



Meeting Minutes

Date: June 16, 2021

ROLL CALL: Severin __x_ Wells __x_ Berthiaume __x_ Downs __x_ Hubbard __x_ White __x_
Crimmins __x_ Modeen __x_ Nelson __x_ McCoshen __x_ Downs __x_ Sislo __x_ Dinda __x_

Guests: Miranda Raivala, Sarah Hanson, Jesse Tollers, Christy Severin, Tammy Davis, Mike Raivala, John Sidorowitz, Hunter Sidorowitz, Ryan Lindberg, Jeremy Olson, Al Pettingill

MEETING CALLED TO ORDER AT: 6:02

Approval of previous minutes: Anna needs to correct roll call, spelling of "shift" and add 10K Puck Challenge. With adjusted changes, motion by Deana, seconded by Claire - motion carried.

Approval of financials: Motion by A. Downs, Second by Modeen. Motion Carried

OFFICER REPORTS:

President: Consider streamlining meetings by only adding committee reports on the agenda that have a monthly report. It was suggested to speak to Kellen about this option. Kyle also suggested meeting minutes to be emailed within a week of the meeting for email approval.

Executive Director: Tom met with the recreational director from UWS - facility (phase 4) is 8-10 years out. The current plan is to add an additional sheet of ice to the new arena. UWS is meeting with city at the end of the month. Meeting with the Mayor, Linda Codot and Janice Meyer will be July 6th.

Treasurer: Net **loss** of \$60 YTD (increase of \$54K from last year). All the committees got financials except fundraising. Brine pump was added into this and SAHA is taking on the commercial insurance. SRM will carry the workmanship comp.

Annual Budget was discussed for upcoming season. Motion to approve Dick, seconded by Deana. Motion carried.

COMMITTEE REPORTS:

Finance and Insurance: no report

Development: See attached recommendation for staying at USA hockey ages and implementing squirt A from the development committee. Recommendation did not pass: 4 to 7.

Bylaws and Policies: No report

Equipment: No report

Fundraising/Publicity: ULF is a go, fundraising meeting next week. Tony Bronson spoke to Kellen in regards to a fundraising opportunity for SAHA. -Hairball Concert. Pay SAHA (\$12 per hour/per person) for their volunteers for Hairball concert on July 3rd from 3pm-11pm. Must be at least 18 years old. Jamie will make a Facebook post

Rinks and Facilities: No report

Rules and Referees: No report

Tournament: Tournaments are set and posted for the upcoming season

Concession/Manager/Volunteer: In the process of developing a list of how to earn volunteer hours

Registration/Website/Social Media: MM and Mite registration fees will be what registration committee originally proposed. We will not accept VENMO for registration payment.

Player Recruitment/Retention:

Community Inclusion: Souptown 3x3 league is going great!

Pond Hockey: It is sounding positive to hosting the tournament for next winter

Gilby: The committee will be speaking to the Gilbertson's to gauge continued interest for holding the tournament.

OLD BUSINESS: Waiting for the sponsors banner to get approved for the new state tournament banners. ADHOC Coaching committee has verified interest with Rodney Graham, Kellen McCoshen and Sean Storie. It was suggest to start meeting ASAP.

NEW BUSINESS:

The Bait Box asked Dick if we would like to park a can trailer in their parking lot. A trailer is needed. \$1595 cost of the new trailer. Motion by Kellen, Seconded by Deana.

Tim Nelson- Motion to amend the previously approved 2016 age to girls and boys MN age structure 2nd by tom. Motion carried (7 to 4).

(Amendment is to Move to MN age for both boys and girls)

MOTION TO ADJOURN BY: Motion by ___ second by ___

MEETING ADJOURNED AT:

MINUTES SUBMITTED BY: Anna Downs

Recommendation

The SAHA Development Committee recommends that the association remain within the USA/WAHA age structure for all playing levels for the 2021-2022, 2022-2023, 2023-2024 seasons. The Development Committee will be responsible for bringing analysis and recommendation to the SAHA Board of Directors following the 2023-2024 season. The SAHA Development Committee insists that all SAHA teams from Squirt/10U Girls and above continue to play in DAHA/ District 11 leagues and encourages all teams to continue to attend invitational tournaments in Minnesota. The Development Committee recommends that if at any time WAHA changes to, or closer to MN Hockey ages, that SAHA will comply immediately. The Development Committee insists that SAHA teams eligible for State play downs may not “opt out” or “forfeit” play downs, per WAHA guidebook page 55, paragraph 9.

The development of our players begins in house and is more dependent on what we do during practice than it is who we play against. One properly run practice is the equivalent of 11 games when it comes to puck touches and skill development (USA Hockey Magazine).

