

Eugene Jr. Generals

Lane Amateur Hockey Association
P.O. Box 50211, Eugene, Oregon 97405
www.laha.org Tel: 541-937-5260

December MINUTES

Board of Directors Meeting
The Rink Exchange
Tuesday, December 3rd, 2019

1. PRESENT: Dan Trent, Joy Pendowski, Flint Doungchak, Sarah Chambers, Joel Dunham, Jenn Nyberg, Lanae Falls
ABSENT: Kara Minchin
GUESTS: April Bernacki, Amy Cecchini, Barb Arena-Crandall, Bryan Sandling, John Miller, Daniel Gomez, Lori Vinti, Jon Miko, Megan Beverly
2. CALL TO ORDER: 6:37pm
3. MEETING MINUTES: Approval of November minutes — Motion to approve by Joel, seconded by Dan. Minutes for November are approved.
4. REPORTS:
 - a. President: (Joy)
 - i. LAHA -
 - ii. OSHA - Statewide girls expos (Bend and Eugene) events will be combined all in one on March 7th in Eugene.
 - iii. OHOA - 18U house will have 3 officials instead of 2. 18U tier 2 will have 4 officials instead of 3. We already planned for 4 but now it is officially designated.
 - b. Treasurer: (Dan) See report. Notes: 70% of income for fundraising. 65% of fundraising for the ice cup. 93% of income for season. Exceeded budget amount (121%). Several bills have not yet been received or paid (ice, uniforms, refs, etc)
 - c. Registrar: (Sarah) 112 confirmed players in LAHA.
 - d. Committees:
 - i. Coaches Committee: (Joy/Flint) Coaches university goalie clinic for December. January coaches university week of board meeting at practice on Monday night. Questions to answer: What is our 3-5 year plan going forward? As LAHA grows how can we continue to build our program within the State of Oregon?
 - ii. Discipline Committee: (Jenn) Nothing to report.
 - iii. SafeSport: (Kara) We need to have locker room monitors for all times that players are in the building for practice. Goalie practice must have locker room monitors for those players. Need to address players leaving ice early and entering locker room without monitors. Head coaches ultimately responsible for what occurs regarding SafeSport policies.
 - iv. Marketing/Website Committee: (Joy) Follow up: Human interest stories for the

website, Joy will reach out directly. Artwork on Dasher boards going up this month. Trifold brochures printed. Need to distribute.

- v. Fundraising: (Joy) Follow up: Lanae to put some thought into a Bingo fundraiser. Lanae is currently researching. Possible Bingo fundraiser for LAHA families? Bingo license is needed. More research needed. Report next month. Squadlocker still #1 source for funds.
 - vi. Communications: (Lanae/April) Combine Nov/Dec newsletter. To come out before Christmas break. Reach out to goalies for profile in newsletter. Add to newsletter a need for pictures from all teams.
 - vii. Ice Cup: (Mara/April) Ice Cup registration looking good. 12U needs one more team to be full. Two openings at 14U. 10U is full. Ice Cup meeting occurred where committee leads were assigned to spread the work load. Looking for USA Hockey affiliated sponsors. Donations for game snacks. Follow up: Announcement of players on PA system for playoffs and championship games? Alex Brown possibly DJ and announce for games?
 - viii. CIC Report: (Flint) Thursday goalie clinics with Christian. Encourage coaches to reach out to Christian to come out for practices. LAHA's accepting culture has contributed to overall growth. We need more dryland coaches. Look at dryland as a whole other set of coaches. Need more parents to step up and get involved whether it is on-ice or off-ice especially as we look at preparing for our projected growth. Selecting an academic player and hockey player of the month important for overall Jr. Gens family culture. Recognize players at the end of the year banquet? Select a coach of the year? Do we post scores or not post scores? (Social media and scoreboard, we opted to not post scores)
- e. Team Reports:
- i. 8U - Bryan. Parents are content and happy. Questions about Medford game times and possible Bend trip. Possibility of mini jamboree with 8U.
 - ii. 10U - Jenn. Great first tournament. Got to play as one team, no separation. Development, quantity of puck touches, and quality of touches were great. Oregon teams met in final. Oregon development is clearly doing well. Question from parents: ADM rules currently state full-ice at national level, why do we play half-ice? Half-ice has been adopted for the pacific district.
 - iii. 12U - John (Gold) Played Medford, Bend, Rose City, each other. Competitive in all games. Players and parents are gelling. More parent volunteers. Dan (Blue). Need more parent volunteers. Players transitioned very well to full-ice.
 - iv. 14U - Gold (Lori). Parent questions: Spring hockey, goalie uniforms? First tournament coming up. State tournament vs. Spring Break. Date cannot change due to other associations schedules. Help for Christian? 12 goalies on ice, not very many shots for each goaltender. Constructive feedback for Christian as a first year coach. In future, have Christian visit other practices for goalie development. Blue (Jon/April). Tournament in Lynnwood was great. Good team bonding happening off the ice. Positive season so far.
 - v. 18U - Barb. Reached out to parents. Nothing to report from parents. Playing with tier 2 team is very beneficial for player development. Daniel. Play Bend this weekend, then play in Klamath, Canada at the end of the month. Played Southern Oregon and Bend in November. Need to understand how to use teammates better.

