



# UTAH AMATEUR HOCKEY ASSOCIATION

## Board Meeting Minutes



<b>Meeting Date:</b>	6 October 2025
<b>Meeting Location:</b>	Maverik Center Ice Arena Conference Room
<b>Chaired By:</b>	Geoff Fisher
<b>Minutes By:</b>	Don McFarland
<b>Minutes Status:</b>	Final

Agenda Item:	1	Topic:	Roll Call / Quorum Confirmation		
Name	Representing	Present	Name	Representing	Present
<b>Executive Board Members</b>					
Geoff Fisher	UAHA President	Yes	Mariko Rollins	Exec. Vice President	Yes
Adam Bailey	Treasurer	Zoom	Don McFarland	Secretary	Yes
Cody Madsen	VP Adult / Disabled	Zoom	Anna Erickson	VP High School	No
Jacob Hickman	VP Youth	Yes	Bryce Mannek	VP Discipline	No
Melissa Mossberg	VP Girls	No	Tim Odell	VP Tier	Yes
Sara Doutre	VP Growth	Yes	Quorum Achieved (Requires X)?		Yes
<b>Board Appointed Staff</b>					
Vacant	Webmaster	--	Mandi Berim	Safety Coordinator	--
Wendy Radke	SafeSport Coordinator	--	Robyn Eyre-Long	Utah Registrar	Yes
Michael Strahan	CEP Rep / ADM Coord.	--	Reid Jacobson	Goaltending Dev.	Zoom
Tim Tate	Utah Referee in Chief	No	Andy Van Wagoner	President WIHOA	No
Steve Stapleton	UAHA Legal Counsel	Zoom			
<b>District / National Office Attendees</b>					
Kathleen Smith	RMD Director	Yes			
<b>Other Attendees:</b>					
Randy Abbey	Jr. Grizzlies	Yes	Tom Rock	UHSB President	Zoom
Erica McConnell	N/A	Zoom	John Howe	N/A	Zoom
8015200343	N/A	Zoom	Steve Stapleton	N/A	Zoom
Nicki Jones	Wasatch Wild / PC	Zoom	Steve Picano	N/A	Zoom
Jeff Kite	N/A	Zoom	Josh Anderson	Utah Oval / Dawgs	Yes
Shanalee (refused last name)	No Org	Zoom			

Agenda Item:	2	Topic:	Review of September 2025 meeting minutes		
Presented by:	Don				
Discussion(s):	<p>Geoff welcomed Steve as the counsel for UAHA.</p> <p>There were some editorial changes requested made with the minutes, based on input from Jacob. They were clarification of his comments and their wording. These were read aloud and added to the amended minutes, which are now V1.</p> <p>Kathleen added a clarification that the goaltending development person is "Gibber" from Arizona. This change was also incorporated into the revised version.</p> <p>With no further clarification, this revised V1 version was voted on.</p>				
Approval:	Motion By:	Tim	Second By:	Jacob	



# UTAH AMATEUR HOCKEY ASSOCIATION

## Board Meeting Minutes



	For:	All Present	Against:	0	Abstain:	0
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<b>Agenda Item:</b>	3a	<b>Topic:</b> Review of UAHA governance documents				
Presented By:	Geoff					
Initial Discussion:	<p>Geoff reintroduced Steve Stapleton as the retained attorney for UAHA.</p> <p>Geoff provided the update on the UAHA bylaws, with confirmation that the bylaws are now posted to the UAHA website for review. The requirement is for a one month posting, so this clock has started. The intent is for this to be voted upon in the Nov 2025 meeting.</p> <p>The next topic was the UAHA Policies and Procedures document, which has been “Frankensteined together” over time, based on various changes that have been needed over time. Given the direction the state is going and the significant amount of update required, the committee would like to “Scrap” the existing document and structure a new document correctly. There would be a “bridge” document put together, to help articulate the changes that have been made, but not in the form of a “red-line” document. The committee is asking for board approval on this approach, to avoid working on something in isolation. Geoff asked if there should be a motion to approve this direction and Steve indicated that our best action would be to make a motion, so this could be captured in the minutes – that no one had an issue with it. Geoff called for a motion, to that end and Tim made a motion, as noted below.</p>					
Motion:	Motion By:	Tim		Second By:	Mariko	
	Motion:	<i>I will make a motion that, in regard to the P and P changes that we create essentially a new document with reference notes to the old / current version of the document.”</i>				
Discussion(s):	There was no further discussion about this					
Approval:	For:	All present	Against:	0	Abstain:	0