SAHA currently has the benefit of playing in both a MN league (where we are competitive), while also competing against our counterparts in WI and having the opportunity to represent our association at the state level. Playing against older competition should be used to drive our development and success as an association, not as an excuse for a lack of it. Playing, and being competitive, among older competition has a positive impact on a player's self-confidence (Hamilton). A player's belief in their own abilities plays a key role in performance (Collins et al). Relative age effects (RAEs) refer to differences among individuals in age-based cohorts typically used in sport. These effects have been thought to generally favour relatively older members of the cohort and are thought to result from differences in maturation and experience among athletes of different chronological age. Recently, researchers suggested that relatively younger participants may not be as disadvantaged as previously thought. Gibbs et al (2012) found that relative age effect not only fades, but then reverses across levels of hockey, among Canadian hockey players. Another study found that relatively younger athletes were challenged by their more advanced, slightly older peers. This underdog mentality was used as motivation for these younger players (Schorer, 2009).

While it is evident that RAE does exist, it is difficult to quantify how this impacts an athlete's holistic development throughout their youth sports experiences. There is evidence supporting both the RAE's impact on athlete development as well as the correlation of the RAE reversal and long term development (Rubia et al. 2020)

Similar Situation in Hudson

- Went to USA ages in 2011
- HHA draws from a population of approx 33,000
- President in 2016: Going to USA/WAHA created a much better atmosphere. Having state to play for/look forward to has created a more positive overall culture and association pride. Change strengthened the relationship with WAHA. Do not have issues competing with MN teams (don't play AA)

-President in 2021: Happy with playing USA ages. Play a competitive district 2 MN schedule then compete for WI state titles, giving players something to play for. Playing up has helped player development, not hindered it. Would consider a return to MN ages if they were consistently dominating WI state tournament

Hudson regularly has success competing in State tournaments, competing in a MN league and producing a strong HS program. They are an example of making the best of both worlds work.

Overall development plan:

Skill evaluations pre and post season at all levels will help measure overall development and growth.

Creation of an ad hoc committee to focus on our on ice identity, as well as coaching expectations will help ensure consistency among what is being taught at and within each level. Monthly skills sessions and goalie clinics will also help players develop in a setting outside of normal team practice and provide an opportunity to learn/ hear from a variety of external sources.

Minimite-Mite Plan

Begin to implement a skills based separation among these groups. Divide Mite teams into 2 groups based on ability, offering a move up option to players in Minimite that could fit in the "lower" Mite group. All Mite teams would continue to play in Voyageur league. This would be the first step to potentially merging Minimite and Mite groups into one age based group (for registrations purposes) and then separating them out based on ability. Skill levels and expectations for those groups would be laid out to determine who fits where.

Squirt Plan

Implementation of a squirt A program that would compete with Duluth area A teams, as well as WI A teams for games. Could compete in WI A tournaments and A/B1 tournaments in MN. Addition of an A team at squirts helps to group players of similar skills and close the gap between players on the same team. The B teams would continue to participate in District 11 league games and playoffs, as well as attending tournaments in MN and WI. Having an A team also makes us eligible to send teams to the State tournament at the squirt level.

Girls program plan

The goal of the girls program needs to be to grow and retain enrollment within the girls program.

Potentially register based on grade (not age or age range) and double roster to the greatest extent possible within the girls program. (1) Allow 9th graders who have aged out in WI to still play through 15U in MN. (2) Grow numbers in association through double rostering (3) Numbers may allow for A and B teams in girls program. (4) Allowing girls to double roster will hopefully keep more girls in the girls program.

(Total Girls/Girls playing Boys) 79/14 based on 2020-21 numbers

14U 9th-7th	(2021-22)	27/5	(22-23)	22/7	# may be higher if allowing 15U
12U 7th-5th	(2021-22)	23/8	(22-23)	24/5	
10U 5th-3rd	(2021-22)	23/6	(22-23)	26/3	
8U 3rd-1st	(2021-22)	21	(22-23)	22	
6U 1st-Pre K	(2021-22)	16	(22-23)		

Could add another grade level or complete a birth year to increase numbers, (Example some the younger 5th graders are 2011s, add the rest of the 2011s to the 12Us. 5th graders will also play 10U.)

14U 9th-7th	(2021-22)	28/5	(22-23)	26/7	# may be higher if allowing 15U
12U 7th-5th	(2021-22)	25/8	(22-23)	25/6	
10U 5th-3rd	(2021-22)	24/6	(22-23)	26/3	
8U 3rd-1st	(2021-22)	24	(22-23)	22	
6U 1st-Pre K	(2021-22)	16	(22-23)		

Register using just two grades

14U 9th-8th	(2021-22)	19 (5 ineligible)	(22-23)	17 (3 ineligible)
12U 7th-6th	(2021-22)	14 (4 ineligible)	(22-23)	13 (1 ineligible)
10U 5th-4rd	(2021-22)	17 (2 ineligible)	(22-23)	16 (4 ineligible)
8U 3rd-2nd	(2021-22)	12 (2 ineligible)	(22-23)	15 (1 ineligible)
6U 1st- K	(2021-22)	14		

- This option would provide flexibility to double roster another grade/ birth year dependent on numbers.
- Require small increase to registration fee to double roster
- Numbers include all girls in association

The other option would be to retain 9th graders who age out and are not ready for the HS team. They would be ineligible for State and any WI tournaments would need to be notified for them to be able to play.

