

# HAYHA Board Meeting

Meeting Date: March 17, 2026, 05:30 pm

## Attendees:

**Board:** Chad, Scott, Chuck, Joe, Adrienne (virtual), Mike, Melissa

**Board adjacent:** Cory Whitmore (Tournament Coordinator), Lance Wilson (Registrar), Ashlee Sheridan (Registrar in waiting), Bailey (Equipment Manager)

**Rink:** Jed Snyder

**General Attendance:** Justin Barrel, Justin Hicks

## General Summary

- **Charity Program Launched:** Project Power Play supports youth hockey funding; raised nearly \$1,400 in two months.
- **Summer Hockey Camp Approved:** Fees range from \$110 to \$144; enrollment capped at 25 skaters and 5 goalies.
- **Tryouts Scheduled Early:** The week of August 3 for all age groups.
- **Tournament Participation Reviewed:** Varied numbers by age group; mixed parent feedback on travel distances and costs.
- **Bylaw Amendments Planned:** Changes to be approved and communicated to members, requiring legal review before adoption.
- **Marketing Committee Established:** Led by Sabrina to enhance engagement and social media presence; volunteer issues discussed.

## Action items

### Scott

- Add Maha annual meeting date change to calendar and track updates for next Maha rep (20:30)
- Prepare membership notification regarding bylaw changes and board's vote intent for April; clean up formatting and summarize key changes (01:31:40)
- Reserve ice for tryouts the week of August 3rd and following week, coordinating with rink schedule (01:50:00)

### Adrienne

Follow-up with Kelly to confirm gym session cancellations and avoid paying for unused training (16:05)

- Forward 14U coaching complaints to board via email; contact Maha/TSL on 14U state ranking errors and Big Sky ranking corrections (02:53:30)

## **Chuck**

- Draft and send summer ice camp registration email and pricing info; liaise with Sabrina on graphics (39:40)

## **Bailey**

- Continue collecting and organizing practice and tryout jerseys; report on status by April board meeting; track equipment room key distribution (48:00)

## **Joe**

- Investigate digital lock option for equipment room door and report back to board (55:50)

## **Cory Whitmore**

- Maintain tournament cost tracking spreadsheet and send updates to the board (01:06:00)

## **Chad**

- Contact Robbie re: referee-in-chief role and communicate expectations; reach out to Maha regarding match penalty procedure concerns (01:09:50)
- Communicate tryout schedule and registration plans to membership with rationale and expectations (02:00:00)
- Follow up with Kelly Designs on uncashed jamboree T-shirt check (02:44:50)

## **Lance**

- Provide feedback on registration late fee implementation and statistics on late registrants (02:12:00)

## **Board members**

- Review and provide input on registration fee structure and practice schedule ahead of April meeting (02:17:40)

## **Notes**

**Motion – Joe: Approve last month's meeting minutes. 2<sup>nd</sup>: Chuck. Motion passes unanimously.**

**Motion – Joe: Approve updated handbook edits. 2<sup>nd</sup>: Chuck. Motion passes unanimously.**

## **Charity Program and Fundraising**

- The board reviewed ongoing efforts to support hockey affordability for youth and families.
- **Launch of Project Power Play Charity** focused on funding hockey for kids facing financial burdens, already operating for about **two and a half months** with a 501c3 status (05:04)
- Fellowship programs allow kids to apply for full or partial scholarships based on financial need
- Initial fundraising efforts raised nearly **\$1,400** from a recent event
- Active social media presence and partnerships, including gear swaps with Play Again, boost outreach and donations
- Plans to expand from the Helena area to statewide funding with geographic donation allocation to ensure local support
- Coordination with other community fundraisers to avoid donor fatigue and improve collaboration is ongoing

- **Board Collaboration and Fundraising Oversight** with scheduled board meetings and planned integration of fundraising personnel for better communication (09:25)
- Fundraising board member to attend meetings for transparency and coordination
- Encouragement to share donor lists to avoid duplicate solicitations
- Intent to formalize point of contact roles by April following board turnover