<b>Agenda Item:</b>	3b	<b>Topic:</b> Old Business – Conflicts of Interest				
Presented By:	Geoff					
Initial Discussion:	<p>Another topic from the closed meeting was on board conflicts of interests. While we discussed the conflicts that had been disclosed and found no concerns, Geoff asked for Steve’s input on how far to take these conflicts. Obviously someone receiving money from an organization would preclude them from taking money from a vote they were involved in. As volunteers, does this extend to coaching a team or having an alliance to a team. Would this be considered a conflict.</p> <p>Steve, clarified that USA Hockey believes a conflict to exist if an individual has a “material financial interest” in a program, with the key word being “material”. Steve clarified that there is a difference in voting on something that will benefit only your team vs a topic that will benefit an entire program</p>					



# UTAH AMATEUR HOCKEY ASSOCIATION

## Board Meeting Minutes



	<p>(e.g., house, tier, etc.). Just because your child is a tier player does not exclude you from voting on tier matters. On the contrary, if you own a rink, there may be a conflict if you are receiving funding from a vote to assign activity to a particular rink. He believes that coaches and parents tied to a team are not defined as a conflict, under the current USA Hockey definition.</p> <p>Mentioned the application of these definitions to the USA hockey congress.</p> <p>Geoff asked directly if the three organization presidents sitting in the room should / could vote on items. Steve indicated that a targeted motion for an organization may cause the person to recuse. He also clarified that the board can elect to take a vote on the disclosed conflicts of interest and devised if someone could vote. Additionally, the board can vote that a conflict does exist and cause the person to leave during the conversation and / or voting.</p> <p>Sara asked about a vote tied to the organization she was now elected to be the president of. Steve mentioned that this can get tough on zoom, especially if we allow open comment. The meeting chair has the option to say no, but this would need to be universal (if the recused person cannot comment, then no one should be able to comment).</p> <p>Kathleen clarified that discussions are usually commented by board first, then through attendees. If recused, they would need to be clearly participating in the open discussion.</p> <p>Steve offered guidance that its largely based on the alignment to the organization and issued. Using Sara, she has a fiduciary responsibility for UAHA and CVAHA. Typically a coach would not have a material interest. The specific example was a coach that would be paid only if the organization is granted status. Steve indicated that this would be a very situational topic and it is all about fiduciary responsibility for the organization.</p> <p>It was also mentioned that the UAHA Disciplinary committee was voted upon in closed session. The names are not being disclosed in the public forum, based on the nature of their work, but there was unanimous approval from the UAHA Board quorum for their approval for the season.</p>					
Motion:	Motion By:	N/A		Second By:	N/A	
	Motion:	N/A				
Discussion(s):	N/A					
Approval:	For:	N/A	Against:	N/A	Abstain:	N/A

<b>Agenda Item:</b>	3c	<b>Topic:</b>	Old Business – By-laws			
Presented By:	Robyn					
Initial Discussion:	<p>Bylaws were posted on Saturday, to account for the 30 day notice, with the intent of having this approved in Nov.</p> <p>The high level changes were reviewed, which included some removal of</p>					



## UTAH AMATEUR HOCKEY ASSOCIATION Board Meeting Minutes



information that is within the USA Hockey Annual Guide.

There was a recommendation made by Steve, which was incorporated on Saturday's email – this was Article 7 and section 1 (highlighted section on page 11). Steve recommended policy for president vote to be permitted for tied (currently allowed) only. The new wording is for the president to vote on all matters requiring a super majority, but only on tied votes for a simple majority (more than 50%).

