



Board of Directors Monthly Meeting Minutes

January 20, 2025

Call to Order:

- Motion to call the meeting to order by Sue Dickson
- Motion seconded by Roxanne Tatulli
- Meeting began at 6:32 pm

Attendance:

- **Present:**
 - Executive Directors Roxanne Tatulli, Brett Hazard, Sue Dickson, Ryan Spackman, Shelly Rudy
 - Board Members Bob Leitza, Kyle Tetting, Drew Bouma, Adam Freeman, Julie Freeman, Matt Mohr
- **Absent:**
 - Executive Directors Ryan Fain, Deanna Downey (dialed in at 6:44 pm)
 - Board Members Ryan Anderson, Kelsey Robbins (dialed in at 6:44 pm), Dan Madrigano
- **Guest:** Alec Dunn

Approval of Minutes from Previous Meeting:

- Previous minutes were not presented as Deanna is absent.

EXECUTIVE COMMITTEE REPORTS

President's Report (Presented by Roxanne Tatulli):

- **10U Tournament:** We earned \$5,000 for this tournament. The feedback has been very good. The only complaints were about some reffing issues. A post-tournament survey was sent to the team managers to share with their teams to collect feedback.
- **Spring Tournaments:** We will need to decide quickly which tournaments to do. Squirrt/Peewee, round Robin? Need to understand what it looks like and secure dates.
- **Coaching Staff:** The Board would like to see the list of proposed coaches and assistant coaches for the fall 2025-2026 season
- **USA Hockey National Try Hockey for FREE:** Scheduled for Saturday, November 2, 2025.

Executive Director's Report (Presented by Roxanne Tatulli):

- Presented by Roxanne Tatulli as Ryan Fain absent.
- **Dehumidifier Repair:** The dehumidifier failed and must be repaired. It's good that it happened now and not in the full swing of fall season. The parts won't get here until April. We will need to have two votes: (1) Vote to repair and (2) Vote on specific vendor solution. Current quote on actual model: \$ 35,650 and aftermarket: \$27,000. We will wait to vote on the specific vendor solution (which type of part branded or aftermarket) until we are provided complete specs, warranty, if any differences in replacement part void any other affiliated warranty, does replacement come with warranty, etc.
 - **VOTE (1):**
 - Motion to approve the repair of the failed dehumidifier made by Roxanne Tatulli.
 - Motion seconded by Sue Dickson.
 - Yes - 5 (Executive Board Members: Roxanne Tatulli, Brett Hazard, Ryan Spackman, Shelly Rudy, Sue Dickson); No - 0. Motion passes.
 - **VOTE (2):** We will wait until the quotes and all information are in.
- **Loan Refinance:** Our new loan is final and fully approved. We are moving accounts over to it. Billing on Crossbar will be an easy back end switch. Ryan Fain will need to provide Sue Dickson with the new account information to do so.

VP-On Ice Report (Presented by Brett Hazard):

- **Golf Outing:** We will be supporting the annual Golf Outing on August 17 at Grand Geneva. Historically, the Komets support the first hole with volunteers. Good opportunity to hand out some inexpensive Komets swag (with QR code/PR information?) to the players. Shelly Rudy will look into cheap swag items. We will donate a skate party as a raffle "basket" to promote the rink. Sue Dickson asked if we could do a team for more Komets promotion. Brett Hazard said we can enter a foursome (at \$100 per person).
- **Spring Hockey:**
 - Team Count (wait pending registration)
 - Practices (wait pending team structure)
 - Tournaments: We will be all tournament teams for Squirts through Midgets. Registration fees will include two tournaments. We may be able to host an additional home tournament but it will be a decision driven by what tournaments are out there and what we can pull together with a short timeframe.
- **Coaching Certifications and Continuing Education:** A number of coaches will need to complete their CEPs this year. See below additional CEP guidance.

Coaching Education Program Requirements

(1) Required Coaching Education Program Levels for Ice Hockey

All coaches must have the required certification level by January 1 of the current season, unless earlier deadlines are established by the district and/or affiliate.

All coaches must complete the online age-specific modules PRIOR to participating with their team.

