

CLHA BOARD MEETING AGENDA

Monday, December 10th 2018

Board Members:

*(in attendance= *italics)*

**President-Jason Aarnio*

**Vice President-Chris Phelps*

**Secretary-Sarah Dassner*

**Treasurer-Sara Nelson*

ACE Coordinator-Brady Peterson

**Director of Operations / Equipment-Joe Tharaldson*

**Director of Business Operations-Corey Hansen*

Additional Board Members:

**Advisor-Jen Starkey*

Assistant Treasurer-Kristen White

**Registrar-Sara Johnson*

**Web Coordinator-Matt Raykowski*

In-House Tournament Director-Jon Shandley

Fundraising Coordinator-Jamie Kelley

Outdoor Ice Coordinator-Tony Schulte

Ice Schedule Coordinator-Deb Axtman

**Director of Youth Hockey-Tyson Anderson*

Director of Girls Hockey-Wade Westlund

Mite Director-Pat LeVasseur

**Goalie Coordinator-Geoff Pawlenty*

Team Manager Coordinator-Audrey Edson

SKATE Coordinator-Robin Aherns

DIBS Coordinator-Tara Jacobson

AGENDA:

- Call to Order: 7:02
- Review of Agenda:7:03
- Review/approval of last meeting minutes: 7:04
 - Motion: Phelps
 - Second: Hanson
- Treasurer's Report and Association bills to be paid: 7:05-7:06
 - per email to board
 - \$60k in checking account
 - Ice bill paid for entire amount agreed to purchase
 - Currently reconciling ice time
 - Collecting raffle tickets – coming up
 - Collection time extended for those requesting
 - Net increase in cash \$13k
 - Motion: Dassner
 - Second: Phelps

- New Business:
 1. Review updated description of in-house and traveling Mite programs 7:49-7:51
 - Table until January meeting when Brady can attend – needs to be updated to bring it to next meeting – Tyson will work with Brady
 2. Vote on new board appointed in-house mite manager, non-voting position, reporting to mite director 7:52-7:55
 - Pete Smothers is acting as this role. Can we add to P&P and have him report to Pat L, create position, and have everything go through Pat in interim?
 - Table until Jan/Feb, should be finalized in Jan and voted on in Feb so position will be available for election in March
 - Pete will be running mini mites under pat
 3. Jersey discussion 7:55
 - Tabled until Jan
 - We need to be lucky enough to have a battery of extra jerseys, need more thought into it, and option to do odd/even years
 4. Vote on new tax preparer 7:56-7:58
 - 2 proposals, tax return due in 3 months
 - Todd Carlson, Carlson espy, Taylors Falls, \$850
 - Kristen White gave previous year's returns to family business accountant, \$325
 - TRWS out of Lino Lakes
 - Accurately reflects complexity of return
 - Similar to Cory Lindgren
 - Motion to use TRWS as our tax preparer for the following year: Phelps
 - Second: Dassner
 - Approved
 5. Review plan for Hockey Day MN 7:58-8:09
 - Concession truck is good to go
 - Thurs Jan 17th by 6PM: thumbs up or down, communication will be sent out either way
 - Pat reaching out to Blaine Mite teams
 - Mini mites and all 3 travel mite teams will participate
 - We need volunteers
 - ½ wall boards onto trailer – need 4 guys and assemble at rink
 - Brady has tent
 - Need to load up again after and bring back to rink
 - Mite coaches can help, trouble with DIBS is heavy lifting
 - Crossroads will support – Rocky will overstaff, but HS has game in rogers, so Rocky and Joe won't be there
 - Rink is set up
 - Porta potties covered by city

