

MISSION

- Provide a safe, fun, and affordable youth hockey experience for all members.
- Instill and support family values guided by respect for oneself and others.
- Create an environment that emphasizes progressive skill development necessary for success.
- Educate, understand, and respect various levels of competition.
- Hold the game of hockey in high regard, along with its players, coaches and parents.
- Develop friendships that last a lifetime.

BOARD MEMBER ATTENDANCE					
Amy Andrys (P) Zoom	John Thomas (T) Zoom	Sarah Knuth (S) Zoom	Matt Gillette Zoom	Stephan Hanzlik Zoom	Matthew Havlik Zoom
Scott Johnson Zoom	Aaron Zelin Zoom	Wes Kurszewski (VP) Zoom	Jena Millard Zoom	Jamie Miller Zoom	Tim Noethen Zoom
OTHERS IN ATTENDANCE					
Justin Potter Past President No	Mike Schindler Director of Hockey No	Janna Roberts Guest Zoom	Traci Graf Guest Zoom	Damara Hudnell Guest Zoom	Jeremy Froehle Guest Zoom
Jeremy Clark Guest Zoom					

- Call to Order @ 6:01 AA
- Moment of Gratitude
 - Time of the year where the grind really starts to kick in
 - People all over the association helping out whether they get DIBS or not
 - Thank you to those that are listening or present for all the hard work getting put in
- Approve [December](#) Minutes Motion to approve M1-JM, M2-MG, motion carries
- Group UPDATES
 - Rec Center
 - Jim was very appreciative for the help after River Kings game
 - Outdoor rink/season 2027
 - Reach out to Jim for more details/if you would like to be apart of the planning
 - Central Wisconsin Winter Classic
 - Community wide- all the user groups- a lot of people involved
 - Puck marks on walls - take pride in the rink
 - Director of Hockey
 - Unable to attend
 - Reach out to Mike with any questions
 - Mike will be getting with Wes to set up a coaches meeting to look at practice plans
 - Guest Topics (5 minutes)- Multiple board members representing a single family (Chris Cremeens)
 - Chris unable to attend, will move his piece to February
 - Board members are not representing their family, they are representing the association
 - It is an open process, if people are willing to put their name on the ballot and get voted in, there shouldn't be an issue
 - Verbiage in bylaws states "conflict of interest" - article 1 section 4 in bylaws
 - One non association individual elected per year to the board for a 3 year term
 - Increase in the number of individuals running for the board in recent years
 - Nothing prohibits people from the same family running for the board
- Exec. & Standing Committee Reports
 - **Executive**
 - Election Timeline (10 minutes) (AA)

- Confirm nomination committee (SJ, MH, AZ) **confirmed**
 - Kirk Baneck and Vaughn Kubisiak
- John Thomas will be resigning at the end of his 2 year (this year)
 - There will be a one, one year seat open
 - JT will need to put in his resignation in writing to be approved
- Guests need to be on agenda
 - Meetings are open, guests are welcome
 - If a guest wishes to speak on the topic, reach out to SK a week in advance to be added to the agenda
 - 5-10 minutes given to guest topics
 - We do have the ability to go into closed session if we have voting or confidential matters
 - Guests will be asked to leave the meeting before the closed session begins
 - To be able to streamline and stay on topic
- Meetings will be open and voting, if need be, could be closed at end of meeting
- Cultural Survey - email from Fran as starting point (5 minutes) (WK)
 - Subcommittee to create questions and what to do with information
 - Feels like we are at a potential shifting point in the culture of the association
 - A big range of opinions, some more vocal than others
 - Come up with a shorter survey, can even be anonymous, dealing with our culture
 - Potentially create a subcommittee for people to create questions
 - Reach out to WK if you have interest in that
 - What is important to our association
- **Finance/Fundraising/Marketing**
 - [Financial report](#)
 - Checking account is low
 - What can we do with our money market account?
 - Janke fund is being used
 - Replenish?
 - What is a target number? What is the “nest” for?
 - Net zero, get it in/get it out, don’t be in the negative
 - What was our starting number on May 1st and what is it after 1 fiscal year?
 - Investment account?
 - Talk to Jason Deitz, someone knowledgeable, about how we can grow the funds that we have
 - JT will reach out to Jason for guidance
 - SK will reach out to Janke family about scholarship
 - About a 10 year to run it to \$0
 - Keep the checking, checking, in order to more freely access money
 - Treasurer position is set to be open in April
- **Membership**
 - Code of Conduct-Disciplinary actions (5 minutes) (AA)
 - One player received written warning, first warning, no steps on scale
 - Other association contacted due to the nature of what the coach posted
 - One player received a step 2 suspension
 - DIBS update (5 minutes) (AA)
 - Sportsmen’s DIBS added and pretty much all claimed
 - A lot of things came up with DIBS that weren’t really an issue in the past that have been addressed
 - Have there been enough DIBS to go around?