- vi. 18UT2 - Lanae. Played Tri Cities two weekends in a row. Came away with one win in tournament. Didn't play to full potential. Split the next weekend 1-1. This month we play Seattle, Tacoma, Seattle, Colorado Springs. Big month.
- f. Special Hockey: (Megan) About 10 players per year. Company Sponsorship for \$1,000 has been awarded to Special Hockey program. Could possibly receive \$5,000 grant. Recruitment for younger special hockey players has begun in 4J through flyers. Players register through USA Hockey.
- g. LAHA Elections: (Joy) Now is the time to start the process for the elections coming up in March. Jenn, Sarah and Joy are up for re-election.
March 3rd will be our Annual Meeting.
Nominations and bios are due 45 days prior, so no later than Jan 18th.
Ballots distributed 30 days prior to the annual meeting, so no later than Feb 2nd.
Team Votes due to the Board no less than 10 days prior to the annual meeting, so no later than Feb 22nd.
Our bylaws do not define who may be nominated for the board.
Because Jenn, Sarah and Joy are up for re-election, another board member or individual will need to oversee this process. Joel/Dan/Kara?
- h. LAHA Player/Parent Survey: (Joy) Based on feedback at our last meeting from team representatives, the board would like to send out a mid-season survey to do a temperature check on how things are going. This way we can hopefully address any issues before it's too late. We will still do the end of season survey, this would be in addition. Send out by mid-month.
- i. Try Hockey for Free: (Joy) Leading up to the event, we had very few registrants up until the last couple of days prior. We ran Facebook ads which helped to significantly boost the numbers. We had 31 pre-registered and 26 walk-ins for a total of 57 registrants. 19 participants were female. A follow up email was sent from LAHA to all families. Contact info was shared with the rink for their own outreach as well.
Lots of helpers which was great.
Next event in February we may want to look at a little differently and give more structure to the player helpers.
- j. Girls Hockey: (Joy) Only a few all-girls teams in Portland. As a State, trying to raise awareness to this fact, provide more in-season support for female hockey players, and support associations so they can recruit more female players. Recently hosted Rose City 12U and 14U girls teams. Games went really well. Portland teams had fun. Held first of 3 girls clinics which went well. The intent is to retain our female players.
- k. Uniforms: (Joy) So far, positive feedback on this year's uniforms. Because it took forever for these to arrive, I would like to look at an alternate arrangement for how LAHA secures its uniforms so they are here at the beginning of the season.
One idea is to pre-purchase blank jerseys and socks in the spring and have the rink do the customizations at the start of the season.
This would mean LAHA would carry the inventory and expense up front but we hopefully would not be in the same situation as this season.
Next steps on this would be to research vendors and get samples, estimates, etc.

OLD BUSINESS:

- a. Spring Hockey Planning - (Jenn) 3 tournament possibilities on the table (12U & 14U). Follow up from November discussion - 12U not enough interest. 14U has 12 families willing to travel

and have passports. Info to parents at 14U soon. Send last reminder to 12U to see if they are interested. Coaches for Spring Hockey? Jenn? Other coaches for 14U? Daniel?

