

SYHA Board Meeting Minutes
Board Meeting February 12, 2018

In Attendance: Melissa, Stacey, Shannon, Randy, Dan M., Dan G., Dawn, Dave

Non Board: Kim Sawicki, Jason, Jodie, and Hannah Meyer, Vicki Myers, Derrick and Debbie Szulim, Erin McDonough, Ian Davies, Rich Slechta, Mike DeFoe, Tina and Scott Sirek, Becky and Jon McKenzie

A. Welcome and President's Message: Randy welcomed everyone to the February meeting; congratulations to all of the teams who made it to state. Meeting called to order at 6:32.

B. Approve January Minutes: Shannon motion to approve, Melissa second. Minutes approved.

C. Financial Report:

We are slightly below from last year; just wrote a check for the doors, and Stillwater still has to pay ice. Blaze begins March, the Triple A tournament money is starting to come in.

Motion to approve financials: Dan M; Shannon second. Motion carried.

D. Building and Maintenance Report: Dan fixed the far dasher board with the help

of Todd Albert. Replaced the door closer in concessions; no cost to rink. Rink-Tec was here; subfloor pump not working properly. Will stop back to fix sensor; the pump is manual at this time. Need to replace controller for pump.

Need to start planning for future for compressor rack. Chiller barrel can go at anytime; once it goes, we would be down for 6 weeks. Dan G. will check into cost: expect the cost to be significant. Recommendation is to start thinking about compressors, chiller barrels, racks. Not sure if we replace before it goes bad or wait for it to quit.

Parking lot bids: Schmitt helped with bids. 2.5 inch and all around rink \$101k. Monarch gave discount for 3 inches \$97k. 2 inches \$67k, is all around the rink. Cost may be less if we just do the parking lot instead of the driveway as well. That would cover all the way up to the fence.

Need to look at lighting ballasts, then bleachers.

We will check into a discount on the bleacher heaters through some local businesses.

We will send out an email to the association updating the projects we are working on right now and

E. Committee Report:

F. Old Business:

G. New Business:

- a. **Appeal hearing update/WAHA appeal process:** Re: Bantam coach. We originally believed the appeal would be held by WAHA due to Safe Sport claims. We were informed otherwise; It will be local jurisdiction; Mike Connors, Region 6 Director for WAHA, is coordinating the appeal process. WAHA is forwarding us guidelines and Mike will forward to all involved.
- b. **Process for filing a grievance:** Currently in our by-laws, we do not call out a specific process to file a grievance. The by-laws mention in several locations that any concern or grievance can be brought forward to any board member. There were a number of excellent suggestions to improve the process and improve our by-laws to provide clarity and direction. We are in the process of updating our by-laws to reflect the feedback and suggestions offered. There was also discussion regarding the following: closed door sessions, minutes taken, governing decisions, full disclosure and transparency, and posting financials. We have a number of action items as a result of the feedback and comments offered that will help improve our governing, communications, by-laws, policies and procedures.
- c. **Intra-board electronic communication:** Communications between board members electronically must be in secure and safe environment – private email URL. We will ensure each board member has a private email address. Additionally, a suggestion of adding a disclaimer at the bottom of the email for those not on the board who may read an inadvertent email..
- d. **Popcorn maker:** Fred loaned us one through Action Rental for now; will plan to use until we purchase a new one. Proposed that we use the Wild fundraiser money for a new popcorn machine.
- e. **Heaters: funding and installation:** heater is in stock; can have it next day. We need to find a time we won't have a full rink to get the heater installed. Need to coordinate a night to install. Weekend of 24 and 25th may work to get installed. Thinking one night to take down and one night to put up.
- f. **Barstool Races:** haven't heard anything about bar stool races; Randy reached out to check and will update.
- g. **D2 playoff work spots:** We have filled about half of the spots. Discussion about dividing up evenly between teams to assign parents.
- h. **HS WW Stars locker room logo:** There was a request to put a new logo on the locker room. The youth logo and the HS logo are a bit different; have been comments about consistency to develop recognition of the program. Thought is to have Mary and Randy coordinate a plan for consistency with the logo and how we want to proceed. May be different for a while, but we can work toward making it more consistent. Discussion about the HS logo on locker room: a logo is fine, but we do not agree with the colorful graffiti style logo that was proposed.
- i. **U10 state tournament: planning and scheduling:** We will open up spots to the association for volunteering. Shannon, Fred, and Dan will meet tonight and we will then open it up to the association. Melissa reached out to local businesses to let them know about the tournament. Also reached out to Sam's Club for some donation for the weekend. Fred has contacted the teams, they had already booked their rooms. Roughly 88 spots we will need to fill for concessions, score sheet, clock, penalty box (each box),

two people to check in until about 3:00 on Saturday. Discussion about raffle; we did a raffle when we had the Squirt state tournament. The WAHA t-shirt seller will be here. Discussion about shooting machine. Need to have an announcer, they must announce goals, penalties, and names. Volunteer hours will be counted toward off season hours.

j. Disciplinary Situations:

We have association members who have experience with writing procedures, policies, and by-laws - we will work over the coming months to overhaul our by-laws to incorporate many ideas and suggestions to improve: social media, coaching committee, documentation, communications, safesport polices, grievances, and escalation process and procedures.

Discussion re: locker room monitors. We will appoint a safesport direction and ask that the person work with Coaches, managers, players and families to ensure compliance. We will reinstate locker room monitors for the 2018-19 season.

As part of the appeal hearing, we appointed an investigative panel that setup interviews with those involved in the locker room incidence to further investigate the claims and document findings to be shared with Independent Appeal panel.

Discussion about social media posts and our by-laws. The board will follow up on these concerns. Discussion about coaching committee and notes from meetings, and an understanding as to what goes into choosing and training coaches.

Closed door discussion about social media policy.

Motion to adjourn Dan M., Melissa second: meeting adjourned at 10:32