### Summer Hockey Camp and Drop-in Program

- The board discussed organizing summer hockey camps and drop-in sessions with operational and payment logistics.
- **Summer Camp Schedule and Pricing Approval** with session fees tiered by age group ranging from **\$110 to \$144** for the first session and slightly higher for the second, including half-price for goalies (37:57)
- Enrollment capped at **25 skaters and 5 goalies per group** to balance capacity and revenue
- Drop-in sessions proposed as age-specific 75-minute games, aiming to increase engagement and usage during summer (27:58)
- Operational challenges for weekly sign-ups and payment collection noted, with need for streamlined registration and billing through Crossbar system
- Discussion on monthly flat fees versus per-session charges to reduce administrative burden and ensure USA Hockey number verification
- **Operational Requirements and Safety Protocols** for drop-ins and camps, including locker room monitoring and staffing by referees and bench coaches (28:11)
- Emphasis on safe sport compliance with coaches monitoring locker rooms
- Need to coordinate rink availability due to competing rentals like figure skating
- **Next Steps for Drop-in Program Implementation** assigned to a subgroup including Lance, Ashley, Chuck, and Joe to finalize registration and payment processes offline (36:33)
- Potential payment models and staffing incentives to be explored for efficient operation

### Tryout Schedule and Registration Process

- **Motion – Joe. Schedule tryouts the first week of August. 2nd – Chuck. Motion passes. Yes – Scott, Sabrina, Chuck, Joe, Melissa. No – Mike, Adrienne.**
- **Tryouts Scheduled for Week of August 3rd** for all age groups including high school to provide earlier start for coach selection and tournament planning (59:20, 01:34:35)
- Two tryout days available that week to accommodate all divisions with possible additional ice reserved the following week for flexibility
- Intent to make early August the permanent tryout period, communicated clearly to membership with rationale, benefits, and expectations
- Exceptions and makeup tryouts to be handled with grace due to new timing and unavoidable conflicts
- **Registration Opening early with Tiered Deadlines and Fees** to encourage early sign-up and improve forecasting (02:04:32)
- Proposed close of standard registration by **June 30th** with a late registration window extending to early August
- Late registration may include increased fees particularly for travel and tryout groups, but waivers considered for house divisions to avoid financial burden
- Payment plans typically start in October, but earlier registration could allow extended installments
- **Communication and Fee Structure Finalization in April** meeting to finalize registration fees and practice schedules based on projected team numbers (02:19:17)
- Emphasis on clarity in messaging about tryout exceptions and registration deadlines to manage expectations and reduce last-minute sign-ups

### Tournament and Competition Review

- The board examined tournament participation, costs, and strategic decisions for travel hockey.

- **Tournament Participation Overview** showed varied numbers by age group with **6U-8U teams playing 8-10 tournaments** and older teams participating in fewer, selected events (59:20)
- Coaches and age reps responsible for early tournament selection to secure spots before team formation in September
- Proposal to clarify in registration materials that tournament attendance is mandatory as part of travel hockey commitment
- Feedback from parents indicates mixed preferences on travel distances, with some teams avoiding remote tournaments like Watford City due to logistics and cost
- **Cost Tracking and Financial Impact** of tournaments analyzed with a focus on balancing travel expenses and player development opportunities (01:06:02)
- Discussions to potentially cap board-funded tournaments at a certain cost threshold, with higher-cost events requiring team or parent funding
- Ongoing effort to collect detailed cost data to inform registration fees and future budgeting
- **Girls and House Teams Tournament Updates** noted better performance and competitive progress for girls' teams and successful fundraising for house teams' tournaments (02:42:06)
- Girls' tournament costs largely covered by donors, minimizing organizational subsidy
- House tournament profits of approximately **\$11,710** reported, reflecting strong community support

### Governance and Policy Updates

- **Motion – Mike. Notify members of upcoming bylaw revisions with intent to vote at the April Board Meeting.**
  - **2nd – Joe.**
  - **Motions passes unanimously.**
- **Bylaw Amendments to be Approved by Board with Membership Notification** following review of Montana nonprofit statute and internal bylaws (01:30:52)
- Motion passed to notify membership of changes and intent to vote at April meeting, allowing member feedback without full member vote required by law
- Key changes include redefining officer payment authority and term limits for president role, while maintaining board structure and election methods
- Board agreed to seek legal review for final interpretation before formal adoption
- **Refund Policy Discussion for Injured Player** with consensus to continue case-by-case review rather than formal policy (02:26:00)
- **Motion – Scott. Due to the limited time missed, no refund of registration fees will be awarded to the James family.**
  - **2nd – Melissa.**
  - **Motion passed. Yes – Scott, Melissa, Adrienne, Chuck, Sabrina. No – Mike, Joe.**
- **Equipment and Access Control Improvements** proposed to replace physical keys with digital lock system for equipment room (53:29)
- Digital lock would allow individual codes reset annually to improve security and accountability
- Action assigned to Joe to investigate feasibility, cost, and approval from rink management