(a) All coaches must enter USA Hockey's Coaching Education Program at Level 1, and must continue their education with a coaching clinic each year until, at a minimum, they achieve Level 4. Coaches of only 8 and Under players, as well as coaches of disabled hockey, may remain at Level 1 or other certification level, even if expired, until such time as they are coaching any older age level of play or something other than disabled hockey.

(b) In addition to the training in paragraph (a) above, coaches must also complete online age-specific training modules specific to the level of play they are coaching, if they have not already taken the module. This requirement applies to all coaches at all levels, 1 through 5. Coaches may complete more than one age-specific module in any given season.

(c) Effective in the 2022-23 season, Level 4 coaching certifications are valid for three (3) seasons, and Level 5 coaching certifications are valid for four (4) seasons, each as indicated by an expiration date. Before the expiration of their level, coaches must accumulate 5 credit hours of continuing education by attending USA Hockey continuing education offerings. The USA Hockey clinic listings will indicate all continuing education offerings and the credit value of each. The Coaching Education Program retains the responsibility for defining continuing education credit values, including clinic or online course work.

(d) Grandfather Clause

For those coaches who received Level 4 or Level 5 PRIOR TO January 1, 2021, and who are coaching or begin to coach after this date, any Tier I or Tier II teams, will be required to do continuing education as required in (c) above.

(e) Previous/Expired Certifications

Coaches with any expired certification will retain their previous certification levels provided the certification can be verified. Coaches may re-enter the certification system at that previous level and be subject to the certification guidelines in (a) through (c) above and/or (f) below.

VP-Off Ice Report (Presented by Sue Dickson):

● Crossbar Update:

- Finances: Ryan Spackman sent a link to get familiar with Crossbar finances. Ryan reviewed and is happy with the finance options and the ability to invoice directly from Crossbar and not need to do so through QuickBooks. Much easier system and more efficient billing.
- Scheduling: Ryan Anderson sent a link to get familiar with the Crossbar scheduling system. Need to make sure he is comfortable with the ice scheduling.
- GameSheet: Looks like WAHA/GameSheet is in the process of switching over to Crossbar so, once that happens, the two systems will automatically link when they are up and running and data will be more accessible and more timely.
- Spring Registration: The Spring registration site is in testing mode for board review and comment. It is not live for external users. Do not share outside the board at this time. The current target is to go live with registration February 1, pending Board feedback.
<https://www.kenoshakometshockey.com.app.crossbar.org/program/keno-sha-komets-spring-hockey/16398>
 - Structure: The Board confirmed Spring is tournament teams and we will pay for two tournaments.
 - Season: Will begin the week of April 14 and run through May 31. May be dependent upon the tournaments selected for each team.
 - Tryouts: We will hold tryouts the week of April 7 with specific dates and times to be determined.

- Checking Clinic: We will hold a checking clinic the week of April 7th specific dates and times to be determined.
- Spring teams will include Squirts up to Midgets tournament teams. Mites will move to the new program.
- Fees: Last year was \$550 Mites; \$550 Skater/\$325 Goalie for Squirts up to Bantam; \$595 Skater/\$345 Goalie for Midgets. The Board proposed keeping the fees at the same fees of \$550 Skater/\$325 Goalie for Squirts through Bantams and \$595 Skater/\$395 Goalie for Midgets. One of the reasons for the fees is that tournament fees have increased dramatically (e.g. Glacier increased to \$1,595 We must have clear communication with parents on cost expectations (tournament costs much higher).
- Registration Review: The Board is asked to review and provide comments on the registration site to Sue Dickson NLT Saturday, January 25.
- FAQs: Is there anything we need to add to the website
- **Coach Profiles:** All profiles received to date have been created. May need some structural tweaking based on information received. Sue Dickson will be reaching out to schedule coach photos at the rink before we go live for Spring registration. Each coach profile will have a professional looking head shot to go with their profile.
<https://www.kenoshakometshockey.com.app.crossbar.org/about/coaches/64672>
- **Snack Shop Gift Cards:** Implementing a Komets gift card program will alleviate the issue of families running up tabs in the snack shop, enable us to have gift cards for the Development Program, Christmas gifts and birthday gifts of skate parties, etc. The cards are reloadable and parents can track what their kids spend. Recommend we also consider moving to a cashless system in the snack shop. Sue Dickson has been talking to other rinks who have gone cashless and they have all said it helped give parents more control over their kids spending, expanded ability to use them for gifts, and addressed cash loss at the till. Melissa Cigallio is running down pricing to stand up the gift card program and will report back.

