



## **THA Board Meeting April 14, 2025**

**Location: J. Peppers, Kernersville**

### **AGENDA ITEMS:**

- 1) Meeting called to order (Mike)
- 2) Minutes approved from last meeting (Lisa)
- 3) Board members: Lisa Canter, Dean Christy, Krista Johnston, Jan Salak, Joe Strasser, Mike Paquette, Jeremy Pero
- 4) Staff members: Sally Anglin, Connie Murphy, Jack Brady
- 5) Follow up on Actions from last meeting:
  - Financial controls policy (Connie)
  - Discipline/incident forms (Jeremy)
  - Skills sessions discussion (tryouts and 25/26 season) (Jeff)
  - 12U White jersey collection/billing (Sally)
  - Annual meeting video feed (Mike)
  - Board feedback on surveys to Mike (Board)
  - Survey responses compiled for subcommittees (Lisa)
  - CHL/ACHC updates (Mike)
  - 18U refunds (Connie)
  - Review employee roles and salaries in April board meeting (Board)
  - Coach development, reimbursement policy, budget needed (Connie)
  - Try out evaluators, pay in gift cards? (Jeff)
  - Draft 25-26 budget (Connie)
  - Confirm W9 forms for employees (Connie)
  - Subcommittee updates:
    - i. Contracts
    - ii. Coach selection
    - iii. Program structure
    - iv. Tryouts
- 6) Hockey director updates (Jack)
- 7) President updates (Mike)
  - ECHL update
- 8) Vice President update (Jeremy)
- 9) Administrative Updates (Sally)
  - Explore SE replacement
- 10) Hockey Ops Updates (Jeff)
- 11) Fundraising Updates: (Krista/Lisa)
  - Upcoming events
  - Sponsorships
- 12) Budget Update: (Connie)

- Taxes/501c3 status
- Grant applications

13) New business/Open Agenda Items

14) Next meeting

15) Meeting adjourned

## MEETING MINUTES:

- 6pm called to order
- Board members in attendance: Lisa Canter, Dean Christy, Krista Johnston, Jan Salak, Joe Strasser, Mike Paquette, Jeremy Pero
- Staff members in attendance: Sally Anglin, Connie Murphy, Jack Brady
- Joe moved that the minutes for the March meeting be accepted as presented by Lisa. Jeremy seconded the motion. None opposed.
- Jack updates
  - We are creating an online store through our partnership with the gargoyles. The store is also providing the Bauer sweatsuits. They have sent samples, will have all sizes for tryouts. They are \$130+tax per suit which is cheaper than last year.
  - Northern Exposure has reached out about a partnership and possibly doing a subscription for travel players. Jack is touring their facility this week and will check out opportunity.
  - Ron Shwartz has reached out about a new training facility in Winston-Salem – Jack will meet with him to discuss.
  - Ghost Pirates in Savannah reached out about a series of tournaments they are planning. Could look at doing instead of/in addition to My Hockey tournaments. Offering tournaments at all ranges, prices will be between \$1900-\$2300.
  - Jack proposing a tournament fund from fundraising. Could look at tournaments in Lake Placid, Chicago or Detroit.
  - Update on tryout evaluators. There will be 3-4 players from the Thunderbirds, including a goalie. This will not include Jan or Yuri. Jan will help on ice with try out. Evaluators will receive \$100 cash as a thank you.
  - Ice house updates:
    - There were issues with us using the shooting cage. We are planning updates so head coaches can use with their teams. We will put a lock box on room, update the shooting tiles, replace the tarp, put a Triad Storm logo on the wall and a thank you to Don with the Greensboro Stars. We will need about 20 shooting tiles for the project.
    - Plan to put THA and Triad Storm logos on the wall of the Ice House on the left when you walk in, beside the Hurricanes logo. Sally will work with the sign vendor.
  - Fundraising ideas for the summer:
    - 3x3 leagues with teams, shuffling the black and white rosters.
    - Men's league tournament with our coaches and different teams in WS/GSO
    - Possible golf tournament
    - Pre-season clinic that would be held 4-6 week before season starts
  - Jack proposing renaming the black and white teams to indicate the league they are in, example 10u CHL, 10u ACHC, etc. He is also proposing that black and white teams practice together full ice, to get rid of the barrier and stigma.
  - Jack will conduct a coaches meeting before the season starts. He plans on having more structure for each team for practices. He wants to ensure all coaches are on same page and run their teams the same. This way when players move up, they know what to expect.
  - Jack will be sending weekly/monthly emails to parents. He is planning a meet and greet for parents as well. Could possible do this at the annual meeting.
  - Jack met with Andy to discuss ice scheduling. If teams aren't traveling, can look at scheduling extra