The document was also changed for clearly identifying UAHA as the affiliate and the individual clubs (e.g., oval, Ogden, etc.) as the member org.

Encouraged the board to review section 7 for their roles. Added committees' procedures. Added language on the voting for

The committee has elected to move their board slots for 3 year terms to eliminate half the board turn over every other year. Jacob expressed that he believes this could lead to apprehension for joining or more turn over. Kathleen added that other affiliates are doing this and 3 years is the norm, and they see more stability in the board.

Steve added that some affiliates do struggle finding people, but it certainly minimizes the disruption. He mentioned that there may be more unopposed elections based on 3 year terms.

Added commentary to Article 12, for the annual review of bylaws. There was concern that changes would be stockpiled for an annual update, rather than timely updates. The intent is to force a review annually (prior to 1 March), although the bylaws should be more durable. If it isn't addressed in bylaws or P & P, the additional time will permit review time, along with the proper time to vote. Jacob indicated that he was ok with this for the Bylaws, but more flexibility may be needed on the

Don asked if 1 March is the right time, given the end of season chaos. It was reiterated that this is hoping to have this addressed prior to elections.

There was discussion on the difference of the youth committee vs league committee, with each member org having a voice in the youth committee. Only those involved in the league would have a voice on the league committee. Jacob envisions this being the same meeting, but topics are clearly defined as league or youth. It was clarified that there may be multiple leagues that operate under the committee, but they are quite similar today.

Don asked if there is a reason we cannot leave the youth committee to run the league. Kahleen believes this could be risk, but it's something that will need to be addressed with growth. There are leagues that don't allow league members to play non-league teams, but that is not Utah's position. Sara clarified that league teams need to see the league as the priority to ensure home and home



# UTAH AMATEUR HOCKEY ASSOCIATION

## Board Meeting Minutes



	<p>requirements are getting scheduling priority.</p> <p>Jacob also asked if rostered travel teams are required to be in the league, based on the old P and P requirements. It was clarified that some teams will not want to be in the league because the league is not competitive for their team.</p> <p>Josh spoke about the priority of creating growth and ensuring competition in the state. There needs to be a priority in getting the state to come together and set the bar for growth in Utah hockey, through this league. Jacob believes the new league, with parity tournaments, will improve the overall quality of hockey.</p> <p>It was clarified that tournament teams are not in scope for the league play, based on the charter for the league. These tournament teams are comprised of players from multiple travel rosters being rostered on another team, compared to house players forming a travel team.</p> <p>It was reiterated that there needs to be an opportunity to allow top kids from multiple orgs to play together (e.g., Team UTAH) to provide them opportunities while maintaining the talent pool for local member orgs.</p> <p>Sara clarified she believed double rostering for house and travel to be beneficial. Kathleen added that travel teams got knocked out of the travel tournaments and would come join house teams to complete. Sara clarified that CVAHA elected to permit B players to play in their rec program, but not A team players.</p> <p>Jacob – league would not permit this, because you cannot be on multiple rosters in the tournament.</p> <p>Josh – example of oval league with 2 travel teams and a weak rec program. This year, the oval only had one travel team and the rest stayed at the rec level to create a more balanced level of play and better competition. They are looking at tournament teams from the rec level to provide more opportunities.</p> <p>Parents are looking form AAU teams for participation into other tournaments over the holidays.</p> <p>Geoff brought the discussion back to the bylaws.</p> <p>Steve had to leave the meeting.</p> <p>Reviewed the change to the wording for President’s voting and the board seemingly liked the change, based on no additional commentary added.</p>			
Motion:	Motion By:	N/A	Second By:	N/A
	Motion:	N/A		
Discussion(s):	N/A			



