

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) Yes	John Thomas (T) Yes	Sarah Knuth (S) Yes	Matt Gillette Yes	Matt Havlik Yes	Scott Johnson Yes
Jena Millard Yes	Aaron Zelin Yes	Wes Kurszewski (VP) Yes	Stephan Hanzlik Zoom	Jamie Miller Yes	Tim Noethen Yes
OTHERS IN ATTENDANCE					
Justin Potter Past President No	Mike Schindler Director of Hockey Yes	Jen Havlik Guest Yes	Erica Haga Guest Yes	Eric Millard Guest Yes	Dan Jensen Guest Yes
Travis Krzykowski Guest Yes	Reneisha Keiling Guest No	Brian Dobratz Guest No	Chris Cremeens Guest Yes	Steven Lewis Guest No	Tom Slnisi Guest No
Traci Graf Guest Yes	Jeremy Froehle Guest Yes	Damara Hudnell Guest Yes	Tony Drollinger Guest Yes	Individual Guest ROLL CALL	Individual Guest ROLL CALL

- Call to Order @ 6:00
- Approve [January](#) Minutes M1-JT, M2-JM
- Moment of Gratitude - [photo](#)
 - Concessions, mite jamboree, coaches, having association members give support
- Guest/Public Comment (5 minutes each, audible chime set - 55 minutes)
 - Jen Havlik-
 - Handbook - coach guidelines - during play down game, players time was diminished in order to win the game - players cannot improve game skills when they are not given the opportunity to, more ice time they get, the more they improve
 - Teamwork - not being reinforced when some aren't getting ice time - why should those celebrate with the team when they weren't given the ice time
 - SWCYHA goal is to ensure kids have fun
 - Any child that wants to play hockey can play hockey
 - Can play, but only during regular games unless deemed by coaches and board they are important
 - How any board member thinks this is okay - this board doesn't care about him or any other players this is happening to. Board needs to do better to make every player feel important. If this association doesn't change, coaches and families will leave
 - No game should be more important than a player
 - Erica Haga-
 - Handbook - mission statement, core values
 - Players have spent more time cheering on their teammates than playing
 - It is not fun or satisfying to sit on the bench
 - Playdowns - a lot of tears
 - 18 seconds on the ice and never touched the puck
 - Several players did not get to participate
 - Too late for this season, but can do better in the future
 - Other associations called out the board and coaches

- Do better for the sake of the kids and not the sake of the win
- Eric Millard- .
 - This has not been an issue in any of the past years
 - The number of players/having two teams
 - Has been nothing but transparent about what he was going to do as a coach
 - Explained coaching tactics, play to be competitive
 - Most challenging year in 6 years in the association
 - Appreciate board
 - Done best to have conversations and be transparent throughout the season with parents and kids
 - Practice drills and playing time, discuss strengths and weaknesses
 - Did not go against anything that went against WAHA
 - A video clip from USA hockey training module
 - Issue was made clear after play downs
 - Listen to kids
 - First play down win in this association
 - Funding from tournaments does not come from individual fees
 - Competitive tournaments
 - Decide if our association wants to be a part of USA hockey and WAHA affiliate or be a YMCA rec league
 - Believes we will lose 20%-30%
 - Mosinee leaves everything up to coaches, Eagle River similar verbiage to SWCYHA
- Dan Jensen- .
 - Squirt parent - hasn't seen a whole lot of unequal playing time
 - Told it was coaches discretion according to handbook
 - Hockey is a competitive sport
 - Handbook shouldn't change, it is a competitive sport and you are here to win
 - Kids watch NHL and want to see the Stanley Cup, want to win
- Damara Hudnell- .
 - Squirt level
 - Equal playing time or disagreement with a coach and this was the way around it?
 - Felt uncomfortable with how she was approached
 - Equal playing time was the starter of the conversation
 - Didn't apply in the squirt level, peewee level kept getting brought up
 - Continued to be negative about coach
 - If it were truly about equal playing time, that much negativity about coach and a different age level wouldn't have kept coming up
 - Equal playing time in youth sports should have equal time unless it is a must win
 - We don't see many must win games during the regular season
 - Most of the kids that don't see much playing time understand, because they also want to move on
 - Preparing them for their future
 - Some high schoolers don't see the ice at all
 - May seem far away, but really we're close
 - Daughter cheered for every kid on the bench when she wasn't getting equal playing time
- Travis Krzykowski- .
 - Squirt B parent, didn't directly affect, but wanted to bring personal experience
 - Senior year moved from Rapids to Wausau, met a lacrosse coach and was convinced to play lacrosse

