-to-day operations, including strategic objectives set by the Board
- Rely on processes, policies, & standards for efficiency & accountability
- Run best when all involved respect appropriate lines of communication



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**New England District is the governing body of USA Hockey for the states of Connecticut, Maine, New Hampshire, Rhode Island and Vermont.**

**The 5 Affiliate President's make up the voting board**

**Elect 4 District Representatives to USA Hockey Congress**

**Conduct Regional Tournaments (National & Non-National Bound)**

**Player Development Tryouts & Camps**

**Day to Day Operations (Registrars, Coaching, Officials, Safe Sport, Player Safety, etc.)**



## 2023-24 USA HOCKEY MEMBER COUNTS



DISTRICT	P=Paid Players	PY=Paid 6 & Younger	Total Players	Coaches	Total Players & Coaches	Officials	Total Players, Coaches, Officials
ATLANTIC	32,275	1,934	34,209	3,796	38,005	2,300	40,305
CENTRAL	57,950	7,978	65,928	8,210	74,138	4,547	78,685
MASSACHUSETTS	28,896	6,749	35,645	6,189	41,834	2,129	43,963
MICHIGAN	New England		CT	11,954			46,807
MID-AMERICAN	New England		ME	6,042			47,789
MINNESOTA	New England		NH	5,569			73,323
NEW ENGLAND	New England		RI	3,580			37,409
NEW YORK	New England		VT	4,088			52,427
NORTHERN PLAINS							22,123
PACIFIC							68,349
ROCKY MOUNTAIN	51,930	3,391	55,321	5,088	60,409	2,721	63,130
SOUTHEASTERN	61,236	3,583	64,819	4,999	69,818	3,005	72,823
JUNIOR TEAMS/NON US RES	2,291	21	2,312	235	2,547	0	2,547
<b>TOTALS</b>	<b>505,663</b>	<b>58,805</b>	<b>564,468</b>	<b>64,280</b>	<b>628,748</b>	<b>31,125</b>	<b>659,873</b>

**NON-PARTICIPANTS** (Administrators, Team Managers/Volunteers, Parents): 502,584

**Grand Total** **1,162,457**



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# VSAHA is 1 of 34 Affiliates within USA Hockey



# **VERMONT AMATEUR HOCKEY ASSOCIATION**

VSAHA, an affiliate of USA Hockey, is the governing body of amateur hockey in Vermont. Since 1977 VSAHA has been providing volunteer services for the development and growth of hockey in Vermont. VSAHA is governed by a board of directors made up of its elected, appointed, local and allied member representatives.

## **LOCAL ASSOCIATIONS**

VSAHA is composed of 13 Local Association Members. A local association is a member that represents a specified geographic area normally of a local town or school district.

## **ALLIED MEMBERS**

VSAHA is composed of 7 Allied Member Associations. An Allied Member is any individual, team or organization which does not represent a specified geographic area. Some of these members are pre/post winter season teams.



# VSAHA Board Make Up

## **Elected Positions**

President (1 Year Term)

First Vice President (1 Year Term)

Second Vice President (1 Year Term)

Treasurer (2 Year Term - Even Number Years)

Secretary (2 Year Term - Odd Number Years)

## **Director Positions**

Local Association State Representative

Allied Member Representative

## **VSAHA Appointed Positions**

Growth Coordinator (1 Year Term)

Girls Hockey Coordinator (1 Year Term)

Disabled Hockey Coordinator (1 Year Term)

Goalie Coordinator (1 Year Term)

Player Safety Coordinator (1 Year Term)

## **USA Hockey Appointed Positions**

State Registrar (Until Replaced)

Safe Sport Coordinator (Until Replaced)

Coach-In-Chief (Until Replaced)

Referee-In-Chief (Until Replaced)



# VSAHA Board Required Committees

## **Executive Committee**

The executive committee will include the President, First Vice President, Second Vice President, Secretary, Treasurer and other members of the Board of Directors as the President may deem necessary.

## **Nominating Committee**

The Nominating Committee shall be composed of three (3) current directors.

## **Rules Committee**

The Rules Committee shall be chaired by the First Vice President and shall consist of two or more additional persons elected by majority vote at the Regular October meeting.

## **Appeals Committee**

The Appeals Committee shall be chaired by a VSAHA elected officer and shall consist of two or more additional persons elected by majority vote.

## **Tournament Committee**

The Tournament Committee shall be chaired by the Second Vice President and shall consist of four or more members.

## **Player Development Committee**

The Player Development Committee shall be chaired by an Executive Officer and will be made up of the Coaching Director for VSAHA, Woman's Director for VSAHA, and a representative(s) from any Member Association appointed by the VSAHA President.

## **Audit Committee**

The Audit Committee shall consist of at least three persons, all of whom shall be a current board of director.



# VSAHA Board Appointed Committees

## **Policy Committee**

The Policy Committee shall be chaired by the First Vice President.

## **Play Up Committee**

The Play Up Committee shall be chaired by the President. This committee shall be made up of the VSAHA Growth Coordinator, and Registrar.

## **Growth Committee**

The Growth Committee shall be chaired by the VSAHA Growth Coordinator and include the VSAHA Girls Coordinator, VSAHA Treasurer, and other VSAHA Board members.

## **Girls Committee**

The Girls Committee shall be chaired by the VSAHA Girls Coordinator. This committee will include VSAHA board members and girl representatives from member associations.

## **Disabled Hockey Committee**

The Disabled Hockey Committee shall be chaired by the VSAHA Disabled Hockey Coordinator.



# Understanding Your Role On A Board

## Duty of Care

Make prudent, judicious decisions that take all available information into account and promote the association's best interest

## Duty of Loyalty

Put the interests of the association ahead of any personal or constituent interests

## Duty of Obedience

Make decisions consistent with your Association's Mission and in pursuit of the Association's Goals



# **No matter your role, focus on the whole**

- a) Champion the best interest of the association
- b) Stay up-to-date on relevant policies, procedures and decisions and on the sport at large
- c) Bring your best independent-minded self. Don't be influenced by expectations of reward or criticism