### Communications and Volunteer Engagement

- The board highlighted opportunities to improve marketing, volunteer coordination, and member engagement.
- **Marketing Committee Leadership Assigned to Sabrina** tasked with enhancing social media presence, newsletters, and overall communication strategy (02:36:39)
- Examples shared of successful newsletters and yearbooks that increase volunteer recognition and community connection

- Opportunity to align Facebook, Instagram, and website branding for consistent messaging and broader reach
- Volunteer recognition programs considered to honor long-term contributors and build community pride
- **Volunteer Recruitment Challenges at Jamboree Event** emphasized the need for clearer volunteer assignments and consequences for no-shows (02:47:05)
- Current system with sign-up sheets lacks enforcement, causing operational strain
- Proposal to assign specific volunteer roles upon sign-up and consider charging fees for non-participation
- Increased involvement of older players in volunteer roles encouraged to ease burden on board and families
- **Equipment Room Organization and Jersey Collection** ongoing with expectation that all team jerseys be collected by April meeting to avoid charges (48:37)
- Practice jersey inventory being cleaned and assessed for replacement needs
- Board reps tasked with reinforcing collection deadlines and procedures with team managers
- **Coach Selection and Performance Concerns** particularly for Fort Junior High and 14U teams highlighted by Adrienne with recommendation for closer oversight of coaching appointments (02:53:17)
- Board votes on division head coaches; age reps and division heads recommend team coaches
- Recent complaints to be forwarded internally for confidential review and action

## Executive Committee Board Meeting

Meeting Date: March 04, 2026, 11:59 am

### Attendees:

**Board:** Chad, Scott, Chuck, Joe,

**Board adjacent:** Rachel Schanz

### General Summary

- **Board Membership Applications:** Aim for multiple candidates per position; currently six applications received for various teams.
- **Conflict of Interest Concerns:** Jed Snider's eligibility debated; board sees value in his knowledge despite potential conflicts.
- **Fundraising Coordination:** New Project Power Play Foundation introduced; aim for coordinated efforts among fundraising groups to avoid overlap.
- **Tryout Dates:** Finalize tryout dates by March meeting; early registration likely to open by mid-April or early May.
- **Nonprofit Camp Promotion:** Camps listed collectively on the website; no direct promotion to adhere to nonprofit compliance.
- **Financial Updates:** Registration planned by mid-April; ice contract valid through August 2026; tracking of Venmo payments under review.

## Action items

### Chad Senechal

- Send out final board application reminder email around Friday/Saturday before deadline (10:12)
- Verify state law regarding conflict of interest for board members with business relationships to nonprofit (06:50)
- Distribute updated handbook, bylaws, and policies in stages for board review before March meeting, targeting handbook completion by April/May (12:48)
- Connect new nonprofit foundation 'Project Power Play' with existing fundraising committee chair (Bill) and facilitate collaboration (15:29)
- Lead email communication promoting YETI tryouts and send to selected contact list, including presidents and key association figures (22:04)
- Organize bi-monthly calls with association presidents or leaders for sharing best practices and coordination (23:15)
- Serve as escalation point for disciplinary conflicts if committee encounters impasse with Maha (36:10)

### Chuck Denowh

- Lead reconstitution of fundraising committee including representatives from related nonprofits to coordinate fundraising efforts (17:04)
- Attend Janessa and Justin's March presentation on Project Power Play's criteria and initiatives, and relay updates to board (16:44)
- Handle disciplinary hearing preparations for match penalty incident; forward relevant communications to board (32:49)
- Follow up on JV girls locker room incident with Bill and Levi, providing closure or required actions (36:53)

### Joe Baumgart

- Compile list of reliable contacts within associations beyond presidents to assist distribution of YETI tryout information (22:39)

### Scott Fanning

- Assist updating website camp listings and potentially handle content edits (31:45)

### Board (collective)

- Maintain current coach reimbursement policy, denying mileage claims for home games or practices; consider exceptions case-by-case (39:30)

### Rachel Schanz

- Continue refining Venmo income tracking with accounting support (50:42)

### Rachel Schanz and Joe Baumgart

- Confirm registration payment timing and coordinate financial planning for summer months and upcoming registration fee collection (46:23)

## Notes

### Board Member Applications and Governance

- The board aims to secure multiple applicants per position to strengthen credibility and avoid default appointments.
- **Push for Multiple Candidates per Position** (03:18)
- Currently, **six applications** have been received with interest in filling **two candidates per position** for 6U, 8U, 10U, 12U, and girls' teams.
- Chad emphasized that having multiple candidates validates elections and portrays an engaged organization.

