



Annual Meeting Minutes

4/9/25

ROLL CALL: Anderson, Berthiaume, Crimmins, Garver, Hanson, Howarth, Izzard, Kyrola, Papko, Penney, Peterson, Severin, Sislo, Steen

ABSENT: Grothe

MEETING CALLED TO ORDER AT: 6:01 By President Sislo

APPROVAL OF PREVIOUS MINUTES: Motion by Papko second by Kyrola

OFFICER REPORTS:

President:

- Our first order of business following last year's annual meeting was to fill our vacant board seats that were the result of approved bylaw changes and election results during last year's annual meeting- the board was left with a vacancy at VP and two empty directors seats- Mark Papko was nominated by the board of directors and voted in as Vice President, Mark's director seat then became vacant leaving 3 board of directors seats open- Justin Izzard was nominated and elected to fill a 2 year term, and Jon Garver and Kacey Steen were nominated and elected to fill one year terms as directors
- End of the Year Surveys: People always ask what happens to the surveys, and if anyone actually reads them. Last year, the survey results were compiled and shared with each committee for review. Many of the policy changes in the off season and the action each committee took were based off the survey responses. Your voices matter, and I look forward to using the responses from the recent year to continue our growth and improvement as an association.
- Grants and Donations: Throughout the year SAHA applied for a variety of grants and also received some generous donations from individuals and organizations:
 1. WAHA equipment grant for 10 full sets of Mite equipment. These equipment packages were distributed to ten lucky winners drawn from our termite player registrations
 2. WAHA Grass Roots Grant \$1000. The rules of this grant limit what the funds can be used for. We chose to put the money towards new Mite nets.
 3. WAHA Girls Growth Initiative Grant (\$1,000), rewarding our efforts to grow girls hockey by hosting full-time 8U and 10U girls teams
 4. November 2nd, we hosted Try Hockey for Free, earning a \$1,000 WAHA grant for participating in this nationwide USA Hockey event
 5. Gibson Walsh 20 Foundation. The donation we received from this foundation was used to provide a paid registration for a player in need.
 6. Upper Lakes Foods donated \$1,000 for Mite goalie gear

- Facility update- our ice will be out for a few weeks at the end of the summer- SRM has notified SAHA that the ice will be removed from the last week of July through the first week of September for maintenance and repairs- we are confident that all the necessary work will be completed on-time, and the ice will be ready for the start of the 25-26 season come October
- Thank you- your sacrifices and support have allowed your children to develop their skills, build character, and create lasting memories. We appreciate your:
 1. Volunteerism: your time spent coaching, managing, organizing, and assisting with events is invaluable
 2. Positive attitude: your encouragement and support, win or lose, creates a positive atmosphere for our players
 3. Flexibility: your willingness to adapt to schedule changes and other unforeseen circumstances
- SAHA is committed to providing a positive and enriching hockey experience for all our players. Your partnership is essential in achieving this goal. We are truly grateful for your contributions. We hope your family enjoyed the season as much as we did. We look forward to seeing you back at the rink next season

Executive Director:

- It was a good year from the standpoint of teams helping with keeping the building clean-thank you for your support to make that happen
- We are taking the ice out in July for the first time in 15 plus years- we are trying to fix the boards issue in front of the home player's bench- to do this takes a lot of man hours for taking the ice out and putting it back in and we will need some help from the membership- please contact Dick if you can assist in any way
- We are also going to be doing more painting inside the arena this off season, sanding the walkway in front of the bleachers, putting kick plates on the exit doors that are falling apart
- As parents we all want our children to be successful in life- whether it be in education, sports, in life in general. What I think we all forget sometimes is the examples that we put out there for our children. This building is set up for children to develop their hockey skills, have fun, meet new families/teammates. As parents let us, put out good example for these children. Let them have fun, make mistakes and learn from them. The pro players make mistakes every game. Some of your children are just beginning their hockey journey or some our ending their time at SAHA this year. Let us the Parents set good example of how to act properly, how to play the game properly. Be supportive to these children. They will have memories of playing hockey at SAHA, let's make those memories be positive memories.

