



IMPORTANT INFORMATION ABOUT AMATEUR YOUTH HOCKEY IN THE TRIAD

THA, GYHA and WSYHA Member;

Triad Hockey Alliance Reorganization

Since the spring of 2017 there have been ongoing discussions between the THA Committee, GYHA Board and WSYHA Board in regards to the formalization of the Triad Hockey Alliance. At that time, the THA was entering its third year of the operating partnership between the GYHA and WSYHA that formed the THA. The THA Committee discussed how best to move the organization forward with emphasis on strengthening the organization, ensuring stability as well as succession planning for the organization.

These discussions continued during this period and picked up importance following the Carolina Amateur Hockey Association (CAHA) 2018 Summer Meetings. During these meetings CAHA representatives mandated that the THA formalize the organization. CAHA requested this be completed prior to the 2019 -2020 season of play.

To better let you understand the proposed changes we have outlined the process and decision moving forward.

I. BACKGROUND / HISTORY:

The Triad Hockey Alliance (THA) is a joint collaboration between the Greensboro Youth Hockey Association (GYHA) and the Winston Youth Hockey Association (WSYHA). The collaboration has been ongoing since the 2015-16 season to help grow youth hockey in the Piedmont Triad of Central North Carolina, by fielding combined travel teams at various age levels. The combined effort was a year in the making, and was put together out of a need to better serve members of the two organizations.

The “Triad Hockey Alliance” is a relatively new hockey brand in the Piedmont Triad region with new colors and new team jerseys. It consists of competitive travel teams (Triad Storm) at the AA, A and B/House level at the U10, U12, U14, U-16 and U-18 age groups. The House or Rec League

component was added in the second year to address non-travel team play and to provide an outlet for organized hockey play and development. Development programs including Mite and Learn-to-Play programs continue to be spearheaded locally within GYHA and WSYHA organizations. Due to the unique joint venture the various travel teams would be registered with CAHA under either the GYHA or WSYHA. CAHA granted a waiver to the organizations with the formation of the THA.

The current organizational structure, which was established as a trial period, provides for the management, operational oversight and governance from the Triad Hockey Alliance Committee (THA Committee) which is made up of members of the GYHA and WSYHA boards under the leadership of an Executive Director. The three-person Executive Committee which consists of the Executive Director and Presidents of the GYHA and WSYHA are the voting members of the THA Committee. The cooperation has a mix of volunteers and part-time compensated positions needed to operate the THA.

II. Reorganization and the Formalization of the Triad Hockey Alliance:

Executive Summary:

- a. Triad Hockey Alliance formed in 2015-16 as a joint partnership of GYHA and WSYHA
- b. Discussion on the reorganization started in the spring 2017 as we were set to begin the third year of the joint partnership. Following the review by the Executive Committee and THA Committee, as well as the GYHA and WSYHA the decision was made to study moving forward with the recommendations to formalize the alliance.
- c. Reorganization creates a separate entity the Triad Hockey Alliance (THA) as a non-profit 501(c)3 organization.
- d. This process of formalization was mandated by the Carolina Amateur Hockey Association (CAHA) at their 2018 summer meetings for the start of the 2019-20 season.
- e. Application process for CAHA has started with initial paperwork submitted to meet timelines outlined by CAHA. CAHA will vote on application in January 2019.
- f. THA will still be responsible for U10, U12, U14, U16, U18 Travel Hockey Programs as well as the Rec League Program. GYHA and WSYHA organizations will continue to be responsible for Learn to Play, Mites, Girls Hockey, Sled Hockey and Special Hockey Programs. THA will create a new hockey development director position to help unify and coordinate the developmental programs within WSYHA and GYHA.
- g. GYHA and WSYHA will remain as organizations under CAHA
- h. Finance and Funds would remain with each respective organization although the registration process for each would be streamlined and consistent through the THA website. GYHA Funds from Ice House operations would be retained exclusively by the GYHA.

- i. Potential Funding Sources of THA:
 - Membership Fees (Primary source of revenue)
 - Corporate Sponsors
 - Fundraising
 - Donations
 - Grants

Positives of Reorganization:

- a. Continued connection of feeder programs from GYHA and WSYHA to THA
- b. More aligns Youth Hockey in the Piedmont Triad Region
- c. Allows for the coordinated development of an overall strategic plan for the growth and development of youth hockey in the Piedmont Triad Region
- d. Increased involvement and leadership succession from within the organization.
- e. One of the greatest advantages and identified important roles of furthering the relationship of the three organizations would be the creation of a Hockey Development Director. This new position would work with the organizations to encourage and recommend a program design that is consistent as players and coaches move thru the various organizations. Assisting with the transition from Learn to Play to competitive hockey is a challenge and the Hockey Development Director would help in providing the players, parents and coaches information and guidance for their individual as well overall program success

