

# VAIL MOUNTAINEER HOCKEY CLUB



## BOARD OF DIRECTORS – ANNUAL RETREAT – MEETING MINUTES

**Date: Wednesday, May 14 & Thursday, May 15, 2025**

**Time: 4:00 pm**

**Location: Slifer House, Avon CO**

- **Present:** Dave Bishop, Kristi Scheidegger, Tom Corrigan, Justin Bradshaw, Kyle Denton, Alison Wadey, John Roman, Slade Cogswell, Gia Fruscione, Sarah Parrish
- **Call Meeting to Order:** 4:02 pm – Tom Corrigan
- **Quorum:** Yes
- **Approval of April 10, 2025 Minutes:** Motion to approve- Sarah motion, Justin second. All approve
- **Mission Statement Purpose**
  - Reviewed and approved – no changes
- **Election of Officers and Age Group Directors**
  - **President, Vice President, Secretary, Treasurer**
    - President – Kyle Denton
    - Vice President – Tom Corrigan
    - Secretary – Sarah Parrish
    - Treasurer – Justin Bradshaw
  - **Age Group Directors: Girls, 14U Bantam, 12U PeeWee, 10U Squirt, Midget 18U**
    - Girls – Gia Fruscione
    - 14U Bantam – John Michael Liles
    - 12U PeeWee – Slade Cogswell
    - 10U Squirt – John Roman, Tom Corrigan if needed
    - Midget 18U – Alison Wadey
  - **Disciplinary Chair –**
    - Justin Bradshaw, Alison Wadey
  - **Fundraising Chair –**
    - Wendy Hanlon
  - **Registrar –**
    - Eric Bankert
  - **John Michael Liles**
    - Planning on leaving the board as he is moving to Denver in the late summer.
    - Tony Herrera was #3 in votes for the previous board opening.
    - Tom Corrigan will speak to John Michael Liles(JML) to discuss his role moving forward and if he would be willing to step down now to bring Tony Herrera onto the board.
      - Motion to bring Tony Herrera onto the board if JML is willing to step down – Slade Cogswell, Sarah Parrish Second. All in Favor. Pass

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## ➤ Year End Survey Review

- Discussion on paid coaches
  - Look at implementing a job opening campaign in the winter/spring 2026 for potential paid coaching for 2026-2027 season
  - We did pay coaches approximately \$32,000 in 2024-2025 season
  - Off-Ice training for a paid individual – possible and maybe more likely if we only have one sheet
- Discussion on Evaluations
  - U12 and above – set certain criteria for joining VMHC
  - Coaches to have conversations with those players to manage playing time expectations

## ➤ League Commitments

- We will be part of the WCHL & CGHL

## ➤ Team Declarations

- **10U-14U Co-ed**
  - 10U - \*\*around 20 to 25 incoming from Mites
    - 2 - B Teams
    - 2 - A Teams
  - 12U
    - 2 – B Teams in WCHL or
      - 1 – B Team in WCHL
      - 1 – B Team in RMFH
    - 1 – B Team in RMFH
      - Would not compete in same league as the other RMFH
    - 1 – A Team in WCHL
  - 14U
    - 2 – B Teams in WCHL or
      - 1 – B Team in WCHL
      - 1 – B Team in RMFH
    - 1 – A Team in WCHL
- **10U-19U Girls**
  - 10U
    - 1 – Team in WCHL
  - 12U
    - 1 – Team in WCHL
  - 15U
    - Need to send out Survey to parents asking about different options.
  - 19U
    - 1 – Team in WCHL

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- **HS/Midget Options**
  - 42 skaters for tryout – 4 goalies
    - Fall Season
      - One - Tier 1 team
      - One - Tier 2 team
- **VMHC Bylaws/Policies/Procedures Review and Revisions**
  - **Bylaws**
    - Review wording around Dobson Ice Arena since it will be offline this year
  - **Policies and Procedures**
    - Section 1 – Paying Coaches
      - Salary and hotel reimbursement only
        - Hotel limit not to exceed a certain amount - TBD
      - Discussion and approval to raise the salary for Coach Pilar to match Coach R.J.
    - Section 3 - Remove
    - Section 34 – Parental Involvement – just while Dobson is offline
      - Reduce number of volunteer hours from 15 to 10
    - Section 17 – Coaching
      - “Coach’s Game-related Travel Expense”
        - Change language on head-coach with player from “reimbursement” to “paid”
    - Dress Code – pushed to committee – John Roman and someone else to head.
    - Section 23 – Review Club Director’s authority to dismiss or reassign coaches
  - **Board Member Responsibilities: expectations, conflict of interest policy, attendance**
    - Discussed. No action items
  - **Coach’s contracts**
    - Dave and Kristi to prepare contracts
- **Club Culture Discussion:**
  - **Expectations of players, parents, board, and admin – emphasize consequences, expectations, and ensure everyone is accountable to these expectations and that they are implemented.**
  - **Coach expectations**
    - Club will provide Coaches with a basic outline of items you must send and discuss with your players and parents at the beginning of the season.
      - To Also Include:
        - Player Expectations
        - Parent Expectations
      - Parents and Players to sign Code of Conduct at the beginning of the season
  - **More communication with families, parents especially. Focus on front end of season.**
    - Discussion around changing Sunday memo
    - Chat GPT monthly board update in Sunday Memo

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## ➤ Financial Committee Update

- Due to smaller scale versions of the Avs Alumni Weekend and Vail Sportsmanship Tournament, the club is projecting between a \$35,000 - \$50,000 net revenue loss for the 2025-2026 season if registration fees remain the same from the 2024-2025 season.
  - The Avs Alumni Weekend and Vail Sportsmanship Tournament bring in close to \$200,000 in revenue to help offset registration fees.
- VMHC currently has \$218,000 in Reserves
- There was a discussion around lowering and/or raising registration fees.
  - Lowering would cause the club to lose more money while raising, while asking membership to help contribute to the potential new Rodeo Rink, didn't have a lot of support.
- Discussion around raising registration fees for the 2026-2027 season once Dobson is back online.

## ➤ Registration Fees 2025-2026

- Motion to have membership Registration Fees remain the same from the 2024-2025 season – Kyle Denton, Tom Corrigan Second, All in favor. Pass

## ➤ 3<sup>rd</sup> Sheet/Displacement/Temporary Ice

- Brief discussion on Eagle County Rodeo Rink and where we are at with the fundraising.
- Gia Fruscione will put together a Donations Page to help with the fundraising efforts
- Motion for VMHV Board to Pledge \$50,000 towards the Rodeo Rink Fundraising Campaign. Justin Bradshaw, Sarah Parish Secn. All in favor. Pass
  - This would leave VMHC Reserves with approximately \$168,000.
    - Justin Bradshaw, Sarah Parish Secn. All in favor. Pass

## ➤ Executive Session

- VMHC Staff Review Procedure
  - Tom Corrigan and Alison Wadey to schedule an in-person meeting with VMHC Staff for annual review.
- VMHC Staff Compensation Raise
  - Discussion around a raise. Unanimous that VMHC staff is doing a great job and deserves a raise.
    - Motion to increase annual salary's by 3.0% – Tom Corrigan, Justin Bradshaw Second. All in favor. Pass

## ➤ Next 2025 VMHC Board Meeting Date:

- June 12<sup>th</sup> – in person
- July 10<sup>th</sup> – Zoom
- August 14<sup>th</sup> – in person
- Membership BBQ: August 21<sup>st</sup> – to be confirmed

- **Adjourn: 9:27** – Ali Wadey Motion, Gia Fruscione Second. All in Favor