## UTAH AMATEUR HOCKEY ASSOCIATION Board Meeting Minutes



Approval:		For:	N/A	Against:	N/A	Abstain:	N/A
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<b>Agenda Items:</b>	4	<b>Topic:</b>	Old Business – ULG Player Request				
Presented By:	Don						
Initial Discussion:	<p>This was meant to confirm the results of the email vote into the public record, for the ULG player request. As noted in the agenda, the results of the vote came as follows:</p> <p style="margin-left: 20px;">Email vote conducted 19 Sept 2025 – Approved</p> <p style="margin-left: 20px;">Geoff – Yes</p> <p style="margin-left: 20px;">Mariko – Yes</p> <p style="margin-left: 20px;">Adam – Yes</p> <p style="margin-left: 20px;">Don - Yes</p> <p style="margin-left: 20px;">Anna- No</p> <p style="margin-left: 20px;">Bryce – Yes</p> <p style="margin-left: 20px;">Cody – Did not vote</p> <p style="margin-left: 20px;">Jacob – Did not vote</p> <p style="margin-left: 20px;">Melissa – Yes</p> <p style="margin-left: 20px;">Sara - Yes</p> <p style="margin-left: 20px;">Tim - Yes</p>						
Motion:	Motion By:	N/A			Second By:	N/A	
	Motion:	N/A					
Discussion(s):	N/A						
Approval:		For:	N/A	Against:	N/A	Abstain:	N/A

<b>Agenda Items:</b>	5	<b>Topic:</b>	New Business – Tier Committee Change for ULG				
Presented By:	Tim						
Initial Discussion:	<p>As noted in the submission and discussed in the last meeting. Angela Steinbach has resigned from her role as the ULG representative to the tier committee. The ULG have nominated Dave Monson as their recommendation. This is now being entertained for a voted</p>						
Motion:	Motion By:	Sara			Second By:	Jacob	
	Motion:	<i>Move to approve the tier committee member change (from Angela Steinbach to Dave Monson) for the Utah Lady Grizzlies.</i>					
Discussion(s):	No further discussion.						
Approval:		For:	All	Against:	0	Abstain:	0

<b>Agenda Items:</b>	6	<b>Topic:</b>	New Business – Tier 2 program metrics				
Presented By:	Tim						
Initial Discussion:	<p>Metrics presented with the requested scoring metrics. There were a few questions requested for tenure of coaches, advancement of the program, etc.</p> <p>The remaining questions were largely left the same and the tier committee still needs to determine the scoring system. The tier committee intends to use the existing metrics to make recommendations to the UAHA board.</p>						



# UTAH AMATEUR HOCKEY ASSOCIATION

## Board Meeting Minutes



Tim included that this should not be on coaching and win/loss ratios, but also include some indication of “significant” incidents.

The plan is to ratify this through the tier committee on Oct 15 and bring the final recommendations to the state board in the next meeting.

Jacob mentioned that performance metrics are needed, to understand what the current season results are.

There was conversation about My Hockey rankings in the group.

Tier Committee data conversation - Sara attended and thought this was good info. This provides us a starting point. The data really only goes back a few years, since there were 2 teams in 2019 (As an example).

Tim – Board has ability to approve the number of teams based on the available talent. Speculate that 1 additional org is coming off their 3 year freeze, so using this data and the trends will help to determine if the programs are good. It is known that some teams are advancing talent to the tier 1 org. IN addition, there are problematic birth years (for going out of state, for numbers, etc.) This set of metrics offers metrics to start for where we are.

Jacob had requested for the data to be provided to allow a more objective status of the various organizations and their respective teams. This data allows the review of the data to determine / define the ranking of these teams for the purpose of confirming future team status.

Tim – looking at orgs that have multiple teams with one that doesn’t perform and is playing at the lower level. There is question about the myhockey rankings use.

Josh – is this a metric that will support kids and families or the member organizations. An org can fall apart overnight and these questions need to ensure that both are protected.

If families have the option to leave, then these metrics may not be as beneficial. Josh mentioned that he believes regionalization can help address the groups of kids / families leaving the team.

Jacob believes the lily pad rule, along with regionalization would be beneficial, but this should not start at tier level.

- Kathleen believes that geography based boundaries are beneficial, with a leap frog rule. There was another affiliate that heard appeals for players moving, but they allowed 90% to move anyways.