- Admin updates
  - 12u travel lite players from last season. All players either paid for jersey or returned them.
  - Annual meeting will be held Apr 27 at 4pm. Mike to work on A/V needs for meeting.
  - Prior to the meeting, 2:30-3:30, there will be an informational session for families interested in travel, Jack and Sally will facilitate.
  - Jerseys will be the same price as last year
  - The tryout committee met, there are currently 30 players registered for tryouts, the tryout jerseys have been ordered
  - Jason will be at try outs to assist with Team Genius
  - Jack and Sally will be meeting with representatives from the EJ league
  - CHL requested census number by May
  - CHL will be having play-in tournaments for 10u and 12u June 7-8, we always ask why they don't have a 14u play-in tournament and we're never given a reason
  - ACHC will have a play-in tournament on June 22
- Connie budget updates
  - Connie reviewed the 24-25 season budget and actuals, ended the season with 77k
  - She will send the approved 25-26 budget ahead of time of annual meeting
  - Difficult to see exactly what received cash is from in Sports Engine, Sally and Connie will work with Jed for more detailed information
  - Presented 2-3 draft models of travel team structure, unknown numbers for 14u and 12u, could be light numbers, depending on the 12u lite players not returning to travel
  - The number of tournaments and games is the same as last year, this does not include playoff or end of season tournaments
  - Proposal to increase dues to \$3500 this season. Dues will include wind suits and swag (swag could be different this year). Board all good with new rate.
  - 14u black and 18u black will be in EJ, those fees are higher
  - Connie asked if we wanted to charge extra for the payment plan but the board decided no. Only 5-10% of families pay in full up front. Previously payment plan ran August to January – Connie shared that it was difficult to collect past due payments in January. Proposed June- November payment period instead and board agreed.
  - Connie has set up a PayPal account. Could possibly have an iPad for this purpose. We have 3 iPad now. EJ teams need to have an iPad to take with them to games. Board decided to purchase 4 new iPad.
  - Are looking at bags for head coaches with logo.
- Fundraising updates
  - Will have a raffle during tryout weekend, will do online on Rally Up
  - Annual THA event will be Saturday Sept 6, 12pm-4pm at Gypsy Road Brewery, they will donate % back of sales to THA
  - Novant has asked about sponsoring again this season. They would like to see Facebook posts. We will be ordering practice jerseys in mid-June, so we could order with their logo again.
- President updates
  - Looking at getting office/work out space for THA. We have looked at a few options with office space and open space for off-ice, similar to Northern Exposure with opportunities to grow. Looking at a 3-5 year lease, with a max of \$1700 monthly rent. If Gargoyles build space later, we could look into using that.
  - We currently don't carry any insurance. Mike talked to a broker and got a quote for enough general liability to get started for \$1,000 per year.
  - Mike discussed changes to how THA will operate going forward now that Jack is here and the board doesn't need to handle everything anymore. Jack will lead meetings and the board will move to into an approval role. Jack will make sure the organization is going in the right direction. The board will still host the annual meeting. Right now we are still in a transition period, so we will continue as is for

