

RMMHA – RETURNING BOARD MEMBER QUESTIONNAIRE

Name:

Amelia Norrie

Age Division your Kids are currently in:

U13 and U9

How many years have you served on the Board previously?

2

What position/positions have you held on the Board?

Atom/PeeWee Director (2020/21) + VP-C Hockey (2021/22)

Board Position Interested in for this coming season:

VP-C (two year)

What has been your greatest accomplishment since being a member of the Board?

Since joining the Board in 2019, learning how to adapt and change with the pandemic has been a huge accomplishment. In my first year, adapting to last minute changes in the the PHOs and having to implement a development season for the athletes was one of the Board's biggest successes in my opinion. And while my first year was an interesting one, my second year presented new challenges that needed to be overcome.

Mask wearing, vaccination passports and other obstacles presented their own set of challenges with the goal of keeping the athletes playing the sport they love being top of mind. Having the ability to play games this season and keep our athletes and coaches safe was a huge accomplishment, as well as keeping the season as "regular" as possible for parents and athletes alike.

In addition, with the help of our General Manager, the evaluation and draft process went smoothly this season resulting in competitive, relatively balanced teams throughout all 4 divisions, as evidenced with PCAHA banner wins in each division.

One thing that I had set out to do at the start of the season was to empower our high level volunteers and improve on their contributions as well as their stewardship throughout the season. The division managers in all programs (H, C and A) were all critical to making the season run smoothly, and I am proud to have been able to work with such a great, intelligent group of people this season.

What do you hope to achieve while on the Board of Directors of RMMHA?

As representatives of Ridge Meadows Minor Hockey Association, we have the ability to make decisions that impact the trajectory of our Club's development for the future. I'd like to build on some of the positives that I began in the 2021/22 season. For example, further improving the evaluation and draft process – allowing coaches to have more input through Team Genius evaluations and drafts which the C program began for the 2020/21 season. While I feel we had a successful draft for all 4 divisions this season, things can always be improved. Hockey should be fun, and while we need to comply with BC Hockey and PCAHA guidelines for team composition, coaches' input and athlete individuality is a large piece of this puzzle.

Other areas of improvement would be around coach retention in the older age groups, ice schedules and development sessions; these are areas that could benefit from my existing experience and deserve more focus to maximize player benefits.

I would also like to see the BoD continue to utilize the hundreds of willing volunteers that this association has, by trusting their skill sets and allowing parent volunteers to have more input OR work collaboratively with the Board where they have strengths. While the Rustlers Board is a working Board, the workload to run a 1000 Member+ association doesn't need to fall squarely on the shoulders of the 11 (volunteer) Board members, and paid staff. There are many key roles (board positions, division manager, team managers, equipment managers and coaches) that need to be considered when making decisions on behalf of the entire association. I feel that we did a great job of utilizing some of these individuals this season, and I would like to see this continue into the future.

Ultimately, I have been an Association volunteer since my older son was in H3, and I feel that this experience as well as my previous two years on the Board of Directors, has positioned me well for continuing on in the role of VP-C. There are areas that still need improvement (coaching stewardship, goalie development, player development) but many areas that can also be expanded (coaching and parent input, drafts and evaluations). My plan is to continue to build on the momentum from this season and propel the C program forward for the future.

What Volunteer activities within RMMHA have you had in the past few years?

Division Manager – H3 (2017/18)
Division Manager – H4 (2018/19)
Division Manager – Atom (2019/20)
Team Manager – H1 (2018/19)
Team Manager – H2 (2019/20)
Team Manager – H3 (2020/21)
Team Manager – U9 (2021/22)
Team Manager – U11 (2020/21)
Team Manager – U13 (2021/22)

What do you think are the characteristics of a great board member?

Working collaboratively with a group or like-minded people is key. A great board member should care about the opinions of others, be a great listener, and attempt to troubleshoot any issues that come their way. It's important to "leave your ego at the door", and ask for help when needed to avoid issues, rather than having to fix them. Humility is also extremely important – as humans, we make mistakes. Own up to those mistakes, find suitable solutions to move forward.

Most importantly, always ask yourself if what you're doing is in the best interest of the athletes. If the answer is yes, then this is the indicator that the decisions and actions you're making are going to have the best possible impact on our association.

What specific skills, talents, expertise and experience do you have that would benefit the Board and the Association?

2 years Board experience with RMMHA, dealing with people management and conflict resolution
3 years as Division Manager with RMMHA working with Board and PCAHA on a variety of issues
President of Surrey Sharks Field Hockey Club 2011-2014, dealing with membership, Board relations and volunteers, as well as field allocations, scheduling and registration
10+ years with current employer as fundraiser and community relations specialist which continues to have a positive impact on RMMHA

How many hours per week or month do you have available to contribute to the Association?

As needed