Tim – agree with regionalization, but doesn’t think this will work in the state. The tier committee isn’t supportive of it. Believes there should be a program moved into the lower level, but the upper levels are supported by collecting the best players.



## UTAH AMATEUR HOCKEY ASSOCIATION Board Meeting Minutes



	<p>Tim reiterated that this is informational and supporting of looking for input. He reiterated that this tool will help us grow teams for the future.</p> <p>Randy believes the data should help us to hold ourselves accountable.</p> <p>Geoff thanked the tier committee for their input thus far and hopes to see more information for the next months UAHA meeting.</p> <p>Tim believes the tier committee isn't afraid of discussions and will hope to have their final proposal for next month.</p>					
Motion:	Motion By:	N/A		Second By:	N/A	
	Motion:	N/A				
Discussion(s):	N/A					
Approval:	For:	N/A	Against:	N/A	Abstain:	N/A

<b>Agenda Items:</b>	7	<b>Topic:</b>	CVAHA Tier II Request for Variance			
Presented By:	Tim					
Initial Discussion:	<p>Sara indicated that she is recusing from the vote, but will participate in the discussion as the president of CVAHA.</p> <p>The CVAHA is looking to field the 18U tier II team and move their Tier 2 16U to a travel. Tier committee voted on the variance, as a recommendations and the vote came out as:</p> <p>4 in favor            1 not in favor (based on development)            1 non-vote (CVAHA)            1 not present (ULG; no rep)</p> <p>Robyn wondered if the 16U players were permitted to play at 18U.</p> <p>It was clarified that the tier 1 level requires 2 teams min, but the tier 2 does not.</p> <p>Sara indicated that there were several issues the team has faced for the 16U – 3 season ending injuries, 1 made a national kayaking team.</p> <p>The other concern is that these tier 2 players are not eligible to play JV high school but are not strong enough to play varsity hockey – which is a problem too. There was some discussion on the rough team logistics, where the players are coherent to play at a more appropriate level.</p> <p>There are some JV players interested in playing on the team if it moves to travel, since they can still play JV.</p> <p>Randy asked about the rule for tier 2 players to not play JV and it was confirmed by Tom Rock. Robyn did some digging on rosters and found several who are actively playing tier 2 level. The trustee is supposed to manage this</p>					



## UTAH AMATEUR HOCKEY ASSOCIATION Board Meeting Minutes



	<p>with the HS registrar, and they will get penalty.</p> <p>They moved 3 players up to the 18U team</p> <p>Geoff committed the sending high school a list of the players who are improperly rostered and Tom was appreciative.</p> <p>Mariko asked what next year looks like for CVAHA and Sara indicated that there likely isn't a 14U tier 2 team.</p> <p>Mariko asked if this decision put CVAHA on probation? This was not decided / discussed.</p> <p>Jacob asked about punishing teams that are "saturated" pool of teams and elect to go down to a more appropriate level.</p> <p>Josh believes these kids have been working hard and should have their chance to play at nationals.</p> <p>Tim believes the team should be able to play at an appropriate level rather than taking the team or forcing families to drive.</p> <p>Mariko asked if there have been teams in the past and it was indicated that the golden eagles had to do this 3 years ago. There was no probationary period for the teams.</p> <p>The board commended CVAHA for coming forward.</p>					
Motion:	Motion By:	Tim		Second By:	Jacob	
	Motion:	<i>Motion for this season only, to allow CVAHA to maintain an 18U AA / tier 2 team and allow their 16 U team to move to a travel level.</i>				
Discussion(s):	<p>No further discussion.</p> <p>Sara recused from the vote.</p>					
Approval:	For:	4 (GF, MR, DM, SD)	Against:	0	Abstain:	0

<b>Agenda Items:</b>	8	<b>Topic:</b>	Presidents Agenda
Presented By:			
Initial Discussion:	<p>Affiliate Presidents meeting in Buffalo in November, to go through the development league.</p> <p>Leadership in girls' hockey conference, with each affiliate looking to send 2 people. This is the same weekend and it will be in Buffalo. Kathleen</p>		