- City is strong supporter and will clear snow for the day
 - Need firepits, do not need burn permit
 - Need heaters, benches, rubber mats
 - Need to find more rubber mats
 - Ice is reserved at rink as backup plan
 - Open skate if we don't use it
 - Rink sponsored, Slettom will collect money
 - Corey will put list together of what we need and send out
 - Should we have Squirts do pond hockey? There are no lines and would need to have refs, would count towards game total.
6. Jason – Peewee A team took bus to Luverne for D10 game, 8:09-8:20
- sponsors covered \$500 of \$1000 bus
 - bus was discounted through USA hockey
 - also needed to cover hotel room for bus driver
 - Luverne is losing kids to Sioux Falls
 - each district needs to take a level
 - D10 got Peewee A team
 - parents were going to cover cost, team did not ask board
 - coach put together event, hotel with water park, went to Sioux Falls Jr. hockey game
 - Jason would like CLHA to contribute \$1000 to PW A team and add to budget for future seasons
 - Scheduled District games only
 - Establish travel budget of \$1000 to be allocated at the boards discretion for scheduled district games against teams adopted into District 10 play.
 - Motion: Dassner
 - Second: Joe T
 - Motion to award \$1000 to PW A team for travel to Luverne this season: Sara N.
 - Second: Hanson
7. Sara N – Email from Deb 8:20-8:47
- Concerns about ice budget
 - Looks like she has scheduled 468 ice hours total, budgeted 605
 - We have paid for 611 hours
 - We signed agreement to purchase this amount of ice
 - Tyson – perspective that we are getting less ice than last year
 - Jason – if we are at hours budgeted for, Is every team on track for what we paid for?
 - Still want to stay within budget of what has been assigned for each team
 - Need report from auto ice

- Deb was thrown into role with no guidance, she needs to set up a meeting with Brady and Auto Ice, she had to rebuild the entire HS calendar
- Auto Ice is on google docs and doesn't talk to SE
- Tyson – we need a better way to track budget and ADM earlier in the season
 - We should have better visibility
 - Dan sent a few reports to Brady last year
 - Auto Ice can create report
 - Issue was created because HS coach was hired who isn't a teacher or have a flexible schedule
 - Rink doesn't need Auto Ice if their schedule is always the same
 - Wade is checking ice time at Centennial
 - 145 hours unaccounted for so far
 - 3rd bantam team would have had 55-60 hours, coop teams aren't here full time
 - Sept-Dec we will have used 331 hours
 - 126.5 hours left for Jan-Feb
 - Coaches were sent spread sheet with total hours so far
 - If we have unused hours
 - We can offer to coaches to take extra ice
 - Open hockey sessions 1-2 per level
 - Or we can sell it (SCF, NB, etc.)
 - Rink will not buy Auto Ice, Deb should not put it into schedule
 - Next year – HS team should go back to after school practices, will need to be discussed with HS
 - Deb asked for guidance, Tyson can't give it without seeing the report
 - Sara N – Can you give Tyson number of hours allotted per level (excel with formulas)
 - Jason, Brady, and Deb have con call scheduled with Auto Ice

- Old Business:

- Open Forum: 7:07-7:48

Additional Association Members in attendance:

Mark Wachter

Jen Hanson + husband

Tony and Justina Farrel

Sean and Jody Dunleavy

Farrel:

Apology for FB post saying Reece was bullied by coach

Coach was bringing down her player

Association needs to address how her child has been treated by his coach
Reece said a swear word in locker room and goofed around

- We need a committee for a formal hearing – Phelps and Aarnio have conflict of interest
- Starkey will manage the hearing

Mark Wachter:

Mild discipline issues

12/1 – #11 said F word to ref after receiving penalty, received additional 2 min penalty

12/3 – Reece talking during coaches speech – benched during 1st 5 min

12/3 – #28 saying F U to other players during handshake

12/7 – before practice – Reece asked if practice was cancelled, answer was no, he responded that he didn't want to be there

12/7 – Reece – “JC Why do we have to do this?”

12/8 – Jen told Reece to apologize to Mark so he wouldn't be benched, he said “No I don't want to, he's singling me out”

12/8 – 1st tournament game 0-12 loss, Reece was dancing on bench, when asked what score was, he said “I don't care because I played great”

12/8 – Players were asked what they could improve on after 0-7 loss, Reece answered that he played a perfect game, coach responded that he must be a Superstar

12/9 – Second game was better than the first, Jen talked to team with honesty

“We are not going to treat you like mites and tell you good game every time...”

After game Tony Farrel approached coaches (did not follow 24 hour cool-off period)

Wife bashed the coaches on social media, (Tony is not on FB)

Reece walked away when asked to talk about feelings

Tony was offered to be full time locker room monitor, he said he had no interest

Tony violated code of conduct in front of other coaches, players, and spectators

Board will put hearing together in next 24-48 hours

Jen agrees with Mark

Coaches are hurt that they were attacked on social media

“Peewee B2” was listed with pictures in previous post directly below the post

Both posts have now been deleted

Jason – need to move additional discussion to hearing

Reece's twin brother was moved up to A team

Jody D. – Was minimum number of players requirement from D10 known by board before tryouts?