Treasurer:

- This fiscal year we had budgeted to have a net profit of \$48,000- we worked with committee chairs to create a budget and stick to that budget- a few of our income categories are coming in under budget.
- We offered greater discounts for multi skater families, which had registration lower than budgeted.
- Our EMT and Referee expenses were also greater than anticipated, as well as our fees to WAHA for the state tournaments.
- We are on track to still have a net profit, but it is anticipated that it will be closer to around \$20,000.
- This will be the third year in a row where SAHA ends the fiscal year with a net profit and not a loss. Previously we had a 10-year run where we had net losses each year.
- The incoming board should continue to work together on their committee budgets, look for ways to decrease costs and increase profit.

COMMITTEE REPORTS:

Development:

SAHA has made significant strides in the past year, focusing on enhancing player development, refining organizational structure, and achieving competitive success. This report details the key initiatives, achievements, and challenges faced during this period.

Key Initiatives and Achievements:

- Superior Hockey Development Camp: SAHA successfully hosted its annual summer development camp, catering to players from Mite to High School levels, for both boys and girls. The camp's curriculum emphasized skating, skills, and competition, delivered through small-area games. The camp is scheduled to be held again this summer, with registration ongoing.
- Hockey Director: SAHA hired Sean Storie as the new Hockey Director. His experience and leadership are valuable assets to the association.
- Mite Development Policy: The Mite Development Policy was rewritten. This revision allows the development committee to optimize player placement based on a combination of age and skill, ensuring that young players are in an environment conducive to their growth.
- Mite Level Participation: SAHA hosted 112 players at the Mite levels. While this is a strong base, Mite/Termite level participation is below the association's target of 50% of total player population (currently below 45%). Increasing participation at these foundational levels is a key priority for the continued health and growth of the association.
- Player Evaluations: Player evaluations were conducted by UWS players. These evaluations, combined with input from the Hockey Director and past coaches, were heavily weighted in the player placement process. The association recognizes that this process is not perfect, but strives to place every player at the appropriate level, within the constraints of the available teams at each level.
- Player Move-Up Petitions: The association received three player move-up petitions. Only association-needs based petitions were approved.
- D11 League Placement: The placement of teams was determined by the committee to best fit the skill level of each team. The determination was made based on recent history and overall development level of the current group at its respective level. This placement is subject to annual review to maintain competitive balance and developmental appropriateness.
- On-Ice Success: Overall there were a lot of great moments on-ice throughout the year. Our teams were very competitive in league, won lots of trophies in competitive tournaments. Most pick-up games were evenly matched. Development in games is just a part of a player's overall development, but I feel confident saying that more often than not our teams/players were playing at the appropriate level giving them best opportunity to develop at their current level. Nine of eleven state tournament-eligible SAHA teams advanced to the state tournament. The Bantam A team won the state championship, and the 10U girls won the consolation championship.
- Coaches' Feedback: Post-season meetings are being held with coaches at each level. The feedback gathered has been valuable and candid, providing important insights for future planning and program improvement.

Areas for Future Focus:

- Increase Mite/Termite level participation to reach the target of 50% of the association's total player base.
- Continue to refine the player evaluation and placement process to ensure the best possible fit for each player.
- Implement strategies based on feedback from surveys and post-season coaches' meetings.
- Maintain and enhance the quality of the summer development camp.

Conclusion:

- SAHA has had a productive year, marked by on-ice success, and an increased commitment to player development. The association will continue to address areas needing improvement and build upon its successes to provide the best possible hockey experience for its members.

Bylaws and Policies:

- This season, six policies have been amended, and four new policies have been adopted (see attached)
- Reviewed proposed bylaw changes that were approved by the board, all in favor of amended bylaws

Equipment:

- A few jerseys are still out
- Shirts Unlimited online store was good, Wicked Rags was less smooth and would not recommend using them for online store again

Fundraising:

- The Fundraising Committee is responsible for developing and implementing fundraising initiatives to support SAHA's programs and activities- the committee reviewed the fundraising policy prior to the start of the season and determined to maintain the policy as is- the committee will continue to revisit the policy on an ongoing basis.
- Fundraisers:
 1. Raffle: 4-wheeler and monthly prizes; tickets included with registration. Three \$50 raffle winners were drawn monthly from October-March. The final raffle drawing will be held at the conclusion of tonight's annual meeting. Grand Prize - ATV, 2nd prize - Ravin Crossbow, and three \$500 cash winners. Estimated profit over \$20,000.
 2. Hairball and Trampled by Turtles: \$1,230 to SAHA, Volunteers earned about \$150 each in tips.
 3. ULF: Bacon sales. All profit goes directly to the family.
 4. KRP: Pizza sales. \$792 profit for SAHA
 5. Meat raffle at Superior Tavern: SAHA received \$1,016
 6. Skate-a-thon: The skate-a-thon will help offset the cost of new jerseys and was held on 9/28, with jersey sales at the event. \$1,785
 7. KT Car Wash Cards. SAHA profit from KT car wash card sales was \$2058, and families profited \$3,430
- The funds raised are crucial for the organization's success and help to keep participation costs reasonable for our members
- The committee's ongoing efforts and the support of SAHA families are greatly appreciated.

