

Meeting Minutes - Northwest Montana Youth Hockey Association

Date & Time:

June 15, 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:

- Finalize board committee structure for bylaws
- Discuss and refine coaching stipend/pay structure
- Review budget impact and registration fee considerations
- Approve prior meeting minutes

Key Discussion Points:

1. Committee Structure & Bylaws
 - Emphasis on keeping required bylaws committees minimal
 - Agreement that additional committees can exist operationally without being in bylaws
 - Volunteer Coordination
 - Idea proposed to replace tournament/manager-specific committees with a broader Volunteer Coordination Committee
 - Purpose: organize and mobilize parents/volunteers across all needs
 - Strong group support for this approach
2. Tournament & Team Management Roles
 - Discussion that tournament duties historically required significant volunteer effort
 - Consensus: better treated as a flexible/support role rather than a required bylaws committee
3. Coaching Stipends & Compensation
 - Comparison with other associations (Bozeman, Missoula)
 - Agreement that higher-level teams require stronger coaching incentives
4. Age-Based Pay Structure Discussion

- General consensus:
 - 12U and above – compensation appropriate (especially for non-parent coaches)
 - 8U/10U – primarily volunteer-based coaching model
 - Discussion on alternative compensation (e.g., reimbursing player fees vs. stipends)
5. Financial & Budget Considerations
- Estimated savings of ~\$20–25K if not paying younger-level coaches
 - Ice costs identified as the primary driver of high registration fees
 - Fundraising and sponsorship identified as long-term solutions
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Decisions Made

Approval of June 8 Meeting Minutes

Cristina motioned to approve. Heather 2nded. All were in favor.

- Core bylaws committees agreed upon:
 - Fundraising/Marketing Committee
 - Hockey Development Committee
 - Disciplinary Committee
 - Executive Committee
 - Volunteer Coordination Committee
 - NOTE - Tournament Committee will NOT be included in bylaws (can be added operationally later)
 - Coaching pay direction agreed:
 - Pay 12U and above (especially non-parent coaches)
 - 8U/10U remain volunteer-based
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Next Steps:

- Finalize and document committee structure in bylaws
- Refine and formalize coaching pay policy (especially for 12U+)
- Review and use cost analysis spreadsheet to confirm budget impacts
- Send out coaching applications (with pay details to be finalized)
- Continue discussion on registration fees and long-term fundraising strategy