



THA Board Meeting October 21, 2024

Location: J. Peppers, Kernersville

AGENDA ITEMS:

- 1) Meeting called to order
- 2) Minutes approved from last meeting
- 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
- 5) Follow up on Actions from last meeting:
Action Items:
 1. Hockey director position in THA updates (Mike)
 2. Look at to see what could be updated in bylaws later (Chris and Connie)
 3. Data for accountant (Connie and Sally)
 4. Neck guard shirts and wind suits updates (Sally)
 5. CPR training for coaches (Joe or Eric)
 6. Reach out to see about refs from Roanoke (Dean)
 7. Novant health banner and logo (Sally)
 8. Seniors banners (Sally)
 9. Share Stick Bandits link on website for Storm gear orders. (Sally)
 10. Budget report (Connie)
- 6) President updates (Mike)
- 7) Vice President update (Jeremy)
- 8) Apparel Updates (Sally)
 - Travel
 - Rec
- 9) Ice / Schedule Updates (Sally)
- 10) Team Updates (Sally)
- 11) Hockey Ops Updates (Jeff)
 - Travel
 - Rec
- 12) Administrative Updates (Sally)
- 13) Fundraisers: (Krista/Lisa)
 - Review of last fundraiser if not already completed
How much money made?
Volunteers / Donations / etc.
 - What events coming up?
 - What decisions and/or actions needed from the board?
- 14) Budget Update: (Connie)
 - Monthly Recon
 - Taxes
- 15) New business/Open Agenda Items
- 16) Next meeting
- 17) Meeting adjourned

NOTES:

- Meeting called to order at 6:12pm
- Board members present: Lisa Canter, Krista Johnston, Joe Strasser, Mike Paquette, Rick Rye (on Zoom), Jeremy Pero
- Staff members present: Jeff Markham, Sally Anglin, Connie Murphy
- Approval from minutes from September meeting. Jeremy made the motion to accept the minutes with no changes and Joe seconded the motion.
- Action Item #1:** Updates on the Hockey operations director position. Mike wants to post the opening soon with a start date around first of year. Intention to post as either part time or full time and can tailor to applicants the schedule to the potential candidates. We will form a committee for interviews and hold them in November. Want the new director to be part of planning for next year. New position is demonstrating steps towards improving the organization and putting more checks and balances in place while we are filing for tax status. Sent out job description to board for review. From a financial perspective, we can pay the director salary for 2 years with no impact to finances. Salary would be \$40,000-\$60,000 per year based on experience. Can explore where to post the position for visibility – such as through USA Hockey. **Action Item:** Jeff to reach out to CAHA to see where else it could be posted. Krista made the motion to formally make this a position and post the opening. Joe seconded the motion. All voted yes and motion was approved.
- Action Item #5:** CPR training updates. It will be hard to find times to schedule during the busy season, so we will look to schedule this at the end of the season. CAHA grants around training for coaches could possibly be used. The grant timeline is in Feb/Mar. **Action item:** Connie to look at requirements for grants.
- Action Item #8:** Senior pictures will be taken on Nov 7. The cost is \$42 per banner. The Ice House is ok with hanging the banners. There are 13 seniors that will be included. **Action Item:** Krista meeting with possible sponsors.
- President Updates:**
 - ECHL team coming to Greensboro, **Action Item:** Mike will make contact them on possible partnership.
- Vice President Updates:**
 - The lock has been changed on THA closet. Codes have been provided to each coach. People still going over the top of the door to get to the next room. **Action Item:** We are talking to the Ice House about possibly putting netting or cover on top. The closet is organized and cleaned out
 - Jeremy spoke to attorney about trademarking our logo. It is a simple online process. Can then give permission to vendors to use the logo. We have a couple of logos including Triad Storm and THA. We can trademark the logo but not the verbiage. If someone uses it after the trademark is in place, we would send a cease and detest letter. There are no repercussions for already logoed items. Rick made the motion to trademark our logos. Krista seconded the motion. All voted yes and motion was approved. Once trademarked, will find store to partner with where we can benefit from sales. **Action Item:** Jeremy and Sally will work on this task.
- Apparel updates:**
 - The last of warm-ups will be coming in this week.
 - Hoodies sale ends tonight – lots took advantage of this.
- Ice time updates:**
 - Schedules are more consistent after next week when the annex opens up. First games at the annex are this weekend.
- Team updates:** All games scheduled for all teams.
- Hockey Ops**
 - Annex on track for opening this week.
 - Skills sessions start on Nov 7. The last session ends at 10pm, which is later than last year.
 - There is a goalie not in THA interested in attending skills sessions. In the past let goalies outside of THA come to skills and billed them. Get clarification on how many sessions he wants and bill ahead of time.
 - Wytheville ice updates. We've had spotty response from our contact there, so we will probably not schedule there this season. Andy can make schedule work without it for now.

