Hockey Development Committee Charter

As approved by the MYH Board on July 12, 2026

1. Purpose

The Hockey Development Committee ("HDC") serves as the steward of Middleton Youth Hockey's long-term hockey vision and continuous improvement efforts. The HDC ensures that all players, coaches, and families experience a positive, evidence-informed, age-appropriate hockey experience that prioritizes long-term development, lifelong enjoyment of hockey, and the growth of great people.

2. Authority

With oversight from the MYH Board, the Hockey Development Committee is authorized to:

- Lead MYH's hockey strategy, standards, culture, and programming.
- Recruit, onboard, and support coaches. Guide coaching methodologies.
- Build development assessment and team-formation frameworks; lead development assessment and team-formation processes.

3. Scope

The Hockey Development Committee's scope includes, but is not limited to:

- Fostering a positive, welcoming hockey culture that builds community, character, competence, confidence, broad participation, equitable access, and lifelong participation.
- Establishing the club's shared development philosophy. Continuously evaluating club practices and programming, emerging research, and leading player development models (including USA Hockey's ADM & LTAD) to identify opportunities for innovation and improvement within MYH.
- Providing strategic direction and operational oversight for all player- and coach-development activities; ensuring that every team, program, and on-ice or off-ice session delivers a fun, consistent, high-quality development experience. Institutionalizing individual learning.
- Supporting well-rounded long-term athletic development, multi-sport participation, player retention, smooth transitions between levels, and connection to Middleton High School hockey.
- Championing long-term player development by ensuring developmental priorities consistently take precedence over short-term competitive outcomes.
- Establishing systems for coach training, mentorship, feedback, and support. Ensuring coaches are consistent, connected, and aligned to provide high-quality player experiences across all levels.
- Defining and maintaining age-specific developmental objectives and success indicators for players, coaches, and programs across all MYH levels.
- Maintaining opportunities for players to develop leadership, mentorship, and coaching skills that strengthen both individual growth and the broader Middleton hockey community.
- Designing fair, transparent, development-aligned development assessment processes and placement guidelines.
- Promoting family understanding of MYH's development philosophy and creating opportunities for support, communication, and partnership.
- Assisting the Board in highlighting the hard work of hockey volunteers and players.

- Collaborating with the Board on resource allocation, operations, and scheduling priorities. Advising on equipment, facilities, and staffing needs related to hockey development.

4. Boundaries

To preserve the Board's governance authority and maintain clear operational lanes, the Hockey Development Committee may not:

- Alter association bylaws.
- Make decisions regarding discipline, conduct, or safety.
- Commit funds beyond Board-approved budgets or modify the annual budget.
- Enter into contracts or financial commitments.
- Fill Board vacancies or elect Board Officers or Directors.
- Unilaterally change registration/eligibility rules governed by external bodies.
- Approve or appoint coaches to teams; the Committee may provide recommendations, but coach appointments remain the responsibility of the Board.

The Committee's role is developmental, cultural, and technical, not governmental or disciplinary.

5. Committee Operations and Relationship to the Board

Internal Functioning

- The HDC operates as a collaborative, consensus-driven committee focused on developing and furthering MYH's long-term hockey vision.
- The committee meets regularly during the season and as needed in the off-season to review development progress, evaluate programs, and plan club improvements.
- The Chair sets meeting agendas, facilitates discussion, and ensures follow-through on committee decisions. Members contribute agenda topics and further HDC projects.
- Subcommittees or working groups may be formed to address specific hockey initiatives, with recommendations made to the full HDC for review.

Relationship to the Board

- The HDC is MYH's primary authority on hockey, development, and coaching and is empowered to make operational decisions within its defined scope and in accordance with MYH policy.
- The Committee leads the club's hockey development vision, learning, and programming, while the Board provides governance, strategic oversight, and resource stewardship.
- The HDC and Board collaborate to ensure alignment between hockey operations, organizational priorities, and long-term strategic planning.
- The HDC leads player development assessments and team formation; the Board maintains oversight of MYH development assessment procedures, decisions, and final approval of team coaching assignments.
- The Board retains final authority over organizational policy, budget, discipline, safety, and any matters outside the HDC's defined authority.
- The HDC keeps the Board informed through regular reporting on program performance, developmental outcomes, and emerging needs.