Finance and Insurance:

- Our insurance premiums have increased in the last two years in row, which was not unexpected since many of us are seeing this in our personal premiums as well
- Last month, our insurance agency came and did a review of the facility, and we anticipate that this could result in higher premiums again.
- The incoming board should have discussions with Holden insurance to ensure that we are not only completely covered, but that we also aren't being overcharged and receive new insurance quotes to support what we are paying and changing carriers if necessary.
- Our investment accounts are held with Raymond James and over the next several months, maybe years, our investment portfolio could continue to see a volatile market
- We have worked closely with our advisor at Raymond James to monitor and give guidance on any changes that should be made. Currently, we have been advised to not move anything
- The incoming board should continue to meet with our advisor and make suggestions based on the fiscal needs of SAHA and long-term planning

Outdoor Rinks and Facilities:

- First big fix- started off by putting a new roof on the Zamboni garage in early September. Replaced insulation and sheetrock inside the garage where needed. Thank you to Eric Severin for supplying the tools and getting the materials lined up. Thank you to the crew that came down and helped get it done in a weekend.
- Had a few other things fixed up during the season; ran temporary power to large rink lights due to problems with existing wiring shorting out (worked great but we will fix permanently during the warm season)
- Warming shack got a little love- door latch for overhead door, hangers to put shovels and scrapers up to organize the maintenance room better, better setup for the 2in hose for flooding the large rink (new valve to control water on end of hose (Thanks Craig McGrath for putting that together), adjusted the doors on the Zamboni garage so they would latch on their own again, did a complete tune-up on the outdoor Zamboni, replaced the starter, fixed a couple leaks in the water tank (still a work in progress)
- Things to plan for in the coming months; will finish fixing the Zamboni garage (soffits), new siding on Zamboni garage, new cutting blade for Zamboni, clear out the weights in Zamboni garage and open up room for something else to utilize the space better, kick plates on warming shack doors, install thermostats on heaters in Warming shack
- Outdoor Rinks; started building ice mid-November and had ice until early March. Zamboni worked great on the rinks, thank you to Dick Berthiaume, Craig McGrath, Matt Sislo, EJ Howarth, and EVERYONE else that helped out with the initial flooding for getting the ice started, helping flood throughout the season, and maintaining the rinks this year. All the help was very appreciated.
- Budget; as of the annual meeting, Outdoor Rinks and Facilities has stayed within the approved budget for the 2024-2025 season

Rules and Referees:

- Continued this year WAHA partnered with PCA and each association had to provide a Cultural Education Liaison/Leader
- WAHA sent out Code of Conduct forms derived from USAH Code of Conduct, and they were incorporated into registration and meetings for the 24-25 season
- Compliance to the newly formed neck laceration protection was 100% with no violations brought forward to the committee.
- Overall it was a good year in regards to rules and referees- very few rules violations, of which were handled swiftly by the level directors and teams.
- The locker room monitors as well as coaching staff can be thanked for the monitoring of their teams.
- There was an uptick of youth interest in refereeing games and scrimmages-communication can be increased during the offseason for the process for these aspiring referees- the cutoff date for the training and certification is in October which caused a few youth to miss the deadline- this is the funnel for future referee's and will communicated better as the season begins- registration and training can be completed through USA hockey

Tournaments:

- 12 tournaments were held over 10 weekends, 1 State Tournament, Gilby Tournament- all of these are huge fundraisers for SAHSA- a big thank you to all the tournament directors for a job well done.
- 9 teams participated in WAHA State Tournaments, congratulations to all the teams- hardware won by Bantam A WAHA Champions, 10U Girls WAHA Consolation Champions
- With prices of EMT's and Referees going up so much we may need to look at how many games we are guaranteeing

Concession:

