THA Board Meeting Minutes

Date: June 14, 2026
Time: 7:00-8:30
Format: In-person / Zoom Hybrid

1. Attendance & Admin

Board Members Present:
Mike Paquette, Marlin Adams, Blake Zobrist,

Staff / Additional Present:
Sally Anglin, Jack Brady, Connie Murphy

Admin Update:

- Dean Christy resignation; board currently at 6 members (below required minimum of 7 per bylaws).
- No formal votes or official decisions could be made due to lack of quorum.
- Plan established to fill two open board seats by contacting next highest vote-getters from prior election.
- Emphasis placed on transparency in board member selection process.
- Decision to maintain minimum board size of 7.

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2. Hockey Operations / Team Status

- Roster challenges:
    - 10U White and 12U White teams currently at ~10 players each.
    - Target roster: 13–15 players per team.

- Recruitment efforts underway (emails to rec players, social outreach, external postings).
- 18U Team:
  - Missing 4 player commitments; expected to significantly reduce budget deficit once filled.
- Rec Select Strategy:
  - May be utilized if recruitment falls short.
  - Clear intent to prevent overuse of Rec Select players as full-time participants.
- League Alignment:
  - 10U, 12U, 14U White teams moved from CHL to ACHC due to competition concerns.
  - 18U to operate independently (EJ / exhibition play).
- Programs:
  - Sunday Skills program full sign ups every week so far.

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3. Coaching, Contracts & Development

- All travel coaches transitioned to W-2 agreements and signed contracts.
- Contracts stored in BoldSign, with recommendation for backup storage.
- Plan to fully transition to W-2 structure in future seasons.
- New Administrative Consideration:
  - Proposal to compensate Sally Anglin for significant Gate City Selects administrative workload (to be approved via email vote).

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4. Financial / Budget Updates

- Current projected $32,000 unfavorable position tied primarily to roster shortages.
- Recruitment efforts expected to bring financials back into balance.
- Accounts Receivable:
  - ~$3,000 past due; individual case of $675 extended to July 10 pending payment plan.
- Financial Aid:
  - 14 families applied; ~$17,500 budgeted.

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5. Girls Program (Lady Thunderbirds)

- Continued development of service agreement model (no full merger for 2026–27).
- Three pricing tiers evaluated
- Key considerations:

    - Program must be financially independent (no THA subsidy)
    - Concerns around player attrition with price increases
    - Acknowledgment that girls hockey may operate as a planned loss leader to grow the program long-term
- Additional review required on:
    - Cash reserves and sustainability
    - Final pricing decisions and enrollment impact

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6. Fundraising & Partnerships

- Annual Fundraiser:
    - Target date: August 22 (Gypsy Road)
- Team Fundraising:
    - Expected minimum ~$1,000 per team (Lake Placid trip support).
    - Need for equitable fundraising guidelines across teams.
- Partnerships:
    - Novant Health partnership renewal in progress.

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7. Strategy & Operations

- Board Structure:
    - Decision to not fill VP position at this time.
- Disciplinary Committee:
    - Creation of volunteer disciplinary lead role (non-board position).
    - Marlin Adams to assist when needed, especially in conflict scenarios.
- Operational Improvements:
    - Updating operating procedures and code of conduct documents.
    - Exploration of NDA-style agreements for board members.
    - Improved document storage systems implemented.

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8. Additional Programs & Initiatives

- Triad storm Athletics (Off-Ice Training):
    - Field acquisition ongoing.
    - Planned structure:
        - 3–4 week program
        - 2 sessions/week (1.5 hrs each)

            - Separate age groups
- Gate City Selects:
    - Final tournament scheduled for July in Hershey.
    - Coaching stipends supplemented with lodging.

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9. Key Actions

- Contact next two board candidates.
- Send recruitment emails for 10U / 12U / 18U roster completion.
- Finalize Lady Thunderbirds financial model and service agreement.
- Organize August fundraiser event.
- Vote via email on Sally Anglin compensation (Gate City Selects admin role).
- Continue sourcing field for Triad storm Athletics.

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10. Next Meeting

- Next Scheduled Meeting: July 14 (Tuesday)
- Format: Hybrid (In-person / Virtual)
- Time: 7:00pm
- Location: J Pepper's Kernersville

11. Post meeting votes via email

- Approval of May Board Meeting Minutes
    - Approved by majority
- Approval for additional staff compensation for Gate City Select additional work.
    - Approved by majority
- Approval to appoint Heather Jean and Anjali Nayyar to fill vacant board seats
    - Approved by majority