have expanded. 2 teams need coaches. Jerseys have been ordered. Tracking for USA Hockey certifications for coaches. 131 players total registered for the season.

- ECHL updates. Jeff, Andy and Dean all reached out to connect with the organization. Mike will connect as well to discuss opportunities and partnerships.
- The Ice House is ending it's learn to skate program. Important that someone continues this program because it feeds into the Learn to Play program. Maybe we can partner with GYHA. **Action item:** Jeff meeting with Don to discuss.

□ Admin updates

- Practice jerseys are all in, except for 2 goalies jerseys.
- Jed and Krista are working together to update the sponsors on webpage.
- We were contacted by the USMC. They will be providing drop off boxes for Toys for Tots. They would be open to attending an event. They sent their logos for marketing.
- Team photo schedule set up. Will happen over three Thursdays at the annex. All teams assigned to slot.
- Jed is coordinating rec team pictures.
- Novant sponsorship update. They want a picture/plaque with a mini collage of teams – should be travel teams. **Action item:** Sally working on this.
- The next board meeting was scheduled for Nov 11 but Mike and Jeremy both unavailable. Will look for alternate date in November or possibly meeting in early December.
- Have we considered running gamesheet for exhibition games? There is a cost associated with doing this.
- The mid-season survey will be sent next month. **Action Item:** Sally will pull the questions and send out to the board to review ahead of time.
- At the November meeting, will need to review the timeline for board positions. Chris and Rick terms are ending. **Action item:** Do we want to open 2 or 4 slots? And how does the new director position impact that decision?
- Jason following up on the travel and rec coaches that need CEP and will send out notices. **Action item.**

□ Fundraising updates:

- Meeting with Marco's pizza on a sponsorship opportunity.
- Working on a fundraising event at the annex to include THA families.
- Giving Tuesday is on Dec 3, working on setting something up.
- Promoting THA at first Thunderbirds game on Nov 1. Krista's team is selling attractions books at the game.

□ Budget updates:

- Connie reviewed the bank reconciliation numbers. Aug and Sept ice has been paid. Apparel invoices and supplies purchased. Ended the month at \$262k.
- Past dues, 2 travel families and 3 rec families, all received notes.
- Billing for second jerseys, due Oct 3, Sally will get with Jed to send reminders.
- Meetings are starting with the accountants. We will need to show our updated policy. Connie proposed to work offline and have an updated policy ready to vote on by next board meeting. **Action item.** Connie will send out drafts and compile changes. Showing the accountant our updated processes and how we are mitigating issues will help us move forward.
- Delegation of authority needs to be defined. The authority that each role has to spend up to a certain amount and past that amount needs additional approval. Supplies, banners, catering, salaries, tournaments, financial aid, waived fees, league dues, ice time, etc. Connie will send out and consolidate feedback. **Action Item.** This would be in our policy. Having this structure is key to get us back where we were.
- There should also be a section around fundraisers, what will we allow and how they are to be handled.

□ Meeting closed at 7:43pm.

□ Next meeting date/time TBD based on board availability.