

# 1. nryan@nateryan.net

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First Name:	Nate
Last Name:	Ryan
Email Address:	nryan@nateryan.net
Phone Number:	(651) 775-7249
Number of years your family has been involved in FYHA:	5
Which board position are you seeking?	At Large Director
Why are you interested in this role specifically?	I would like to continue to see FYHA grow as an association. And work to bring an arena to the area/region. My passion for the game is growing stronger as our son continues his hockey journey.
List children or dependents currently in FYHA and their level of play for the upcoming season:	Austin Ryan he will be a first year peewee.
Describe your prior involvement with FYHA (board service, coaching, volunteering, committee work, events, etc.). Please include approximate commitment and responsibilities.	Head Coached at the mite level for 2 seasons, assistant coach mites and squirts.
Describe any leadership, volunteer, or board experience outside of FYHA that is relevant to this role (professional, nonprofit, school, community, etc.).	Dundas, MN City Council 7 years, Dundas Planning Commission 3 years. Liaison for the legal education committee, child support committee, legal ethics committee, CHIPs committee, legal technology committee, grant panelist for the state of Minnesota drug task for grant (2025). These are relevant because at no time can I put any of MY interest ahead of the committees.
What skills, experience, or perspective do you bring that would strengthen the FYHA Board?	I would like to bring standardize skills to our hockey association. Skills such as breakouts, passing and team work. Hockey isn't an I sport or a ME sport, it's an US sport. Starting at the mite level the teams I coached worked on a simple offensive zone system called Bear, Fox, Eagle. The bear would battle to get the puck then PASS it to the sly fox and the fox could shoot or pass to the eagle. The eagle was in front of the net or high slot. The reverse also works as a breakout. If we can start working system as mites, we have a foundation to build in all the next levels. As Bantams and Junior Gold, we

need to take direction from the High School coaching staff and work on systems they use. The same is true for girls hockey too.

USA hockey as put a lot of time and our money in developing the American Development model, which I think we should put heavy emphasis on. It's clear other associations are using hockey systems and teaching to their players. We can too!

Are there specific areas or committees you would be willing to support if elected?

Coaching Committee, New Arena Committee. Dispute resolution committee.

Board service sometimes requires supporting decisions that are unpopular but necessary. Describe a time when you had to make or support a difficult decision in the best interest of an organization, team, or group.

My time on the City Council was full of unpopular decisions. One notable decision was raising water and sewer rates. After researching and trying to figure out how to keep the rates low, I had to vote to raise them. But I was able to share WHY and HOW I came to that decision. And I welcomed a face to face sit down with anyone who wanted to review the decision. And that's most important to me, to be able to share HOW I came to the decision and WHY I made the decision. I will NOT be influenced by "friends or drinking buddies."

How do you handle disagreements or conflicts when working with other adults who may strongly disagree with you?

I do my best to see it from the other person perspective first. Then get down to their reason, my reasons and try and determine the REAL reason for the disagreement. And always get all sides of the story, in person. And bring everyone together and not leave without some sort of understanding of how things can move forward. Following the steps in the FYHA handbook is a great start, not just moving to the last step because it's the easiest one. And definitely not using good ole boy club unwritten rules. Again, because we are friends I may not see it your way, but I'll hear you out and because we are not friends doesn't mean that I will side with someone I know. The truth will always prevail and getting to that truth with ethics and a moral compass is my goal.

Do you understand and commit to these expectations for the full term of service?

Yes

If no, please explain.

Do you acknowledge and accept these responsibilities?

Yes

If no, please explain.

One reason I'm running is because I don't see this being followed. Two examples, board members skaters who play summer hockey together miraculously made the same teams. When mathematically players in the top try out group should have made a team and didn't. And board members with preferential treatment, like picking their child jersey numbers when no other skater gets to.

Why are you seeking election to the FYHA Board, and what do you hope to contribute during your term?

I want to see two things happen:

1. Breakout and offensive zone BASIC systems being coached.
2. Tryouts become transparent. Try outs should result in the top 13 skaters making the A team, mid 13 skaters making the B team, mid-low 13 skaters making the B2 teams and low 13 skaters making the C team.

Why not have the MOST transparent non-buddy buddy try outs as possible? It's unfair for the kids that should have made a higher level team to play on a lower team. AND its EQUALLY unfair for the 7 that made the higher level team to be forced to play with kids that should be on a lower level team. If I

was either parent I would be upset. Posting the tryout scores also helps the coaches know what to work on with their players. And gives the parents ideas on how they can help their child's development. I was at a board meeting earlier this year and a board member said, "no other Associations do it this way." LETS BE THE ONE THAT DOES and be the MOST transparent in tryouts as an association. AND we must STOP with the coaches picking half the team. Coaches should be able to pick two kids out of a pool of the next 5. And it should be clear who made the pool and how each kid ranked. One phrase that hurts progress more than anything is "We do it that way because we've always done it that way." It's time to change.

Is there any additional information you believe is relevant to your candidacy for board service?

"Serving on the FYHA Board is a commitment to the long-term health of the association and its players. Board members lead by example, support collective decisions, and help ensure FYHA remains strong, fair, and sustainable."

This is a note that is on the bottom of the application before you hit submit, do you feel board members have lead by example, have been fair, gotten the whole story, have been transparent with tryouts?

Do you want a board member that only cares about FYHA as whole, not just my child. I want to see your child and FYHA be successful, at all levels of play. Consider voting for me. And if you have any questions or would like to chat with me personally or maybe want to get the real story about something, call me 651-775-7249 - Nate Ryan

Why are you seeking election to the FYHA Board and what do you hope to contribute during your term

Is there any additional information you believe is relevant to your candidacy for board service

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