6. Chair

The Hockey Development Committee Chair leads the committee. The HDC Chair applies to, is appointed by, and reports directly to the MYH Board of Directors. The HDC Chair may be any Middleton Youth Hockey club member, including a member of the Board.

- **Hockey Development Committee Chair:** champions a positive development culture that empowers coaches, supports holistic long-term player growth, and aligns all hockey programming around shared developmental principles; fosters collaboration, communication, learning, consistency, and age-appropriate development across all levels.

7. Possible Hockey Development Committee Positions

- **Coach Support Lead**: leads the continuous development of the club's coaching community by maintaining systems for support, feedback, collaboration, training, and age-appropriate player development methods.
- **Culture & Experience Lead:** leads the development of a fun, positive, development-centered hockey culture by promoting the club's values, supporting healthy team environments, and helping coaches, players, and families create a strong sense of belonging and shared purpose.
- **Foundations Lead:** oversees 10U and younger player development foundations. Responsible for practice standards and methodology, skill, skating, and puck-touch benchmarks, player and coach enjoyment, engagement, and long-term love of the game.
- **Advancement Lead:** oversees 12U and older player development and progression. Responsible for practice standards & methodology, skill, skating, & puck-touch benchmarks, transitioning to full-ice & contact, and preparing players for HS or U18 hockey.
- **Skating Development Lead:** guides skating development across all age groups by establishing club-wide skating standards, curriculum, coach education, and practice support.
- **Development Assessment Lead**: plans and administers player development assessments to ensure communication, developmental experiences, fairness, consistency, and post-assessment feedback.
- **Goaltending Development Lead**: guides goaltender development through training standards, practice curriculum, coaching resources, and coach support across all age groups.
- **Off-Ice Development Lead**: designs and oversees age-appropriate off-ice training that supports holistic athletic development, movement skills, and hockey preparation.
- **Additional Club Members (as needed)**: Offer specialized expertise or support on specific initiatives at the discretion of the HDC Chair.

Advisory HDC Members:

- **Middleton High School Varsity Head Coach, Junior Varsity Head Coach(es), Goalie Coach**

8. Member Terms

HDC members are considered and appointed by the MYH Board upon application to and recommendation by the Hockey Development Committee. All HDC members, including the Chair, serve a one-year term. HDC member terms begin on June 1 and end on May 31. The Board must approve any

changes to the HDC's composition or to members' term lengths. The Board or committee may remove a member for cause in accordance with the organization’s governance procedures.

9. Meetings

The committee meets a minimum of 8 times per calendar year. The Chair may call additional meetings when hockey operations or planning demands require it. Virtual meetings or virtual attendance of meetings is permitted.

10. Recordkeeping

The committee maintains agendas, development plans, development assessment frameworks, and documentation in the club’s shared-access storage system for continuity and transparency.

11. Reporting

The Chair provides a verbal report at each regular Board meeting summarizing:

- HDC meeting actions
- Program needs, updates, and outcomes
- Development assessment and placement recommendations
- Upcoming deadlines, events, or resource needs
- Long-term development strategy updates
- Risks or issues requiring Board attention

12. Decision-Making

The Committee strives for collaborative decision-making and seeks consensus on all routine hockey-development matters. When consensus cannot be reached after reasonable discussion, decisions are made by a simple majority vote of Committee members present, ensuring that outcomes reflect the group’s collective judgment. The Chair facilitates the process and ensures that all perspectives are considered, but does not unilaterally decide routine matters. Decisions that fall outside the Committee’s defined authority or require governance action are elevated to the MYH Board for review.

13. Conflicts of Interest

Members of the Hockey Development Committee must act in the best interests of Middleton Youth Hockey and recuse themselves from discussions or decisions where their coaching role, team assignment, personal interests, or family status could create a real or perceived conflict. Committee members will promptly disclose any potential conflicts, and the Chair will ensure that decision-making remains impartial, transparent, and free from undue influence.

14. Annual Review

The HDC reviews this charter annually and recommends updates to the Board to ensure alignment with MYH needs, development standards, and best practices. The Board will review the HDC scope, membership, and performance annually and may update terms to reflect the club’s strategic priorities.