Treasurer's Report (Presented by Ryan Spackman):

- **Financial Update:** We have approximately \$100,000 in bank accounts
- **Sponsorship Update:** New sponsorship request

Secretary's Report (Deanna Downey):

- No Secretary's report presented as Deanna Downey absent.

Promotion Director's Report (Presented by Shelly Rudy):

- **Raffle Winnings:** Someone had emailed Deanna Downey that they did not get their winnings check. Two winners have not responded back to Shelly Rudy and she is still tracking them down. Everyone else has called back and most checks have cleared.
- **Senior Night:** Senior pictures and bios to be loaded on social media. There are two games this Friday, one for each Midget team.
- **New Sponsor:** Raising Caine's local restaurant.

Hockey Director's Report (Presented by Bob Leitza):

- **Plan for Spring:** All teams will be tournament teams except Mites.
- **Proposal for 8U Cross Ice Program:** Presented recommendation that we adjust the Mite protocol and program from full ice/CUHL/AAU to USA Hockey/WAHA half-ice/cross-ice. This is more in line with growing our kids from DEVOS to the next step into Squirts. We will start the new program with the 2025-2026 season. Sue Dickson asked how this will help our kids become better players? Bob Leitza stressed there are many benefits for our kids, they learn to become stronger team players earlier on in their progression. Alec Dunn would like to make a presentation to explain all the benefits of why this is so much more beneficial to our players than what we are doing now. Cross ice helps build stronger players and stronger teams. They get more puck touches. Do more skating. Condition for more bursts of full speed. We would be teaching them to be better hockey players. This would give our organization a strong pool of players. Roxanne Tatulli reported that it is rumored CUHL is getting rid of D2/D3 programs. Kyle Tetting stressed that there is a business case here as well; this will give us more ice to use, more USA Hockey registrations. This will get us closer to Tier 1. It will also help build our girls program because we don't play 8U girls hockey and several grant opportunities through WAHA. Brett Hazard reported our kids go from winning to getting waxed by other teams. This would better prepare our kids and they could be more competitive. Adam Freeman commented that our kids struggle with confidence on the ice, kids cannot function on full ice as well as they do on cross ice. There are teams that will come to us, teams we can play against. This includes Ozaukee, Waukesha, Shaw, Elmbrook, Milwaukee Winter Club. We may scale back on some games, maybe 30 some games? Roxanne Tatulli added that we can do jamborees here. Sue Dickson commented we need to make sure our parents fully understand the benefits to this change, it's all about our kids and growing them into stronger hockey players. We need to do what's the best for our players and the best for our club. Roxanne Tatulli added that education of the parents will be key. Adam Freeman added that Julie's company will donate funds for the boards (approximately \$10,000). This can also help our newer refs get more seasoned at a younger level/controlling the game. Kyle Tetting will reach out to USA

Hockey to see if there are grants available for boards. Roxanne Tatulli stressed we would need to figure out the fees for them for Spring. Bob Leitza recommended we have our hockey team play baseball teams and do cross sponsoring. We can condition our kids physically as well as attract new hockey kids to the club. Alec Dunn stressed we need to create the program. Adam Freeman recommended watching the ADM 8U videos, it's from the view of an 8 year old and it can be eye opening for parents who may be opposed. Sue Dickson will add the videos to our Crossbar website under the Resources tab with the rest of the ADM information. Alec Dunn recommended we run a practice to run drills for parents to see from the stands what is happening and why this is better for our kids. Adam Freeman stressed we need continuous feedback loops so parents can see the growth in their kids.