Input from 2 HS coaches

I believe it's important to stay Wisconsin ages for a couple different reasons. I personally and vehemently believe true development begins in-house. The comparisons to Minnesota hockey has always driven me bananas. A change in age may benefit a couple players for only a short period of time. But, with proper development system-wide we could level the playing field. Personally, it doesn't matter if we are playing teams in Minnesota, Wisconsin, Michigan, or North Dakota. If we can't skate, pass, stick handle shoot, see the ice, and develop knowledge of the game we won't compete with anybody. I don't see how a 6-month exchange fixes any of this.

We need to turn back to a prideful hockey community. I think at the youth level we put too much focus on wins versus losses. Confidently, let me take care of that at the high school. Let's revert and change our mindsets back to supporting one another at various levels and genders. We should all be watching and supporting one another during practice time and games. I'm making it mandatory this upcoming season that myself and the high school girls will be available and participating at many youth practices and will be attending many youth games. I believe it's important to be a Spartan whether somebody is 9 or 16. Lastly, we need to do our very best in encouraging our hockey players to stay home through high school. Too many players leave where grass isn't always greener on the other side. As such, we need to work harder at providing a Superior-based AAA team during the summer.

Keeping kids together, developing players based on skill sets in-house, retaining players year after year, and once again developing that prideful Spartan community should be our top priorities.

-Doug Trentor SHS Girls Hockey Coach

TO: SAHA Board Members

I support staying at the WI/USA Hockey Ages for the upcoming season. I was a member of the

development committee that made the recommendation to go to the WI/USA Hockey Ages several years ago and the primary reasons for doing so were:

- To compete in State Competition at the end of our season to give association players something to play for (connect with HS legacy) and extend our seasons beyond the middle to end of February.*
- Playing up 6 months in age against MN A teams should put us at a relatively even playing field (not playing AA) and push our younger players to develop.*
- Association felt that it was beneficial to play in the Duluth leagues at the A level because it increased our ability to schedule locally and reduce travel while maintaining a competitive level of play.*

The argument that suggests that we should return to MN ages because it is hampering our

ability to develop our players is not a valid reason for making this change. Development does not result from playing at the exact same age appropriate structure or because they are playing with their buddies who are in the same grade. There are associations locally that have figured out how to develop better hockey players like Hermantown, Grand Rapids, Duluth, etc..., and there are places that are world renowned centers of development like Finland. What are they doing that makes them so much better? In my humble opinion, it is not about playing games vs other opponents and winning those contests. Where they excel is where they put the majority of the focus and energy:

- 1. Create a unified culture in our association where the mission is "player development"! Better hockey players = WINS*
- 2. Build a stronger, more competitive association by retaining more hockey players by making it accessible to all families in Superior (affordability, resources, neighborhood hockey, etc...) Develop a finance program for all families...work off your child's fee/increase volunteerism.*
- 3. Provide QUALITY unstructured environments playing the game of hockey in small areas with their friends. Assume ownership and responsibility for neighborhood outdoor facilities - reduce the number and put more money into those select sites (zamboni's and quality of ice, boards, shacks)*
- 4. Indoor practices with qualified coaches (USA Hockey certified) where technique is the focus and making progress is the measuring stick. Increase touches, repetition of drills that teach skills (skating, passing, shooting)*
- 5. Playing less tournament games during the developmental stages (mites-peewees) and more in-house development. 3 on 3 leagues during the season, schedule open ice indoors at specific age levels... develops the mental aspect of the game of hockey (vision, puck support, communication, etc...) "increasing membership makes this easier"*
- 6. Change our current parent culture: make it less about my kid, and start thinking about what is best for the association. Strictly follow our parent guidelines in our handbook and promote proper behaviors and reduce the toxic interactions that involve parents/coaches, parents/officials, and parents/parents.*

The difference between the peak years of our association and now revolve around our association membership (numbers of players) and what our players are doing on their own time in the winter. We currently have approximately half of the players that we had in the 80's and

90's and our kids are not regularly or willingly using the outdoor facilities in our city to play hockey. Of course, there are many factors that contribute to those issues but in many ways the fixes are within the realm of our control. Our efforts as an association should be directed towards development and retention and our culture affects both of those areas. Regardless of the decision tonight, I am confident that it will not have a significant impact on the overall "development" of our athletes in our association.

Regards, Jason Kalin
SHS Boys Hockey Coach

Citations

Collins et al <https://thesportjournal.org/article/effects-of-early-sport-participation-on-self-esteem-and-happiness/>

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Hamilton

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Rubia et al.

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