- When it was more competitive and was not played, it is very embarrassing for the player
 - Is the game more important or is it about the camaraderie of the team
 - Talking about 10-12 year olds and have a harder time with the understanding of what is going on
- Reneisha Keiling- .-not in attendance
- Chris Cremeens- .
 - Fun Fact - February 1974 Missions, Values, Policies (help support values)
 - No bad people here, policy needs more clarity
 - Policy at play “equal playing time”
 - There is an “and” .. is that a special occasion like tournaments and play downs? Or could it be power plays, etc.?
 - Surrounding areas have similar verbiage (DCE more clear)
 - Competitiveness and equal playing time cannot exist
 - Sick of driving for run time situations
 - Favorite thing this year? - Barnett scored a playmaker patch “I am a good player”
- Steven Lewis- .-not in attendance
- Traci Graf- .
 - Team managers perspective
 - Changed the entire back end of the schedule to make it a more “fair” season
 - Play downs we don’t have that option, would be nice to remain competitive
 - Changing the bylaws affects about 3-4 games
 - How many lower ability skaters have left our association?
 - How many higher ability skaters have left our association?
 - What other youth organizations are we comparing to?
 - Squirt A
 - One goalie did not play at all during playdowns
 - Different perspective since that player was still able to skate
 - Were over the moon happy to play as a team and win as a team
 - It didn’t matter who touched the puck more or which goalie played more
 - Recently at a practice a board member went around asking families to come
 - Why were only certain families approached
 - More time, data, background knowledge before changing bylaws
 - Rethink changing any bylaws today, please do more research before making any decision
- Jeremy Froehle- .
 - Bantam level has a similar situation to Peewee -17 on a roster
 - One of the worst situation to be in
 - 22 at an age level for two teams - good roster for Squirt, Peewee, Bantam
 - Many of these issues go away when there are two smaller teams rather than one large team
 - Both peewee and bantam were one goal short of going to state
 - Verbiage we have is critical because we need to be looking at our big picture goal: at least two teams at every level
 - If we do anything that pushes out lower level/higher level kids out, that hurts the entire association
 - Kids that are more competitive play on the A team and those that aren’t play on the B team
 - It’s okay if you don’t want to be competitive and not spend time in the weight room, etc.
 - If we’re in the situation where we are now, basically with 1.5 teams, it makes it hard
 - If we lose families on either end, we are going backwards

- Clarifying questions, comments, discussion (10 minutes)
 - .We are already in the works of a cultural survey that will be coming out to get the voice of the association
 - Felt it was degrading for their children during playdowns
 - Coach spoke with other associations on how they handled playdowns, etc.
 - Maybe time to move on somewhere else
 - Kids on Bantam team that did not play on playdowns
 - It's been a tough year
 - As a board we didn't do nothing
 - This is the first time in years that we have had to sit with some of these situations
 - Came up with a lot of scenarios, nobody liked them
 - A lot of "what ifs"
 - Roll lines one after another, tournaments don't necessarily matter, but playdowns
 - Sign up for the board to help make changes - find a better way to do it
 - Ambiguity within policies takes something that is supposed to be transparent and makes it muddy
 - The interpretation isn't the problem, it's the policy verbiage itself
 - Does it need to state to have more flexibility in there
 - Follow WAHA and USA Hockey - stop over reaching them
 - Policies and verbiage are already out there
 - Tough situation with teams this year - putting such far ranges there makes it very difficult
 - Likely wouldn't be having these conversations if we had two teams at peewee and bantam level
 - Understand the feelings of the kids who don't get to play
 - Kids who work their butts off off the ice - show support for coach *woot woot*
 - **IF closure and/or next steps do not seem to be happening within this time limit, we will respectfully end and set a special meeting at a different date and time.**
- Group UPDATES (10 minutes)
 - Rec Center
 - [Mtg. Updates](#)
 - Director of Hockey
 - Mainly emails and things we just discussed in this meeting
 - Working with coaches on practice plans
 - See more skills rather than systems
 - Working to get an end of year coaching meeting set up - get feedback for our board
 - Once high school season ends, use for skills and development for bantams that will be WIAA eligible next year, high school kids will be on the ice, too
 - Email will be sent out after HS playoffs
 - Will go to middle of March
- Exec. & Standing Committee Reports (10 minutes)
 - **Executive**
 - Reminders
 - Be mindful in emails, the drive, how we're conducting ourselves as board members, work together as a team
 - Roberts Rules - in drive as a PDF - use as a reference
 - This is what we use to run our meetings, it is in our bylaws
 - **Finance/Fundraising/Marketing**
 - Treasurer's Report
 - Taxes - went to accountant and signed documents, taxes are up to date
 - No news is good news on the fee we might have incurred

