



THA Board Meeting March 19, 2025

Location: J. Peppers, Kernersville

AGENDA ITEMS:

- 1) Meeting called to order (Mike)
- 2) Minutes approved from last meeting (Lisa)
- 3) Board members: Chris Pallavicini, Lisa Canter, Krista Johnston, Joe Strasser, Mike Paquette, Rick Rye, Jeremy Pero
- 4) Staff members: Jeff Markham, Sally Anglin, Jason Burkhart, Connie Murphy, Eric Stroud, Jack Brady
- 5) Follow up on Actions from last meeting:
 - Grant application follow up item (Connie)
 - New board members (Joe)
 - Financial controls policy approval (Connie)
 - Hoodie order update (Sally)
 - Ice House website updates (Sally)
 - End of season survey (Sally)
 - 501c update (Connie)
 - Annual meeting location (Sally)
 - Discipline/incident forms (Jeremy)
 - Coach applications updates (Jeff)
 - April board meeting date (Sally)
 - Skills sessions discussion (Jeff)
- 6) President updates (Mike)
 - ECHL update
 - Hockey Director update
- 7) Vice President update (Jeremy)
- 8) Administrative Updates (Sally)
 - Apparel Updates
 - Ice / Schedule Updates
 - Team Updates
- 9) Hockey Ops Updates (Jeff)
 - Travel
 - Rec
- 10) Fundraising Updates: (Krista/Lisa)
 - Review of last fundraiser
 - What events coming up
 - What decisions and/or actions needed from the board?
- 11) Budget Update: (Connie)
 - Monthly Recon
 - Taxes

13) Next meeting

14) Meeting adjourned

Meeting Notes:

- Board members present: Lisa Canter, Krista Johnston, Joe Strasser, Mike Paquette, Jeremy Pero. New incoming board members via Zoom: Dean Christy joined at 7:07pm, Jan Salak joined at 7:26pm.
- Staff members present: Jeff Markham (via Zoom), Sally Anglin, Connie Murphy, Jack Brady
- Meeting called to order by Mike at 6:07pm.
- Joe moved that the minutes for the February meeting be accepted as presented by Lisa. Jeremy seconded the motion. None opposed.
- Connie updated the board on the grant applications. They open in early May. Believe they would be beneficial for the coaches. It is unclear if a 501c3 is required for the grants or only some of them. Connie will monitor the website for additional information.
- Connie will meet April 24 with the tax accountants to review what we have turned in so far, discuss the process and determine when the first payment will be due. The cost is \$3,000 per year. We will file the first year that is overdue and once that has been accepted we can move forward with the rest of the years which will be easier. We also need to make sure we have policy and procedures going forward to show improvement.
- Sally updated on the few outstanding hoodie orders remaining. Most have been refunded. Eric is still tracking the rest.
- Sally will talk to the Ice House about making updates to their website about THA.
- 12U white jerseys will be collected and put in the closet. Joe will have Elizabeth reach out to Sally. Some families want to keep so we will invoice them.
- Hampton Inn booked for annual meeting. Mike would like to provide video feed for the meeting this year, he will work with Jeff to see if they have some video equipment that will work.
- Coach applications have been coming in. 21 have applied, 13 of those have applied for head coach positions. At first glance, looks like all teams are covered. Application window will be opened until March 21.
- Jeff discussed scheduling a series of skills sessions leading up to tryouts April 10 through May 15, 2-hour sessions per week. He's in touch with Andy about ice time. Will target Thursdays for younger kids so it doesn't conflict with knockaround guys.
- Guilford county approved to offer hockey in high school – how will this impact our rec program?
- Travel – 64%, Rec – 49% response rate on end of season surveys.
- Sally will share the survey responses with team managers and coaches.
- Rec survey results were overall positive. Some reported a lack of communication and planning. Some reported some aggressive players. Next season we will need new rec director and will need to ensure the right coaches are selected. Jack asked how we can find other house leagues to play. Typically its difficult to find age match-ups in other organizations. We clarified that rec plays the girls team and they are technically a different organization.
- The board reviewed the feedback provided by the travel teams and began discussing how the feedback can be incorporated for next season. The board was asked to continue reading through the responses and provide feedback to Mike. Lisa will also compile survey responses to provide to sub committees making decisions around coach selection and program structure.
- President updates:
 - ECHL update: Mike met with the organization again and received some generic information on how they can partner with youth hockey organizations. Mike will reach out to the Greensboro contact to see how we can move forward. Definitely are interested in their

- Hockey director update: Mike officially welcomed Jack Brady.
- Mike recognized the outgoing board members: Rick Rye and Chris Pallavicini. Mike read a thank you note from Rick. Rick is one of our CHL representatives and will need replacement. Chris had knowledge of bylaws, so that is a gap to be filled.
- Mike recognized the new board members: Jan Salak and Dean Christy.
- Vice President updates:
 - Discipline form is ready, per Jeremy. Jeremy will work with Sally to determine best platform for form where results can be easily tracked.
- Hockey Operations updates:
 - Ice time is booked for May tryouts.
 - Jeff mentioned the referee contract is up for renewal and they reached out for feedback. Jeff is looking for ways to bridge the gaps between referees and our organization.
- Fundraising updates:
 - We are planning to kickoff the new season with a fundraiser at Gypsy Road in late August/early Sept.
 - Krista is working on new sponsorships.
 - Krista will have a raffle at tryouts as well as Marco's pizza.
 - Connie mentioned a platform called Vertical Raise to raise money and Krista will investigate.
- Budget updates:
 - Connie covered a new detailed budget report provided to the board.
 - March financials are not complete. And there is a \$6,000 invoice to WSYHA outstanding for girls ice time.
 - There was a challenge this season getting 18U to their 30-35 game count. They ended the season with 26 games funded by THA and 4 in the parent funded tournament. Jeremy moved that the 18U families that are paid-in-full be refunded the costs from the parent funded tournament to make up for the low THA game count. Joe seconded the motion. None opposed.
 - We reiterated the policy that if a player is hurt past the season deadline, we do not provide any refunds.
 - Connie brought up the remaining accounts with past due amounts. She has sent notes to those families as reminder. Board discussed penalties for past due accounts such as ineligibility for end of season tournaments and tryouts. We discussed putting holds on accounts, but this is difficult in Sports Engine.
 - This led to the topic of SE and its limitations. The board supports looking into another solution – Connie and Sally will explore with Jed.
 - Employee payments are planned for April to May, on auto payment. Will need to review employees roles and salaries for approval in April board meeting.
 - Have received reimbursement requests from coaches for training, background checks, etc. Need to review policies around what we cover and how we can encourage coaches to pursue further development. Connie will look into the development paths and amount of money that would be needed.
 - Connie reported that some checks to tryout evaluators were returned. Can we pay them in gift cards instead?
 - Connie will set up draft budget model for the new season so it can be reviewed by board.
 - W9 forms were sent out to employees through Tax Bandits. They should have gotten email - Connie can send out reminders.
- We formed subcommittees for the upcoming season discussions. Mike will set up the meetings. Jack

- Coach selection (Joe, Jeff, non-board member Tyler)
- Tryouts (Jed, Jason, Jeff, Dean, Jan, Mike, Sally)
- Program structure (Jeremy, Sally, Connie, Mike, Dean)
- Contracts (Mike, Connie, Sally, Jeremy)
- Jason, Jed and Andy have all agreed to renew their contracts for another season.
- The April board meeting will be April 17. [On March 20 the date of the next board meeting was revised to April 10.]
- The meeting was adjourned by Mike at 8:10pm.