# UTAH AMATEUR HOCKEY ASSOCIATION

## Board Meeting Minutes



	recommended Buffalo over the growth meeting. This is 7-9 November. Mariko may be able to go.					
	From the RMD meeting, eliminated the stay to play requirement for tier 1 youth and girls, along with tier 2 girls – Set up travel now. There is an additional \$600 fee. Historically, this has been \$10/room per night. This will likely hurt the late qualifying teams. Upon completion, the RMD is looking for feedback. Within Utah, Lady Grizz and Renegades are the impacted orgs.					
Motion:	Motion By:	N/A		Second By:	N/A	
	Motion:	N/A				
Discussion(s):	N/A					
Approval:	For:	N/A	Against:	N/A	Abstain:	N/A

UAHA Committee Section Reports		
Section	Owner	Discussions
RMD	Kathleen Smith	District Tournament 2/26 – 3/1 Nationals 18-29 March <ul style="list-style-type: none"> <li>- High school</li> <li>- Tier 2 / tier 1</li> </ul> Player Evaluation Camp RMD – Dallas 5/8 – 5/10 Boys Western Regional multi district camp – 7-13 June Girls multi-district high performance camp – 18-21 June in Henderson Rocky Mountain District 13U Girls High performance – 26-28 June in SLC (Steiner)
VP High School	Anna Erickson	Tom is the proxy – Nothing new to report
VP Girls	Melissa Mossberg	Not present.
VP Adult / Sled	Cody Madsen	Not present
VP Youth	Jacob Hickman	Thursday - 7:30P Youth / UAHL meeting – announcement will be sent out. <ul style="list-style-type: none"> <li>- Pre-season tournament is 17-19 Oct. This will confirm the divisions.</li> <li>- Looking forward to south town options for Feb / March and this was viewed as a risk. The groups are non-committal. There is hope to have it all in Jan, but there is no seating. If the team is in town, there will be little ice.</li> </ul>
VP Tier	Tim Odell	State Camp – Conversations with Bruce Urban (Arizona) and USA Hockey's Gordy. <ul style="list-style-type: none"> <li>- Change for composition with mid-week goalie session to ensure goalies are given a look</li> <li>- If three team and nine goalies, can bring 3 goalies if there are issues</li> <li>- Dates – looking at 10-12 April. Mammoth are looking at the schedule for Southtowne. Geoff mentioned the need to look at 13-15 Mar so there is a possibility for the bubble kids to get a slot.</li> <li>- \$30 for initial camp for goalies, then have 3 more sessions to buy in.</li> <li>- Kathleen asked about having female players having an equivalent program.</li> </ul>



## UTAH AMATEUR HOCKEY ASSOCIATION Board Meeting Minutes



		- Jacob is asking if there is a way to make the last game an all-star game. Kathleen doesn't believe there are enough kids to make this work.
VP Growth	Sara Doutre	Within the district, there was one organization selected by Tina from USA Hockey. Provo got 30 sticks, although they did a Try Hockey for Free under USA Hockey.
VP Discipline	Bryce Mannek	Not Present
Registrar	Robyn Eyre-Long	Nothing Further
CIC/ADM	Michael Strahan	Not Present
Goaltending Development	Reid Jacobsen	On board with goalie session prior to camp. Tried to make it data driven, although the wrong data was saved in 2025.  Looking at compiling list of goalie numbers through the state; Looking to set up calls with orgs for further development.  Ashley valley provided info and looking to set up calls.
SafeSport	Wendy Radke	Not Present
Safety Director	Mandi Berim	Not Present
Webmaster	Vacant	Not Present
Treasurer	Adam Bailey	Not Present
Secretary	Don McFarland	Nothing further to report
Executive VP	Mariko Rollins	Nothing further to report
President	Geoff Fisher	Nothing further to report

End Of Meeting: Closing				
Next Meeting Date / Location:		3 November 2025 / Maverik Center		
Adjourn Meeting:	Motion By:	Jacob Hickman	Second By:	Geoff Fisher
	Discussion:	None	Time:	9:20P