- Joe identified a potential new 6U applicant, and Michael applied for the house girls' position, prompting outreach for additional candidates.
- The goal is to finalize a robust applicant pool before the deadline via reminders and active outreach.
- **Candidate Eligibility and Conflict of Interest Concerns (04:53)**
- Questions arose about **Jed Snider's eligibility** since he is not a current member under the new membership definition.
- Joe raised concerns about a conflict of interest as Jed owns an ice facility paid by the nonprofit.
- Chad, backed by research and Gemini's input, found no **state law prohibiting a business owner from serving on the nonprofit board**, especially since the rink is currently the only ice rental option.
- The board agreed to monitor potential conflicts but saw Jed's hockey knowledge as valuable; Chad committed to confirming with state law and bylaws.
- **Application Process and Timeline Management (10:12)**
- Chad has posted multiple reminders on Facebook and the website to encourage applications.
- Chuck recommended sending an **email reminder by Friday or Saturday** to give applicants enough time, especially considering the requirement for three personal testimonials.
- Chad adjusted the references requirement this year to ensure meaningful endorsements, with plans to revisit the process next year based on feedback.
- The board agreed to send out reminders with clear deadlines and encouragement to prompt submissions.
- **Handbook and Bylaws Review Timeline (13:00)**
- Chad plans to circulate the first drafts of the updated **handbook and bylaws** for board review by the March meeting.
- Feedback will be collected and discussed in March, aiming for final approval by **April or May** to align with new season registration.
- The bylaws will require further work involving membership after board approval.
- This schedule ensures updated governance documents are ready for operational use in the upcoming season.

### **Fundraising Coordination and External Partnerships**

- The board is coordinating efforts among multiple fundraising entities to avoid overlap and maximize community support.
- **Introduction of Project Power Play Foundation (14:11)**
- Justin and Janessa Burrell have created a **501(c)(3) nonprofit foundation** to provide financial support for local hockey players.
- Their foundation is ready for tax-deductible donations and plans to fund initial efforts themselves.
- Chad is connecting them with Stacy and the existing fundraising committee to coordinate efforts and avoid competing for the same community resources.
- Justin and Janessa will present their initiative and funding criteria at the **March board meeting**.
- **Fundraising Committee Reconstitution Proposal (17:04)**
- Chuck proposed reforming the **fundraising committee** to include representatives from Hey Ha, Project Power Play, and YETI.
- This would improve coordination, oversight, and communication among fundraising groups benefiting the hockey community.
- The committee would help align fundraising campaigns and prevent redundant outreach to local businesses.
- Chad suggested the fundraising chair should attend Project Power Play's board meetings as a non-voting member to stay informed.
- **Potential Fundraising Opportunities at Events (18:13)**
- Chad floated ideas to leverage hockey events like senior night for fundraising, such as donation boxes or voluntary contributions.
- The board agreed that charging admission fees was not appropriate since parents have already paid registration.
- Joe supported the donation box idea, expecting good community participation during well-attended events.
- These efforts would supplement existing fundraising without burdening families.

### **Tryouts and Registration Planning**

- The board seeks to finalize tryout dates soon and establish an early registration period to streamline operations.

- **Tryout Date Resolution Targeted for March (20:57)**
- Chad expressed the need to set tryout dates promptly after extensive feedback and discussion.
- Options include moving tryouts earlier in a two-step process or shifting fully to August, though August is less feasible this year due to time constraints.
- The goal is to finalize the date at the **March board meeting** to allow timely planning and communication.
- Early registration is seen as beneficial and will likely open in mid-April or early May.
- **Promotion of YETI Tryouts Across Associations (21:18)**
- YETI is already promoting tryouts with a “save the date” announcement to help families plan ahead.
- Chad proposed sending this information to Hey Ha members and other associations to boost awareness and strengthen organizational cohesion.
- Joe will compile a list of association contacts with good communication history for targeted outreach.
- The bi-monthly calls idea with association leaders may support better coordination and shared best practices.

### **Communications and Association Collaboration**

- The board is considering new communication channels to share best practices and improve inter-association coordination.
- **Proposal for Bi-Monthly Association Leader Calls (23:15)**
- Chad suggested hosting a call every two months with association presidents or key contacts to share updates and best practices.
- The goal is to avoid complaints and focus on constructive exchanges to improve professionalism and data sharing.
- Board members agreed this would be useful but cautioned about potential negative discussions; Chad plans to set clear expectations.
- This could foster a somewhat unified voice among associations prior to MAHA meetings, potentially strengthening their influence.
- **Concerns and Expectations Around Association Engagement (24:41)**
- Some association leaders expressed concern about the purpose of such calls, fearing unproductive complaints.
- Chad emphasized that the calls would not replace official MAHA meetings or decision-making but serve as a forum for sharing ideas.
- Joe noted past successes when associations unified their stance on issues like the annual guide, showing the value of collaboration.
- The board agreed that managing the tone and focus of these calls will be critical to their success.