Jen – we didn't have enough players to have 14 players on top team
Brady isn't here to defend himself
D10 did not sign off on roster, Colleen gave permission for fewer players

Jody D. – PWA bus showed up when B2 team had practice
Luverne was divided throughout state, PWA team took a bus based on schedule
Everyone on the board has a kid in the association

Justina – Why are we playing kids at levels that they can't compete?

Tyson – Dialogue is healthy, discussing what PW B2 team is experiencing this season, coaches do the best they can to make decisions but they aren't always right. We can't change decisions that were made, we used the information that was available at the time.

Justina – When should coaches bring it to parents' attention when kids are being disciplined?

Tyson – Can't be black and white, coaches are volunteers and try to make best decisions possible. We don't want to end the season for anyone, including coaches or players.

We need to let process play out.

Starkey – Coleen asked if all kids are feeling bullied by coaches. If so, they will step down and be removed from roster. There will be no coaches and team will be dissolved, they can't be added to another team.

Jen H – From her heart, they care about all kids. She has been there during these situations. They can't take the time to tell every parent everything that happens. The coaches didn't know there was an issue. Kids need to gain responsibility.

Jason – Coaches try to get kids to trust you as a coach. They can't tell parents every time kid does something or coaches won't be able to build trust. From now on, no coach is alone in locker room.

Starkey – Need degree of separation with Dads being locker room monitors
Players can't be in locker room or go on ice if monitor is not there
Other parents are not showing up for clock box book, code of conduct violation
Jen H. has had to leave the bench to get a parent

Parents need to be held responsible if they don't perform their responsibilities

Jason – Repercussions: could be suspensions for either party

If there is still a coach, they can still have a team

If coaches stay on, Farrell's can choose to pull Reece from team

If they don't like the results, coach/manager can quit

Tyson should have conversation with all teams

Parents also need to tell players that it doesn't matter what team they are on, you still need to give 150%

Tyson – There will always be someone better.

Jason – Will contact families tonight and let them know who the hearing mediators will be.

Dunleavys – Why did kids get pulled off ice at beginning of tryouts?

Emailed with Tyson during practices to provide feedback

Additional association members were excused.

8:49-9:32

Need to replace Chris and Jason at hearing with other board members

Family didn't wait 24 hours

Blasted coaches on social media

Confronted coach at arena at game

Colleen gave us option: family can be issued suspension

Issues last year:

Gillespie and Taylor, kid ran into Taylor and had to go in for concussion, said hockey coach checked their kid

No action taken last year

No proof last year, Justina took down post

This year CLHA has documented evidence

Both coaches haven't gone to work, CLHA needs to stand by our coaches

History between Justina and Mark – Mark fired her as manager when she didn't reserve hotel rooms and deleted practices from schedule.

Multiple violations – need to discipline this family

Colleen is in support of 30 day parent suspension, no team activities, can't be in any arena, home or away

If Reece quits, there are still enough players for a team

Parents did not follow steps in P&P (4 steps were not followed)

Chronic offenses: no refunds, can be suspended for remainder of season

Prior violations – how do we compile?

First event, no discipline taken but Justina was talked to (not documented)

Last season – incident was acted on

FB was first offense (Sunday 7:15am), Tony's violation was second (Sunday 9AM game) – approaching the coach after a game

Didn't take post down until 3rd time Jason called and Jen Starkey emailed Monday morning

Discipline is consistent with violation, minimum suspension is 2 weeks

Tony should have allowed 24 hour cooling off period, but Justina should be disciplined

Problems should be brought to the coach

Kickoff meeting would be a good opportunity to discuss code of conduct

Lots of dissatisfaction in association, sentiment that association cares more about higher level teams

New tryout process should resolve issues, need more support instead of 2 people trying to run the whole process

PW B1 team moved to B2 – Chris noticed that 7 teams had B1 as top team

Declarations could still be changed

Conduct Review Committee:

Must include: President, Vice President, Director of Youth Hockey, ACE Coordinator

Board will appoint replacements if conflict of interest

Sara N. appoints Jen Starkey

Sara J. is not available

Agenda for following month:

- Review updated description of in-house and traveling Mite programs
- Vote on new board appointed in-house mite manager, non-voting position, reporting to mite director
- Jersey discussion

Meeting Adjourned: 9:32