- Faceoff raffle and mite jamboree huge success, sportsmen banquet coming up
- [Last Yr. Comparison](#)
 - Last year we ended at about 174
- [Account Options](#)
 - Looking to keep the Janke fund going?
 - Possibly an account that would have \$10,000 in it can be sustainable for life with a payout of \$500
 - How we handle raiseright reimbursements in April
 - Keep mattresses on the burner
 - Kwik trip car wash cards as a fundraiser
 - Golden Sands - sign up your group and sell 50/50 tickets - your group gets the 50
- **Membership**
 - [Next season projection](#)
 - Coordinator Roles
 - Scheduling, DIBS, etc. - will be reaching out to all of them finding out their intent for next year
- **Program/Player Development**
 - [Camp Opportunities](#)
 - Consider hosting some of these
 - Whether we pay for the ice time and families pay registration
 - Ice goes in early July, would love to utilize it for our players
 - Somehow get a spring hockey program - get a list put together of programs that offer spring hockey (Baraboo?? Has a list)
 - Paul offering the junior river kings this year as more of a trial and is hoping to expand
 - Try Hockey for Free 4:00 - 5:00 this Saturday
 - Helmets, gloves, and skates
 - Pixler is helping with equipment
 - Someone to sit at the registration table to check skaters in and have any walk ins sign the waiver
 - Learn to Play Hockey
 - 6 weeks, Bradford, we will qualify for another grant through WAHA
 - Sign up sheet for volunteers to check in skaters
 - Goalie development has been completed
 - Kudos, well received
 - Have video footage, committee will meet in March and figure out how to build
 - Figure out how to use the resources for development that we have
 - Request for a Proposal to Legacy Foundation to support a girls' hockey program here
 - How would that look with WVU?
 - Trying not to put too many carts before too many horses
 - Squirt level and possibly grow down to mites
 - Girls can double roster all the way through bantam - have to go to a girls team for HS, per WIAA - title 9
- Old Business (5 minutes)
 - Should coaches (family members) be exempt from game day duties?
 - Managers try not to schedule coaches - etiquette
 - Keep a small cycle of coaches (families) doing the game day duties to ensure they know what they are doing in the event the following year they are not coaching.
 - It gets complicated if families are having to split ways

- Hard to know everyone's schedules with kids
 - Zamboni is a different beast
 - Ref scheduling and pay - anything figured out from this?
 - Refs in general, Brandon?
 - Frustration over reimbursement in comparison to other associations
 - Bantams \$75-\$80 Peewee \$50-\$60 Squirt \$45
 - Don't care about Ref level, pay is based on whatever age level you are reffing
 - Andrea (ref scheduler) had also brought up our ref compensation
 - Still looking for a Ref Liaison
 - Refs aren't receptive - BF is not interested
 - Is there anything through WAHA that can support these kids that want to learn?
 - Paul RK - could get someone here to work with the refs
 - Who wants to oversee ref development?
 - Even just to research options
 - Cultural Survey
 - MH, JM, AZ, WK having conversations and have a draft going
 - Planning a 2 round thing, having a few open ended questions
 - Have it be inviting and for more people to engage
 - Look at the themes we are getting, review them, thematic coding
 - Resend them out in a more objective form
 - On the verge of having something ready, have it released with a two week window
 - Looking at different tools - qualtrics
 - Email blast with the link in it, have QR codes as well
 - Multiple members per household
- New Business (10 minutes)
 - Board nomination forms
 - [Voting week schedule](#)
 - [Ballot](#)
 - CCs Graphics
 - Entertain the idea of a clothing order as a thank you for making the engravings for mite jamboree
 - Could potentially get a kick back from Darci then, too
 - 12 orders or more, 10% kickback from MADA
 - "Equal" playing time verbiage review
 - [JM draft](#)
 - Many discussions with different people and different experiences with equal playing time at all sorts of levels
 - Just because they aren't playing in tournaments, doesn't mean they aren't developing
 - Smaller teams are much easier to coach
 - Playdowns will always be Mosinee, Eagle River, DCE unless we move divisions
 - We need to play to compete - kids' goal every year should be to get to state
 - It can be interpreted differently by everyone
 - Clear is kind
 - The message is only how the receiver takes it
 - Sometimes you can use playing time to push the kids
 - Coaches have the option...
 - Balanced
 - If we look into it too specifically - what is equal?

- **CLOSED portion**
 - Liaison feedback form - none
 - Any voting matters - none

- Next Meeting: March 17th @ 6 PM @ SWCRC
- Top Three Takeaways
 - 1. Association Member Feedback - healthy, civil conversation
 - 2. Great discussion surrounding equal verbiage
 - 3. A lot of nomination forms
- Adjourn @ 8:51 M1 WK, M2 JM

Agenda Item	Action	Responsible and Date
Janke Memorial Fund	Reach out to Family	
Learn to Play Hockey	Create Sign Up	
	Flyers to Jen/schools	
Refs		

“On the Bench”:...

- What was Janke vision for the scholarship - point out it could be \$10,000