

Frontenac Families

Happy New Year!! This email is long over-due. Last summer we asked you to complete a short survey. The goal was to get feedback on FMH programming. Thank you to everyone who participated. We will do another survey at the end of this year. Here is a synopsis of the results along with some great questions we received.

### **Bottom-line**

In total we received 34 replies. It appears that the majority of parents are very happy/satisfied with FMH. Here are the quantitative scores

**Are you happy with your experiences at FMH?** Average Score = 4.2/5

**Are you satisfied with the value you are getting from FMH?** Average Score = 4.2/5

**Are you happy with the bench staff?** Average Score = 4.3/5

### **Preferred Communication Method**

Email

### **QUESTIONS/IDEAS/CONSTRUCTIVE CRITICISM**

#### **Question - How come Rep teams get more ice time than LL teams when we all pay the same amount for registration?**

Great question. We receive this question the most often.

1 - All FMH players pay the same amount for registration (per age division). When we calculate registration costs we start with the premise that each player will get 1 x shared ice practice each week.

2 - Additional ice-time (or full ice practices) costs extra money and would require an increase in registration costs. Rep teams do have full ice practices BUT these extra ice-costs are paid for by the rep team. In addition, most rep-teams also secure extra private ice at their own expense.

3 - Using our U13 rep team as an example, they have budgeted approximately 10k to pay for this extra ice. These costs are covered by the team (not FMH). In addition, these Rep teams also pay for their own development and uniforms. For LL teams, these jersey and development costs are covered by FMH.

4 - When I took over as president, I canvassed many neighbouring associations to get a better feel for their programming and registration costs. I wanted to get a better appreciation of how our programming compared. As a general rule most associations only offer 1/2 ice practices for LL. Likewise, I am confident that our registration costs are some of the lowest in the area.

5 - I am always looking to get more ice for FMH. While we already use all of our FCA ice-allocation, whenever possible, I do try to get our LL teams some full-ice practices.

#### **Question - It would be great if we can run a select program like CAL and KAMHA?**

Agreed. There are a couple of factors to consider.

FMH priority is to run a Local League and Rep program. Generally, the main barrier for running a Select program is our registration #s. We can only run a select program if 4 criteria are met:

1 - There is qualified bench staff who will organize (we usually have volunteers)

2 - There is ice available (I can usually find some weekend morning ice)

3 - Select programming cannot interfere with LL or Rep programming

4 - There are enough players. This is where things get complicated. Players are only allowed to be on 2 x OMHA rosters at any given time. This means that LL players must choose to be rostered as an AP to a Rep Team, or rostered on a SELECT team. Most families have historically chosen to be AP'd.

**Comment - People on the Board should step down after 3-5 years to allow new people to volunteer**

As a general rule I agree. However, I can tell you that despite repeated general and targeted requests for volunteers, we only manage to get 1-2 new volunteers a year. (Our board is approx. 12-15 pers)

I am biased but I think we have a pretty good thing going. Board renewal is crucial for the health and longevity of our programming. Unfortunately, when I look around the table now there are many volunteers whose kids are in the U15/18 age-group. Our two most critical volunteers (Heather/Registrar and Debbie/Treasurer) kids left the organization years ago

We have made it a priority this winter to target the next generation of parents willing to step up. Many hands make light work. Without this Board renewal I worry that the foundation for community hockey will be in trouble

Please let us know if you would like to join our team

**Comment - Rep coaches should be selected by a committee that is not associated with any of the people who are applying to be the coach as sometimes it can be a biased process.**

Agreed. In fact, we already have this process in place.

**The Process.**

1 - A call for applications is made in Feb/March

2 - A coaching committee is struck by our coach coordinator. On this committee is our coach coordinator, an outside member (with no affiliation to FMH), and an internal member (usually a former coach or Exec member). The internal and external members are specifically chosen so there are no real or perceived conflicts of interest. If our coach coordinator has a conflict of interest then they step aside and are replaced

3 - All candidates are vetted by the coaching committee. This may include an interview and review of practice plans and season plans

4 - The coaching committee will make a recommendation to the FMH Board

5 - The FMH Board will vote to accept/decline the coaching committee recommendation.

Note: Board members with a conflict of interest (i.e - a child in the age division) cannot vote. All votes are done anonymously.

**Comment - Teams should be selected by an outside source using independent evaluators**

We disagree. It is our opinion that coaches should be allowed to choose their team. Independent evaluators are a great resource for our coaches to help select their teams. All of our coaches have historically used them. However, a players skill level is only one factor that comes into team selection. Please note that all rosters do need to be approved by FMH so there is some checks and balances

**Comment - Get rid of half ice for u9. It is ridiculous and so confusing for the kids.**

Bottom-line - This is not a FMH decision. Half-ice hockey for U9 and below has been mandated by Hockey Canada

This is a very long conversation with people on both sides of the argument. I was the Novice Rep coach when this was first implemented back in 2019 so I know the history and pros/cons very well. Happy to discuss for those interested