📝 Meeting Minutes - Northwest Montana Youth Hockey Association

Date & Time:
June 8, 2026 5:30-7:00PM

Attendees:
Rich Evers - Secretary
Heather Vezane - President
Cara Ryan Lemire – Vice President
Amanda Hayes
Susie Kalgren
Brittney Crest
Lindsey Foster
Cristinna Gebbia - Treasurer
Abbie Steffen

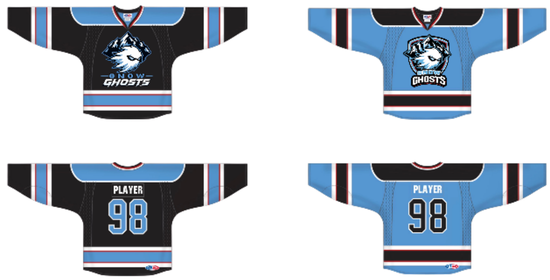
Meeting Objective / Agenda:

- Review and approve team branding (logo and jerseys)
- Finalize organizational structure and job descriptions
- Discuss MAHA/EKL representation
- Review budget—including director roles, compensation, and staffing needs.

Key Discussion Points:

1. Logo Selection
   Reviewed multiple logo options and agreed on blue, black, and white with a red accent; emphasized keeping red minimal and not a primary color.

2. Jersey Design
   Preferred traditional stripe designs over raglan style; selected blue (home) and black (away) jerseys, avoiding white due to maintenance concerns; aligned with MAHA/USA Hockey guidelines.



3. Branding Details
   Agreed on two-tone font for “Snow” and “Ghosts,” and simple, legible numbers to balance the more complex logo.
4. Organizational Structure
   Clarified roles—Hockey Director (programming), Executive Director (operations/business), potential House Director (seasonal role). Emphasis on reducing overlap and improving efficiency.
5. Job Descriptions
   Simplified responsibilities, aligned with other associations (Bozeman, Missoula), and removed unnecessary requirements such as degree mandates.
6. Reporting Structure
   Agreed communication should flow through a single point (Board President or executive committee) rather than all board members to improve efficiency and accountability.
7. MAHA/EKL Representation
   Discussed responsibility; consensus to have both Hockey Director and Executive Director attend in year one, then reevaluate.
8. Budget & Compensation
   Reviewed salaries and overall budget; discussed balancing cost efficiency with attracting qualified candidates and managing program growth.
9. Staffing & Workload
   Debate on whether a single hockey director can handle expanded program size; discussed whether directors should also coach and implications for workload.
10. Guest Coaches & Programming
    Budget includes guest coaches for clinics and skill development; summer programming expected to continue growing.

Decisions Made ✅

Approval of June 1 Meeting Minutes

Cristina motioned to approve. Rich 2nded. All were in favor (Susie & Brittney were absent, but later informed).

Approved final logo design with red accent (unanimous vote).
Cara motioned to approve. Rich 2nded. All were in favor (Susie & Brittney were absent, but later informed).

Approved selected jersey design (blue/black with minimal red accent).
→ Confirmed use of two-tone font and simple number styling.
Rich motioned to approve. Cara 2nded. All were in favor.

Next Steps:

- Finalize and post job descriptions and job openings (target: immediately/next day).
- Gather market salary comparisons from other associations for validation.
- Form hiring/screening committee to review applicants.
- Amanda to confirm availability of jersey samples before bulk ordering.
- Continue refining budget based on registration numbers and staffing needs.
- Review coaching roles, stipends, and policies at next meeting.
- Prepare for upcoming registration opening and operational planning.