- Learn to Play event could allow for possible DIBS?
 - **Program/Player Development**
 - Goalie development continues- supportive feedback from goalie families
 - Would Coach Kyle be willing to hop on the ice during actual practices to work with the goalies during on ice practice?
 - Another coach willing to step onto the ice and be more of a specific goalie coach during on ice practice
 - Practice Up/Play Up Policies
 - Email chatter, variety of opinions, haven't landed on a consensus recommendation as of this moment
 - Our association verbiage is one year, WAHA doesn't have that verbiage, USA Hockey strongly discourages any play up
 - Committee leaning toward leaving verbiage as is
 - Work with the kids we have in the age groups we have and develop them each and every year
 - May be an opportunity to pull kids up if we needed to make two teams, kids should stay with their appropriate age group
 - Set up appropriate opportunities for kids
 - Try Hockey for Free
 - February 22nd - times changed to match flyers that were handed out at parade
 - Will be recruiting to give a hand with event
 - MH spoke to JA about some ice time for Learn to Play hockey
 - Mid March/April, 5 sessions or so
 - Will discuss next board meeting to decide on number of sessions, as we will have to pay for the ice time
- **Old Business**
 - Nagorski Family/New Player Opportunity Update (5 minutes) (AA)
 - AA reached out with our plan a few weeks ago, have not heard back
 - What can we do for older players wanting to start, whether at the beginning of the season or in the middle of the season?
 - PW level athlete wanting to try - coach, director of hockey, PPD came up with a plan and he will be joining for practice once he gets his USA hockey
 - USA hockey has waivers that we can offer for them to sign without them having to go through USA hockey, for some cost saving
 - As long as parents have insurance
- **New Business**
 - Refs (5 minutes) (JM)
 - New refs have been paired together a lot
 - Could we pair higher level with lower level
 - Get in touch with Andrea
 - A ref reached out wanting to ref in Rapids and was told no, not needed
 - Games have been getting very physical
 - A lot of refs are very quiet and nervous to call a penalty
 - Especially when getting yelled at by a coach
 - How are our refs doing?
 - Want a ref liaison
 - Not having a liaison is really hurting us, refs are young and are still learning

- We really need someone to guide - even new adult refs would struggle
 - Reach out to BF to see if he would be willing to help out the rest of this year and possibly next year
- Could we get feedback from our coaches about the reffing - positive and negative
 - Had a form last year - post game review of the refs
 - Could a paper form be given to the coaches, ours and opposing team, at beginning of game when signing the iPad game sheets
- Playdowns need to have refs with a level 2 or higher
- Send an email to the referees about confidence - don't wait for someone to complain
- Riverkings conversation (10 minutes) (AA)
 - Task to PPD
 - Paul offered two of his assistants to be Director of Hockey
 - He was asking \$10,000
 - Running the program as a junior river kings program
 - Didn't go this route -
 - Money
 - We're SWCYHA, not ready to move in a different direction
 - Paul got the impression we didn't want anything to do with them, clarified the amount we pay our DoH
 - Wants to be involved with our youth - has his players working with youth in Marshfield and Wausau because he wants them involved in the community
 - Riverkings program has no intention of leaving the area
 - He knows someone that could come and be an on ice training with our refs
 - How can we involve the riverkings and use them as a resource for our youth?
 - He mentioned mentoring, both players and coaches
 - Riverkings goalies could get on the ice at some practices?

Questions-

- Should coaches be exempt from game day duties?
- **CLOSED Session:**
 - Liaison Feedback Form
 - A lot of feedback from the Bantam and Peewee levels (one team)
 - Our board needs to look at the wording of "equal playing time"
 - Is this the terminology that we want
 - Take a look at game scheduling process - more input and collaboration
 - Managers and coaches work together to look more into the schedules later in the season
 - Your perception is going to be your reality
 - More guidance for a non parent coach
 - Cultural Survey would help with some of this
 - PW email (SK)
 - Many parents go to Eric, at least one parent is always waiting for him
 - Very transparent
 - Could be a hazard to be on the ice - safety
 - Could happen at any level, most of the players know it could get physical, they take that risk
 - Coach doing a wonderful job developing all of the athlete's skills
 - As far as playing time, differing opinions
- PPD/Board Tasks
 - Developing a resource for age appropriate drills for coaches

- Any process we might like to have with these paid positions (DoH, non parent coach)
 - Monthly check in, mid season check in?
 - Balance between skill work and systems work
 - Do the coaches feel comfortable running skills based practices
 - We are heavy on skills and less on systems
- Where we stand on all of the playing up
 - Does not need to be clear across the age levels, just needs to be fluid
- As we approach this next year, this needs to stay in the back of our mind
 - How we structure teams
- As a board, we have to have the coaches back
- Do all coaches get their DIBS if they aren't pulling their fair weight
- Any voting matters
 - Cultural Survey - small committee create it, we review it
 - Not anonymous, but maybe age group specific
 - Keep it simple and relatively short to get as much data as we can
 - What do people in our association value most
 - Where do you want to see us go
- JT Motion to adjourn, M2-WK, @ 8:42
- Next Meeting: February 17th @ 6 PM @ SWCRC
- Top Three Takeaways
 - 1. Good direction for next year
 - 2. Culture survey idea
 - 3. Getting involved with Riverkings
- Adjourn

Agenda Item	Action	Responsible and Date
Ref Scheduling/Pay	Reach out to Andrea	AA
Janke Scholarship	Reach out to Family	SK
Money Market Account	Reach out to Jason Deitz	JT
Refs	Reach out to Brandon	MH

“On the Bench”:...

- Playing and Practicing up - guests please email SK if you would like to speak to this
- Should coaches be exempt from game day duties?
- “Equal” playing time verbiage review