- We are currently at \$56,955.06 for the months of August1- February 28, we have 4 more tournaments this year and will hopeful to meet our budget number for the year
- Because of limited storage space and freezer space it is hard to add new items- if you have suggestion for different products, please send an email to Dick and the committee will research them
- We had very few no show this year and most of them we were able to cover
- Thank you to all the people who took the time to read the closing instruction Jamie made up- it is so nice to come in the morning and not have to clean and stock everything.
- We will try and paint the concession when we are closed for six weeks- if you would like to help with painting or cleaning the concession, please email Dick

Registration and Communication:

- We had a total of 260 registered players this year
- 13 families were approved for the Harrington scholarship which helped with 16 player registration fees
- The newsletter is always looking for team updates, we don't know what is happening on each team all of the time- if you want to do a shout out or update please email it to superiorsaha1@gmail.com.

Player Recruitment and Retention/Publicity:

- Skate a thon at the beginning of the year went well. Maybe shorten the skate time and add food and more vendors
- Special need skates have been great and hopefully we can continue to grow with our numbers.

Volunteer/Manager:

- SAHA was offered the opportunity again to volunteer at the Hairball and Trampled by Turtles concerts at Bayfront last July, which earned \$1230 for SAHA
- Younger levels had more manager applications turned in this year, we will work on trying to get people to turn in manager applications before teams are formed to help speed up the assigning process once teams are formed

Long Term Planning:

- Work continues on the Long-Term Planning of a new rink replacement with the UW system
- Focus and attention has been dominated by the first phase of the UWS development (turf facility)
- We have in a parallel track begun to look at what it will take to ensure our current facility remains operational until the time in which we can transition to a new facility

Gilby:

- The Gilby was held March 28-30 and again this year we hosted 12 teams
- Our profit was \$7912.23, the highest since our 2022 tournament which was held after 2 years off from Covid

ELECTION OF OFFICERS: Crimmins elected Secretary, Liebaert elected Treasurer

ELECTION OF DIRECTORS: Amys, Anderson, Garver, McGrath, and Plummer elected

RAFFLE DRAWING: 1st prize #1215, 2nd prize #1853, 3rd-5th prizes #2023, #2561, #1423

MOTION TO ADJOURN: Motion by Papko second by Kyrola

MEETING ADJOURNED AT: 6:58

MINUTES SUBMITTED BY: Crimmins

NEXT MEETING: April 1, 2026



**Bylaws and Policy Committee
Policy and Procedures Report 2024-2025**

SAHA is committed to ensuring our policies and procedures remain up to date to meet the needs of the organization and members. With the support of the Board, Committees, and members, the Bylaws and Policy Committee has reviewed and implemented necessary updates throughout the season. As a reminder, policies and procedures may be updated at any time in the season. This season, six policies have been amended, and four new policies have been adopted.

Policy	Date Amended/Adopted	Summary of Policy Amendment/Adoption
Code of Conduct	Amended May 15, 2024	Updated Player and Parent Code of Conduct, including revised potential disciplinary actions for reporting code of conduct violations.
Volunteer Hours	Amended June 19, 2024	Non-compliance rate increased from \$20 per hour to \$25 per.
Releasing a Player to Another Organization	Adopted June 19, 2024	It is not SAHA practice to release players. If SAHA cannot provide a team or coaching structure, there is a procedure in place for players to request a release.
Mite Development Program	Adopted August 21, 2024	SAHA has introduced three levels of Mite Hockey: Termite, Mite 1, and Mite 2. Players will be placed at the appropriate skill level by SAHA coaches and Mite Level Directors. As the season progresses, players may be moved to a different level based on their development. Any adjustments will be recommended by the Mite Level Directors.
Nonpayment of Team Fees Policy	Amended September 25, 2024	Team fees must be paid by November 30 th .
Locker Room Policy	Adopted September 25, 2024	Adopted a locker room policy following USA Hockey guidance to ensure safety, privacy, and respect for all participants.
Development Policy	Amended October 16, 2024	Updated the communication structure for move-up requests to ensure a clear understanding of the process.
Game / Tournament Guidelines	Amended November 20, 2024	Added a home game limit to ensure fairness and equity for all teams. Going over the game limit may require additional costs for ice rental and/or referee fees, which will be the responsibility of the team.
Refunds	Amended December 2, 2024	Within this policy the cancellation fee increased by \$25.
SAHA Pro-Rated Registration Refund Policy for Special Circumstances	Adopted December 2, 2024	Policy implemented for players who got injured or have health issues and will miss consecutive days during the season.