- Early feedback on new direction and organization is positive.
- This is 10<sup>th</sup> year of THA. Mike is proposing an alternate third jersey that can be worn during championship or playoff games. Will create design and look for funding so families do not have to purchase. The cost of 1 jersey is \$70.
- At this point, the Board and Jack stayed in the room to vote on board positions, staff salaries and budget.
  - For the Treasurer position. Lisa nominated Krista. Krista accepted the nomination. All board members voted yes to confirm Krista as the Treasurer for the 25-26 year.
  - For the Secretary position. Krista nominated Lisa. Lisa accepted the nomination. All board members voted yes to confirm Lisa as the Secretary for the 25-26 year.
  - For the Vice President position. Mike nominated Jeremy. Jeremy accepted the nomination. All board members voted yes to confirm Jeremy as the Vice President for the 25-26 year.
  - For the President position. Mike nominated himself. All board members voted yes to confirm Mike as the President for the 25-26 year.
  - Jack currently in a 3 year contract, so we did not need to address his position
  - Since Jack has taken on the role of Director of Hockey Operations, the board voted on creating a new Player Development Director. This role will handle the skills sessions and work with Jack on coaching. The budget already exists for this position. Jeremy made the motion to create this new role and Joe seconded the motion. All board members voted yes.
  - Jeremy then made a motion to offer the position to Jon Goroff and Krista seconded the motion. All board members voted yes to accept Jon Goroff as the new Player Development Director.
  - Jeremy made the motion for Sally Anglin to continue in her position as Administrative Director. Krista seconded the motion and all board members voted yes.
  - Joe made the motion for Connie Murphy to continue in her position as Finance Director. Krista seconded the motion and all board members voted yes.
  - Joe made the motion to keep the Finance Director's salary the same until tax situation is under control. Krista seconded the motion and all board members voted yes.
  - Jeremy nominated Jason Burkhart to continue in his role as Registrar and Joe seconded the motion. All board members voted yes.
  - Jeremy made the motion to keep Jed Firestone in his position as Webmaster and Krista seconded the motion. All board members voted yes. Made a note that we may need to look at the salary for this position if we move away from Sportsengine.
  - We did not have a nomination for Rec director. Jack is going to follow up and board will vote at next meeting.
  - It was proposed to dissolve the equipment coordinator position since those responsibilities have been taken over by Jack. Lisa made the motion to dissolve the position and Krista seconded the motion. All board members voted yes.
  - Jeremy nominated Andy Kyser to continue his position as Scheduler and Krista seconded the motion. All board members voted yes.
  - The board discussed creating a new position: Player Development Coach. The position would report to Jon Goroff and help with skills sessions. It's anticipated this position would only be needed during the transition period. The position would be paid \$2500 annually and is not currently budgeted. Joe made the motion to create this new position and Krista seconded. All board members voted yes. Mike will connect with Jeff Markham to see if he is interested in this position. If so, he will reach out to the board to confirm the appointment via a text vote.
- Connie will make the updates to the proposed budget that were discussed today, including the budget needed for the taxes. Jeremy made the motion to accept the budget proposed by Connie and Joe seconded the motion. All board members voted yes.
- At this point, the board reviewed coach recommendations. Jeremy left the room and Mike recused himself because of even number of board members.
  - For the 10u team, Jack submits Corey Robins as the head coach. Motion from Krista to hire Corey as the 10u coach, seconded by Lisa. (Joe - yes, Krista - yes, Lisa - yes, Dean - yes, Jan - yes)

- the 12u coach, seconded by Joe. (Joe - yes, Krista - yes, Lisa - yes, Dean - yes, Jan - yes)
- For the 14u team, Jack Brady submitted as the head coach. Motion from Krista to hire Jack as the 14u coach, seconded by Joe. (Joe - yes, Krista - yes, Lisa - yes, Dean - yes, Jan - yes)
- There is no recommendation for 16u coach at this time. We did not have a lot of applicants. Jack is still reviewing possible candidates and will advise board of recommendation later.
- For the 18u team, Jack submits Jon Quakenbush as the head coach. Motion from Krista to hire Jon as the 18u coach, seconded by Joe. (Joe - yes, Krista - yes, Lisa - yes, Dean - yes, Jan - yes) We are planning to have a few 16u players play up to the 18u team to ensure we have enough players for 16u and 18u teams.
- The next board meeting will be in May – date/time TBD.
- During tryouts, we are planning to offer all contracts within hour after tryouts for all spots
- In order to streamline the tryout process and alleviate stress, Jack is planning the following changes:
  - For top scoring players, will be offering spots immediately after first session. This gives evaluators a better opportunity to review the rest of the players.
  - Will give all players on both teams 48 hours to sign contracts.
  - Jack will have idea of the white team coaches by tryouts.
- In order to safeguard the integrity of the process, we will:
  - Turn off the Livebarn feed during the tryout sessions
  - Will make sure no one who is unauthorized is upstairs during the evaluation
- The meeting was adjourned at 8:01pm.