

**AMHA Mission Statement:**

To promote, govern and improve organized minor hockey with the Abbotsford area. As an organization we will encourage and foster a general community spirit, maintain and increase an interest in the game of hockey and oversee the playing interest of teams and players. We will provide a safe, fun and fair environment to all.

AMHA Scorecard	Objectives	Measures
Organizational Philosophy	<ul style="list-style-type: none"> <li>• Governance                             <ul style="list-style-type: none"> <li>◦ Provide a governance model that is current with the needs of the AMHA</li> </ul> </li> <li>• Community Engagement                             <ul style="list-style-type: none"> <li>◦ AMHA better known in Abbotsford community</li> </ul> </li> <li>• People Development                             <ul style="list-style-type: none"> <li>◦ Coach development</li> <li>◦ Officiating development</li> <li>◦ Board Member development</li> <li>◦ Safety People</li> <li>◦ Volunteer development</li> </ul> </li> <li>• Player Development                             <ul style="list-style-type: none"> <li>◦ Ensure all players are developing the Sport 4 Life philosophy</li> </ul> </li> <li>• Safety - To have hockey viewed as a safe sport.</li> </ul>	<ul style="list-style-type: none"> <li>• Do an organizational analysis and implement any changes. Review annually and update as needed.</li> <li>• Community - increase media coverage as well as community recognition and involvement..</li> <li>• People Development - further formalization of coach mentorship program, while updating NCCP coaching program to the current competency based model. Volunteer training and Board member/Coordinator/Appointed Position manuals and training. Equal balance of recruitment, training and retention of officials.</li> <li>• Player Development - Ensuring that our intro and exit players have a high level experience.</li> <li>• Continue to develop our safety programs both on and off the ice.</li> </ul>
Business Operations	<ul style="list-style-type: none"> <li>• Maintain a fiscally responsible budget that allows fees to stay appropriately priced.</li> <li>• Further Develop Association's Business processes, policies and</li> </ul>	<ul style="list-style-type: none"> <li>• More transparent financial statements with activity based costing.</li> <li>• New org structure, bylaws, and policy manual in year 1. Update in subsequent years.</li> </ul>

Business Operations Continued	<p>procedures to lesson load on volunteers</p> <ul style="list-style-type: none"> <li>• Leverage Association's resources internally.</li> <li>• Seek/Develop Further Ice &amp; Facility Resources.</li> <li>• Communication plan</li> <li>• Volunteers - Recruitment - Training - Retention</li> <li>• Succession planning</li> </ul>	<ul style="list-style-type: none"> <li>• Tap into subject matter experts from within the AMHA (i.e. Lawyer for legal advice, etc.).</li> <li>• Continue to work with community partners such as the City, ice vendors, etc.</li> <li>• Develop a communication plan for internal and external communications.</li> <li>• Formalize and document all Board, and Appointed Position job descriptions and encourage job shadowing from inside and outside the membership. Continue to recruit volunteers for these positions.</li> <li>• Volunteer satisfaction survey and feedback.</li> </ul>
Sport Operations	<ul style="list-style-type: none"> <li>• Increase understanding of the LTADP</li> <li>• Continued skill development at all levels of the game: <ul style="list-style-type: none"> <li>○ Goalie Program</li> <li>○ Intro to Hockey Program</li> <li>○ Recreational Level Programming</li> <li>○ Spring Programming</li> <li>○ High Performance programming</li> <li>○ Officiating</li> </ul> </li> <li>• Focus on Safety of Participants</li> </ul>	<ul style="list-style-type: none"> <li>• Monthly Hockey Director Communications.</li> <li>• Measure success of existing quantitatively via attendance, and qualitatively via survey feedback.</li> <li>• Provide updated and additional safety resources to all members including Coaches, Managers, HCSP, Board Members, Appointed Positions, and Parents.</li> </ul>

\*\* A review of the strategic plan shall be conducted at the end of each year.

\*\*\* A formal review of the strategic plan after year three will be conducted to update for any unforeseen changes.