- b. Non-Parent Reimbursement Policy - (Joy) Proposed policy: Individuals assigned to coach a team where they do not have a player participating will be eligible for reimbursement on travel-related expenses for hotel stays, meals, and gas mileage. Receipts and mileage reports must be submitted in order to receive reimbursement. Limit on reimbursement is \$140/hotel night including taxes, \$0.58/mile, and \$40/day for meals. Airfare to be considered on a case-by-case basis.

Estimated expense per coach ranges between \$3,888 and \$4,248

Basis: 2 out-of-state tournaments, 4 in-state game exchange trips — 10-12 hotel nights, 10-12 days for meals, and approx 3600 miles.

If adopted, then when we assign coaches to teams, this expense will need to be factored into the LAHA budget.

Board will review and discuss and vote on at a later date.

- c. Updating Bylaws and Board Size - (Joy) Follow up: Sub-committees could be a great way to distribute the workload and train possible new board members. Make a plan for succession.
- d. Mid-season LAHA celebration would help families understand you're joining an organization and not just a team.
- e. December 22nd will be 30th anniversary of LAHA - (Flint). More information to come on activities, etc. Follow up from November discussion. Daniel reported. Starts at 6pm. Expecting 400-500 people. 7:30pm everybody on ice for photo.

NEW BUSINESS (3-minute time limit per item):

- a. None presented

Meeting adjourned: 9:10pm

Board met in executive session.

Next OSHA Meeting:

February 2, 2020 in Eugene

Next LAHA Meeting:

January 7th, 6:30 pm at The Rink Exchange

Lane Amateur Hockey Association

BUDGET VS. ACTUALS: FY 2020 LAHA BUDGET JP - FY20 P&L

June 2019 - May 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
Donation Income		500.00	-500.00	
General Donations	16.64		16.64	
Scholarship Donations	6.65		6.65	
Total Donation Income	23.29	500.00	-476.71	4.66 %
Fundraising Income		1,000.00	-1,000.00	
Amazon Smile Income	26.71		26.71	
SquadLocker Income	690.53		690.53	
Total Fundraising Income	717.24	1,000.00	-282.76	71.72 %
Grant Income		1,000.00	-1,000.00	
Ice Cup Tournament				
Hotel Commissions		500.00	-500.00	
Program Ad/Player Note Sales		650.00	-650.00	
Raffle Ticket Sales		2,000.00	-2,000.00	
Sponsorships		100.00	-100.00	
Team Registration Fees	21,007.50	28,000.00	-6,992.50	75.03 %
Vendor Sales Commissions		1,000.00	-1,000.00	
Total Ice Cup Tournament	21,007.50	32,250.00	-11,242.50	65.14 %
Interest Income	32.14		32.14	
Registration Fees				
1. 8U	9,006.25	15,000.00	-5,993.75	60.04 %
2. 10U	20,133.24	21,700.00	-1,566.76	92.78 %
3. 12U	28,163.45	26,720.00	1,443.45	105.40 %
4. 14U	38,227.32	41,360.00	-3,132.68	92.43 %
5. 18U	27,736.00	23,100.00	4,636.00	120.07 %
6. 18U T2	46,679.87	49,500.00	-2,820.13	94.30 %
Registration Late Fees	443.29		443.29	
Registration Service Fees	685.00		685.00	
Total Registration Fees	171,074.42	177,380.00	-6,305.58	96.45 %
Skills Clinic Income				
Skills Clinic Registrations	4,871.29		4,871.29	
Total Skills Clinic Income	4,871.29		4,871.29	
Tryout Income				
18U T2 Tryout Registrations	1,170.00	975.00	195.00	120.00 %
Total Tryout Income	1,170.00	975.00	195.00	120.00 %
Total Income	\$198,895.88	\$213,105.00	\$ -14,209.12	93.33 %
GROSS PROFIT	\$198,895.88	\$213,105.00	\$ -14,209.12	93.33 %
Expenses				
Advertising/Promotional	2,649.54	5,000.00	-2,350.46	52.99 %
Coach/Volunteer Expenses				
Background Checks		1,000.00	-1,000.00	