- **VOTE:**
 - Motion made by Sue Dickson to change our Mites program from full ice/CUHL/AAU to USA Hockey/WAHA half-ice/cross-ice.
 - Motion seconded by Roxanne Tatulli.
 - Yes - 7 (Executive Board Members: Roxanne Tatulli, Brett Hazard, Ryan Spackman, Shelly Rudy, Sue Dickson, Kelsey Robbins (dialed in on phone), Deanna Downey (dialed in on phone)); No - 0. Motion passes.
- **Equipment Updates/Needs:**
 - We need 2 tall skinny cones/pylons for the limbo bars on the ice. Don't need new ones.
 - We need a box of blue pucks.
 - Puck bags- if we can get a good deal, go with a dozen.
 - Men's league is eating the pucks. Pucks and other things are disappearing during open skates. We should lock up pucks over the weekend to keep from men's league and public events. Why are men's league teams using our pucks?
 - Skate walkers are getting broken from kids messing around during open skates.
- **Coaching:** If we want better coaches, we need to raise fees. Discussion on coaching issues. Coaches meetings or hockey roundtables may help share knowledge between coaches who are struggling, mentorship by seasoned coaches. Coaches have to want to become better coaches. Roxanne Tatulli reported Jason Augustino has expressed interest in coming back to coach. Alec Freeman commented we need to have a coaching model that grows coaching staff helping guide the rest of the program. Director at each level? Have to have oversight of what's being taught, how they are coaching kids towards what we are trying to get to as an organization. Roxanne Tatulli commented that coaches should be providing practice plans to Bob Leitza every week. Adam

Freeman stated we need to start somewhere; maybe a meeting at the beginning, middle, end of season. Brett Hazard stressed we need to set some expectations for coaches and that he can help draft that to change it.

- **Equipment Manager:** Bob Leitza recommended we have a new position of Equipment Manager to manage all hockey gear, run fittings. Adam and Julie Freeman have been doing it all. They reported we may not have enough equipment for the next development session.

WAHA Report (Presented by Kyle Tetting)

- **WAHA Symposium:** There will be a WAHA Hockey Symposium for President and Hockey Director on February 17 in Steven's Point.
- **Playdowns:** Our playdowns have been scheduled and we need to make sure these dates are in front of managers, at least one team has a potential conflict. We need volunteers to support this event.
 - 1/31 we are hosting but not playing
 - 10UA - 2/2 @ 8:45AM Ozaukee South
 - 10UB - 2/1 @ 9:00AM Ozaukee North
 - 12UA - 2/2 @ 11:15AM Ozaukee South
 - 14UA - 2/2 @ 3:00PM Ozaukee North
 - 14UB - 2/2 @ 1:30PM Ozaukee North
 - Major and minor knows their fun
 - Girls - 2/2 @ 3:45PM Ozaukee South

NIHL (Presented by Drew Bouma)

- Nothing to report this week

CUHL Report (Kelsey Robbins)

- No report as Kelsey Robbins absent

Development Report (Presented by Adam and Julie Freeman):

- **Mites Cross Ice:** See above notes on move to Mites cross ice and how it would compliment the DEVOS program and help create the next step development.
- **Summer Camps:** Alec Dunn would like to come in and run some summer camps at our rink. Planning on running three camps with a Komets boot camp just before tryouts. He would also do a girl's camp. These would not be mandatory but six week sessions focused on specific skills. Discussion on having older players (Midgets?) and coaches to help. Kids get better through repetition, get comfortable with what they are doing. Become better conditioned, better disciplined. This would include scrimmages, 3v3s, can have Peewee, Bantams, Midgets on ice together to develop a solid foundation. He would like to keep it a 1/6 to 1/8 ratio. Summer clinics (skills based and scrimmage) and a Komets Boot

Camp during 8.30 am - 4:15 pm schedule. (Can our December camp coaches volunteer?) Roxanne Tatulli commented the pricing looked to be competitive to camps we've run before.

Standing/Other Committee Reports

- **Ice Schedule:** No ice scheduler report as Ryan Anderson is absent.
- **Snack Shop Report:** Nothing to report
- **Maintenance Report:** Reported by Matt Mohr. He has received asphalt contractor quotes for the parking lot and storm sewer drains. Has new locks for the front doors to alleviate all the keys floating around from the old locks. The key fob is still the primary entry; the locks are in case of power failure.
- **Referee Report:** No report as Dan Madrigano was absent.
- **Tournament Report:** See above President update.

Communications

Old Business Action Items

New Business Action Items

Adjournment

- Motion to adjourn by Sue Dickson.
- Motion seconded by Roxanne Tatulli.
- Yes - 5 (Executive Board Members: Roxanne Tatulli, Brett Hazard, Ryan Spackman, Shelly Rudy, Sue Dickson); No - 0. Motion passes. Meeting adjourned at 10:09 pm.