

CJO's Commissioner Report- February 2024

January was a very productive month. I am very proud of the strides our board has made during only the first month. I want to thank everyone who has taken time to better our program as I know it does not come without sacrificing something else in its place. We have gained access to logins, organized, reviewed, and strategized collaboratively.

Program needs are starting to pick up with many important dates and events on the horizon. I appreciate continued attention to detail and sharing or delegating tasks as necessary to keep the ball moving. Continuous improvement is important to me and benefits the program in an impactful way. I plan to introduce this initially through:

Committee expectations- I will be putting together a short list of items I would like to see our committees working on as a starting point.

Knowledge management- It is imperative to our organization that we identify a method and location for housing universally shared documents. Additionally, any wisdom or information that would be important to the organization should be documented and housed in that universal location. Each board member should be creating such documentation throughout the year and adding it to the identified source. By doing this, it should save our board and future boards a considerable amount of time and support a positive perception of our program to surrounding communities.

Important Resources:

- USA FOOTBALL -www.USAfootball.com: This is the main resource used by the Mid-Michigan Pony Football League. There are a lot of resources available here for parents, coaches, and community members related to our current programs.
- Mid-Michigan Pony Football League- www.mmpfl.com: This entity is the league we participate in for flag and tackle seasons up through 6th grade.
- Mid-Michigan High School Athletic Association (MHSAA)- www.mhsaa.org: association that governs our physical area for 7th and 8th grade program as of tackle 2023 season. This group will interpret and make decisions for these grade programs.
- National Federation of State High School Associations (NFHS)- <https://www.nfhs.org/>: Overall association that sets rules, expectations, and standards for organized sports used by the other leagues and associations.

Mid-Michigan Pony League Football:

- The meeting was held in person, many attended virtually due to last minute date change.
- The next meeting will be on Sunday, February 25 at 6:00pm in Mason.
- The league is looking forward to building better relationships with our community.
- The 2024 board will be voted on at the February meeting.

- Rules on camps and conditioning: Groups must allow students from anyone in the league to attend camps and it should always be posted in a local place where others might be able to see it. Groups may not begin “conditioning” until what we refer to as our mandatory practice is, following MHSAA start times. Groups can, however, begin workouts that do not involve a ball or wearing equipment on a physical person anytime following the completion of the school year. Clarity on this was received from Amber at MMPFL on 2/5/24.
- Rosters are changing. Every team must submit a roster to the league at the beginning of the season with all players listed. Teams will also submit a game roster. This allows MMPFL to have a main roster to compare against.
- The MMPFL wasn’t sure what the “Creed” or “Member City Statement” is and is looking into this, as it states we must turn these in, in the current set of rules.
- The MMPFL board has had a lot of issues with parents going directly to their board with complaints instead of the CJO board. They would like us to correct this.
- MMPFL asked about our intent with coach selection for the year, based on concerns of some issues last year. I assured them we will be completing an interview and selection process.
- Team size/split: this is being discussed at the next meeting. We asked the league to agree on a method of splitting and updating this rule. This way, splitting should be conducted more fairly across the league and team matchups paired more evenly.
- Discussion around possibly creating a “Rules committee” within the MMPFL to ensure annual reviews, hosting discussions, gaining feedback, and working together to update as needed.

Personal conduct- While many communities are experiencing an increase in obnoxious behavior at sporting events, I would like to reiterate that this will be a zero-tolerance rule. Students are held to an expected behavioral standard to continue playing sports. Adults should be held to an even higher standard. Every adult in attendance sets an example: good, bad, or otherwise. Behavior at events represents our community, our family, our players, and our program. We will significantly increase accountability when it comes to personal conduct because it is important to the reputation of the Charlotte Junior Orioles program.

2024 Program Priorities-

<i>2024 Priorities</i>				
1.) Begin offering 3rd grade tackle football as part of the CJO Program.				
2.) Identify and begin implementation of a solution for the bleachers.				
3.) Identify and implement use of a website/sports portal.				
4.) Increase concession offerings and profitability.				
5.) Identify and implement increased accountability and personal conduct.				
6.) Identify and improve facilities and program improvements.				

2024 Goals:

- Start a “Legacy Fund” for sponsorship of a player experiencing hardship. This could include player fees, equipment, or camp/event fees.
- Increase support resources and event opportunities to parents, players, and the community.
- Use of a website to connect community with CJO resources and opportunities.
- Identify and implement a method for volunteer coverage and staffing that is efficient and effective.
- Increased visibility of the CJO board at events throughout the year.
- Increase board meeting attendance from the community through positive education and influence.
- Conduct 3 or more effective fundraisers throughout the year.
- Increase sponsorship opportunities through relationship building with local businesses and organizations. Additionally, CJO will promote these sponsors to ensure continued support.
- Identify an alignment plan for Charlotte football and implement.
 - Player development plans
 - Appropriate expectations for various stages
 - Increased integration of older to younger player interaction and influence
- Conduct significant facility upgrades, organization, and overall cleanliness to increase appeal of our facility.