### **Summer Camps Promotion and Nonprofit Compliance**

- The board plans a neutral approach to promoting summer hockey camps while maintaining nonprofit compliance.
- **Nonprofit Promotion Strategy for Camps (26:30)**
- Chad intends to decline direct promotion of private hockey camps but will list them collectively on a dedicated section of the website.
- Chuck emphasized the importance of sharing camp information now while families are planning summer activities.
- The website section will label camps clearly as either Hey Ha sponsored or independent to avoid favoring any for-profit provider.
- Scott supported this approach as it drives traffic to the website and maintains fairness.
- **Maintaining Neutrality and Transparency (29:59)**
- Camps will be listed together with links to their own sites and a clear disclaimer that Hey Ha does not vet or endorse any camp.
- Chad will coordinate updating the camp listings and asked Scott to help gather current camp dates and links.
- This method complies with nonprofit rules by avoiding the appearance of endorsing specific for-profit businesses.
- The board agreed to email members about the website section instead of individual camp promotions.

### **Disciplinary Issues and Policy Enforcement**

- The board is actively addressing disciplinary conflicts and policy clarifications to ensure fair governance.
- **Match Penalty Dispute with MAHA (32:49)**
- Chuck reported MAHA agreed a match penalty was assigned to the wrong player but mandated a **6 to 10 game suspension** based on intent to injure.
- Scott and Chad view the incident as a shove, not intent to injure, and question the severity of the suspension.
- Chuck will lead the disciplinary committee hearing and emphasize policy documentation to challenge MAHA's suspension length and penalty classification.
- Chad offered to act as escalation point if needed, aiming to keep discussions evidence-based and avoid emotional arguments.
- **JV Girls Locker Room Incident Follow-Up (36:42)**
- The board learned the team will handle discipline internally for an incident involving inappropriate behavior toward a rink employee by player Levi Clawson.
- Chuck plans to follow up with the coach and Levi to ensure awareness about the seriousness of the behavior.
- Chad stressed the importance of communicating outcomes to the rink to maintain trust and accountability.
- The board agreed no formal disciplinary action is needed but coaching intervention is appropriate.
- **Mileage Expense Policy Clarification for Out-of-Area Coaches (40:38)**
- A girls' coach living in Lewistown submitted mileage claims to Helena for home games, which the current policy did not anticipate.
- Board members agreed expenses for travel to home games should not be reimbursed, but travel to away games is acceptable.
- Joe suggested maintaining the policy but allowing the board to approve exceptions on a case-by-case basis.
- Chad noted the total expense is relatively small (several hundred dollars) and the coach has been cooperative; the policy will be clarified going forward.

### **Financial Updates and Registration Timing**

- The finance team confirmed income and expense timelines aligning with the new season's registration plans.
- **Monthly Payments and Ice Contract Coverage (46:23)**
- Rachel confirmed **February** is the last month for player monthly payments.
- Joe clarified the current ice contract runs through **August 2026**, covering summer months.
- Summer camps are billed separately and must cover their own ice fees.
- The board plans to open registration by **mid-April or early May** with a small upfront registration fee.
- **Venmo Payment Tracking Challenges (50:42)**
- Rachel noted Venmo payments from the jamboree sales are hard to track because they mix with referee payments and do not hit the bank account directly.
- Joe has started transferring Venmo balances before paying referees to improve tracking.
- Rachel is consulting with a CPA for best practices to properly record these transactions in QuickBooks.
- The team agreed to monitor this closely and adjust processes as needed.
- **Registration Fee Allocation for Dryland Training (52:35)**
- There is uncertainty whether dryland training fees, like the T-Team gym, are included in registration or billed separately.
- Joe and Scott recalled dryland was included in registration fees for teams using it, but no clear reconciliation exists.
- The handbook currently lists registration covering ice fees, three tournaments, socks, and jersey rental, with state fees extra.
- The board agreed to clarify and document what registration fees cover to avoid confusion.

# **HAYHA Board Meeting**

**Meeting Date: February 17, 2026, 05:25 pm**