 Notice of Motion

Prepared by: Kim West

Submitted on behalf of the 2018-2019 Executive

**MOTION**:

To amend section 6.4 of our current by-laws to reflect the addition of five (5) elected Executive roles plus two (2) appointed roles including a re-defined Vice-President role. The additional roles would be as follows:

* 1st Vice-President – Finance/Fundraising (elected)
* 2nd Vice-President – Risk Management (elected)
* 3rd Vice-President – Hockey Operations (elected)
* Registrar (appointed)
* Ice Allocator (appointed)
* Equipment Manager(elected)
* Player Development (elected)
* Coach Development (elected)

Also amend the second part of this clause which lists individuals who are “appointed by the executive” to include Registrar and Ice Allocator.

**OBJECTIVE**:

* Create a succession plan for key roles within the association
* Streamline communication thereby improving overall effectiveness and timeliness of messages/tasks/responsibilities
* Effectively re-distribute responsibilities resulting in shared responsibilities among multiple volunteers.

**RATIONALE**:

* Current Executive is comprised of 10 members (2 of which are vacant). Research into neighboring association websites found that Executive listings ranged from 12 -25 members. On average a majority fell within the 14-16 range. We are the smallest Executive by at least 2-4 members.
* In addition to being smaller, in comparison, we fail to have key roles represented on the Executive which creates opportunities/gaps when creating policy, rendering decisions, communicating and completing tasks needed for effective operations.
* Succession planning is nearly non-existent in our current state. The addition of two (2) VP positions will assist in creating three (3) qualified candidates for future president roles. Members holding the Shamrock, LLMA, IP or OMHA roles in our current state must stay in role or be elected to the 1 VP position; a process such as this creates an opportunity where qualified, committed and valuable members are forced to leave the Executive or remain in a role that they may have outgrown. Further they are unable to learn additional areas of the association which limits our ability to ensure the most qualified members are groomed for the president role.

Supporting research

Number of executive positions listed on other association websites:

St. Thomas (17). Lambeth (12). Dresden (12). Tecumseh-Shoreline (13). Kent (29). Mooretown (16). Southwest (18). Ilderton (16). Mt. Brydges (13). East Lambton (14). St Marys (6 Exec. 25 Directors). Lucan (14). Petrolia (15). Belmont (14). Strathroy (12).

Executive roles listed on other association websites:

Multiple descriptions for Vice President (Finance, Hockey Operations, Risk Management, Travel, Houseleague, Fundraising, Sponsorship, Registration)

Nearly all had and executive position for the Registrar, Ice Allocator, Development (Player & Coach), and Equipment.