Proposed THA Bylaws Summary:

THA Member:

- a. Active (voting members) shall be any person eighteen (18) years of age or older and either a parent or legal guardian of a youth in the program or serve in a Board appointed position for the organization, THA Head Coach (house, travel and initiation) or director
- b. Each youth in the program's family, including but not limited to all parents and legal guardians shall only be entitled to register one parent or a legal guardian as an Active Member entitled to vote
- c. Any Active Member in Good Standing of GYHA and WSYHA shall also be an Active Member of THA

THA Board of Directors:

- a. Initial Board of Directors shall be comprised of nine (9) individuals. Five (5) of the initial Directors shall be appointed by the Board of Directors of GYHA and four of the initial Directors shall be appointed by the Board of Directors of WSYHA. Initial Directors shall serve a two (2) year term.
- b. Initial Board of Directors may also appoint as many ex-officio Directors as the voting Directors deem desirable
- c. Following initial two (2) year term the initial Board of Directors, the Board of Directors may consist of a minimum of seven (7) and a maximum of nine (9).

- d. Term: Following the initial two (2) year term. An election shall be held to elect the following.
- Three Directors for a one (1) year term
 - Three Directors for a two (2) year term
 - Three Directors for a three (3) year term
- Thereafter all Directors shall be a fixed three (3) term with no term limits
- e. After the initial two (2) year term there will be no geographical designation for the THA Board of Directors
- f. An established nomination process is outlined
- g. Not more than one person per family may simultaneously serve a Director
- h. A Director of THA may serve on either Board of Directors of GYHA or WSYHA but not on any other youth hockey Board of Directors during an Active Term
- i. Board of Directors shall have an Executive Officer and Treasurer which they appoint and elect. The position of Treasurer shall be independent from all other officer positions.

PROPOSED THA MISSION STATEMENT:

- It is our mission to provide opportunities and design programs aimed at participation in youth ice hockey regardless of gender, age and ability, with an emphasis on player development and play at a competitive and appropriate skill level.

PROPOSED THA VISION STATEMENT:

- To be the leading voice for amateur youth ice hockey in the Piedmont Triad of central North Carolina.

PROPOSED THA VALUES:

- To be a model association for amateur youth ice hockey within the Carolina Amateur Hockey Association (CAHA) and Carolina Hockey League (CHL)
- To provide a fun and safe environment for everyone to enjoy
- Emphasize the development of each individual player regardless of skill level
- Create a lifelong love and appreciation of the sport
- Strive to make the sport of youth ice hockey affordable to everyone that wishes to participate
- Design an environment that fosters growth both as a player and an individual.
- Create a setting that supports the development of values that can transcend the rink into the player's life. i.e.; Fairness, perseverance, team work, discipline and respect.
- Instill the importance of overall health, fitness and well-being.

III. Next Steps:

The THA Committee, GYHA Board and WSYHA Board held a joint meeting on November 19 to review the recommendations and next steps. During the overall two-year process, many options were considered. Ultimately, the combined boards determined that formalizing the Alliance for the long-term prosperity of youth hockey in the Triad was in everyone's best interest. Splitting the organizations to fight for talent was not a desirable outcome. Furthermore, the current joint agreement was never intended to be a long-term solution. It was time that we formalize the relationship through new legal relationships. The vote was unanimous to move forward with the formalization of the Triad Hockey Alliance.

Both WSYHA and GYHA current board of directors will be asking for a membership vote to amend their current respective bylaws. Both organization will need to update and revise the bylaws so they are in sync with one another and aligned THA. A membership vote will be requested and sent out in December to current WSYHA and GYHA members for the proposed Bylaws update.

Beginning in January, THA will begin soliciting a recruiting staff, directors, coaching, and volunteers for the upcoming 2019-2020 season. [Please click here](#) or visit the THA website (www.triadhockey.org) and let us know of your interest in helping for next season. A complete list of potential positions to be filled can be found on the website and include, Executive Director, Treasurer, Hockey Operations Director, Hockey Development Director, Coaches, Marketing Manager, Administrative Manager to name a few.

If you should have any questions, please let any of the Board Members know.

Thanks, as an organization we wish you and your families a Merry Christmas and Happy New Year!

Don Johnson

Don Johnson, President, GYHA Board

Dustin Koufman

Dustin Koufman, President, WSYHA Board

Bucky Dame

Bucky Dame, Executive Director, THA