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Coach Training	2,009.20	2,000.00	9.20	100.46 %
Coach Uniforms		5,000.00	-5,000.00	
Total Coach/Volunteer Expenses	2,009.20	8,000.00	-5,990.80	25.12 %
Credit Card Expenses				
Processing Fees	6,508.19	7,500.00	-991.81	86.78 %
Total Credit Card Expenses	6,508.19	7,500.00	-991.81	86.78 %
Discounts/Refunds Given	2,734.50		2,734.50	
Equipment				
Coach/Team Equipment	3,610.63	1,750.00	1,860.63	206.32 %
Dryland Equipment	1,184.75	1,750.00	-565.25	67.70 %
Total Equipment	4,795.38	3,500.00	1,295.38	137.01 %
Ice Cup Tournament Expenses				
Tournament Awards		1,500.00	-1,500.00	
Tournament Ice Rental		14,250.00	-14,250.00	
Tournament Misc. Expense		500.00	-500.00	
Tournament Officials		4,000.00	-4,000.00	
Tournament Printing		1,000.00	-1,000.00	
Tournament Sanction Fees	250.00	75.00	175.00	333.33 %
Tournament Team Proceeds		2,250.00	-2,250.00	
Tournament Team Swag & Snacks		2,500.00	-2,500.00	
Total Ice Cup Tournament Expenses	250.00	26,075.00	-25,825.00	0.96 %
Ice Rental				
Coaches Training	660.00		660.00	
Donated Ice		1,320.00	-1,320.00	
Girls Clinics	330.00	990.00	-660.00	33.33 %
Goalie Practices	550.00	1,907.40	-1,357.40	28.84 %
Regular Season Games	10,230.00	36,795.00	-26,565.00	27.80 %
Regular Season Practices	22,330.00	58,446.30	-36,116.30	38.21 %
Special Hockey Practices	550.00	1,851.30	-1,301.30	29.71 %
Total Ice Rental	34,650.00	101,310.00	-66,660.00	34.20 %
Miscellaneous Expense	235.11	500.00	-264.89	47.02 %
Officiating				
Game Officiating	820.00	7,700.00	-6,880.00	10.65 %
Officiating Surcharges	60.00		60.00	
Total Officiating	880.00	7,700.00	-6,820.00	11.43 %
Operating Expenses	241.28		241.28	
Food/Meals	252.90		252.90	
League Connect	149.00	750.00	-601.00	19.87 %
Office Supplies	61.34	100.00	-38.66	61.34 %
PO Box Rental	92.00	100.00	-8.00	92.00 %
Postage		25.00	-25.00	
Taxes & Accounting	755.00	1,000.00	-245.00	75.50 %
Team Snap	221.59	400.00	-178.41	55.40 %
Total Operating Expenses	1,773.11	2,375.00	-601.89	74.66 %
Scholarship Awards	3,020.00	2,500.00	520.00	120.80 %
Skills Clinics Expenses				
Skills Clinic Food/Meals	251.75		251.75	
Skills Clinic Ice Rental	990.00	2,475.00	-1,485.00	40.00 %

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Total Skills Clinics Expenses	1,241.75	2,475.00	-1,233.25	50.17 %
Tournament Fund				
State Tournament/Jamboree Entry Fees		1,500.00	-1,500.00	
Team Tournament Entry Fees	17,969.20	31,450.00	-13,480.80	57.14 %
Total Tournament Fund	17,969.20	32,950.00	-14,980.80	54.53 %
Travel Expenses		2,500.00	-2,500.00	
Lodging	116.62		116.62	
Mileage	208.80		208.80	
Total Travel Expenses	325.42	2,500.00	-2,174.58	13.02 %
Try Hockey for Free		250.00	-250.00	
Tryout Expenses				
Tryout Food/Meals	435.02		435.02	
Tryout Ice Rental	660.00	990.00	-330.00	66.67 %
Total Tryout Expenses	1,095.02	990.00	105.02	110.61 %
Uniforms		7,650.00	-7,650.00	
Total Expenses	\$80,136.42	\$211,275.00	\$ -131,138.58	37.93 %
NET OPERATING INCOME	\$118,759.46	\$1,830.00	\$116,929.46	6,489.59 %
Other Expenses				
FY 2018-19 Expense	12,480.00		12,480.00	
Reconciliation Discrepancies-1	-1,277.71		-1,277.71	
Total Other Expenses	\$11,202.29	\$0.00	\$11,202.29	0.00%
NET OTHER INCOME	\$ -11,202.29	\$0.00	\$ -11,202.29	0.00%
NET INCOME	\$107,557.17	\$1,830.00	\$105,727.17	5,877.44 %