

Board Meeting Minutes of Middleton Youth Hockey
 January 11, 2026
 6 pm
 Harbor Athletic Club or Online



| | Present | Excused | | Present | Excused | | Present | Excused |
|--|---------|---------|--|---------|---------|---|---------|---------|
| Brian Juech (President) | X | | Jeremy Graveen (Peewees) | X | | Marc Renault (U18) | X | |
| Tom Freitag (Vice President) | X | | Danielle Figi (Communic ations) | X | | Brandon Victor (Bantam) | X | |
| Jen Schneider (Secretary) | X | | Melissa Kagerbauer (Squirt) | X | | Nate Raulin (Initiation) | X | |
| Doug Giageos (Treasurer) | X | | Danny Schneider (Mites) | X | | Jeff Deja (Fundraisi ng) | X | |
| Will Pangman (ACE) | X | | April Sun (X-Ice) | | X | Erin Jelak (off-ice) | X | |
| Kelsey Cushman (Ice Scheduling) | X | | Mike Eberle (Registrar) | | X | Kendra Deja (Cultural Liaison) | X | |

Others in attendance: Ryan Shaw, Jason Hayes and Tami Shaw

MINUTES SUMMARY

Call Meeting to Order (Brian)

General Items (Brian)

- Open Forum: Agenda item is to allow members of the organization a total of 10 minutes - 2 minutes each member - to bring forward items to the Board of Directors any topics members feel relevant to present or ask at a Board meeting
- Open forum for general discussion. No specific points raised.

President (Brian)

- Rental gear distribution completed; additional equipment is being purchased due to limited remaining inventory.
- Sock and jersey order expected around the 18th; no tracking information received yet. Updates will be shared with ALDs.
- Games outside allotted home games and ice time must be requested to ensure equitable distribution across teams and levels.

Treasurer (Doug)

- Financial Update:
 - Budgeted for a \$24,000 negative cash flow.
 - Current cash balance: \$291,000.
 - Tracking in line with budget expectations.
 - Additional large ice bill expected in April.
 - More detailed budget review anticipated next month.

ACE (Will)

- Black puck coaches for spring: All-call sent due to lower response via word of mouth.
- Bantam A Team won tournament!!! Very exciting! Congrats!
- Discussion regarding checking camp options for second-year Peewees:
 - * Complete Hockey Camp in Oregon (Middleton) mentioned as potential option.

Communications (Danielle)

- Working on new website header.
- Received many photos; additional submissions encouraged.
- Coordinating Mite skate events at Capitols and Lynx games.
- Increased requests for volunteer opportunities; aim to communicate earlier.
- Good Neighbor Fest: Save-the-date and committee planning underway.

- Volunteer sign-ups and communication to be pushed earlier.
- Hockey stick raffle in progress; Melissa will draw the winner.
- Communication planned for upcoming board election vacancies.

Evaluation Discussion

- No clear or consistent evaluation process; timeline extended (~8 weeks).
- Confusion around practice locations, team placement, and “bubble” players.
- Limited communication from coaches to parents.
- Lack of clarity on evaluation criteria.
- Request for unbiased evaluators approved by the board.
- Strong recommendation to standardize and consistently follow evaluation process.
- Scrimmages noted as valuable for player evaluation.
- Consider involving high school coach in evaluation/placement discussions.
- Different evaluation approaches across levels; consistency needed.
- Consider revisiting use of separate ice areas during evaluations.
- Transparency with parents encouraged.
- Board open to reviewing and improving process.

Additional Notes:

- * Bantam level identified as particularly challenging.

ALD Reports

ACE (Will)

- Emphasized minimizing unnecessary player movement.
- Seven meetings held with Jochen between summer and October.
- Some roster movement occurred between A and B teams.

Squirt (Melissa)

- Girls tournament roster set.
- End-of-season party discussion:
- Discussion regarding using ice time for parties etc. Agreement by board and Brian that ice time may be used if available; managers to coordinate with Kelsey.

Learn to Play (Nate):

- 65 total participants.
- 3–4 coaches available for spring sessions.
- Planning for fall Try Hockey events.

- Included in Summer Recreation Guide.
Summer Rec Guide

Proposed Ideas to Potentially Align with other Organizations and Increase Efficiency

(Danny)

- Standing Rules with a $\frac{2}{3}$ vote where the board of directors is able to make decisions rather than take items back to the members each time, which prevents real progress from occurring
- Possibly changing board positions and what they cover
- Creating committees to divide the work
- Creating a hockey development committee to better establish development

Motion to Move to Closed Session:

- Motion: Danny
- Second: April
- The meeting moved to closed session.

Motion to move back to Open Session:

- Motion: Danny
- Second: April
- The meeting moved back to open session.

Motion to approve meeting minutes:

- Motion: Danny
- Second: Danielle
- The January meeting minutes were approved without corrections or objection.

Adjournment

- **Motion to adjourn:** Doug Second: Brian
- **Meeting adjourned at:** [7:31 p.m.]
- **Next Meeting:** [March 8, 2025, 6 p.m.]

Closed Session: The Board may go into closed session to discuss sensitive topics including scholarships and financial assistance, Code of Conduct concerns, skater transfers in and out of MYH, or other confidential circumstances deemed necessary by an Officer of the Board of Directors.

Team & Program Updates

Girls Program (Brian, Melissa, Jen, and Will)

- Verona proposing two teams.
- Girls 11s: 8 Red and several White players.
- Suggestion for separate registration and promotion.
- Dane County League providing strong game opportunities.

Mites (Danny)

- Tournaments ongoing.
- Summer programming: ~30 soft commitments.
- Recommendation for parent meetings at each level.

Cross Ice (April)

- Session 2 in progress.
- 37 players across 4 teams.

Proposed Ideas for Organizational Alignment (Danny)

- Establish standing rules allowing Board decisions with $\frac{2}{3}$ vote to improve efficiency.
- Reevaluate board roles and responsibilities.
- Create committees to distribute workload.
- Form a Hockey Development Committee to strengthen player development structure.

Coaching & Communication (Brian)

- Reinforcement of:
 - 24-hour rule
 - Communication through ALDs
 - Positive and empathetic coaching approach
 - January “Character Cards” communication initiative.

Motion to Move to Closed Session:

Motion: Danny
Second: April
Motion approved

Motion to Return to Open Session:

Motion: Danny

Second: April
Motion approved

Motion to Approve Meeting Minutes:

Motion: Danny
Second: Danielle
January meeting minutes approved without corrections or objection

Adjournment

Motion to adjourn: Doug
Second: Brian
Meeting adjourned at: 7:31 p.m.

Next Meeting: March 8, 2025 at 6:00 p.m.

Closed Session

The Board may enter closed session to discuss sensitive topics including:

- * Scholarships and financial assistance
- * Code of Conduct concerns
- * Player transfers
- * Other confidential matters as deemed necessary