



Minutes - Board of Directors

September 14, 2026, 7 PM @ STMA Arena Community Room

Board Members Present: Amy Hertzog, Adam “Woody” Schoh, Tim Steier, Kristin VanHeel, Kevin Hillman, Rachel Johnson, Megan McChesney, Megan Huggins, Chad Olson, Brandon Schmidt (via phone)

- I. **Call to Order-** 7:00 PM
- II. **Addition or Amendments to Agenda as Presented-** Addition of travel hockey refunds and coach reimbursements to the agenda.
- III. **NWC High School Boost Club-** The NWC girls shared their excitement for the upcoming season, reflected on some of their favorite memories from their youth hockey years, and requested financial support from the Association.
- IV. **Approval of Minutes-** A motion was made by Chad Olson and seconded by Adam “Woody” Schoh to approve the [August 23 Working Minutes](#) . Motion approved.
- V. **Gambling Report-** Tyler Stone
 - A motion was made by Tim Steier and seconded by Chad Olson to approve the gambling report as presented. Motion approved.
 - Expenses
 - [Albertville 10% Fee](#)
 - [YOY Comparison Start FY 2023](#)
 - July 2026: \$352,508.84
 - Prelim August 2026: \$339,627.18
 - NTE September 2026: \$479,200
 - NTE October 2026: \$469,200
 - Updates/Other Items
 - Annual Audit
 - Booth Upgrades
 - Approval for Neighbors Albertville Booth
 - Specialty Bingo
 - Neighbors Hunting/Mega Combo 9/27
 - Annual Allied Charities Convention Approval - Up to \$1500
 - November 19th & 20th
 - LG1004 Board Reports
 - July 2026
- VI. **Executive Hockey Director Report-** John Swanson
 - Coach Interviews: An update was provided regarding coach interviews. For



ST. MICHAEL-ALBERTVILLE YOUTH HOCKEY

STMA, 13 of 18 interview spots have been booked, with five openings remaining for Thursday, September 17. On the NWC side, all 11 coach interviews have been booked across the two interview nights.

- Coach selection committees have been seated, and committee leads are being identified as the tryout and coach-selection process is finalized.
- The following non-parent coaches were identified:
 - Pee wee AA – Tyler Cline
 - Bantam AA – Brett Hammond
 - 12UA – MacKenzie Bourgerie
 - 15UB – Emma Mace
 - Work continues to identify a 15UA coach.
- Tryout Volunteer Support: The volunteer sign-up book is live and available for volunteers to self-select available opportunities. On-ice staffing needs are largely covered, although additional on-ice volunteers would be helpful. Additional volunteer support is still needed for off-ice responsibilities, including benches, scorekeeping, and clock operation.
- Tryout Policies and Level Guides: Approved tryout and coach-selection policies will be posted on the Association website. Seven Tryout Level Guides have been completed, including six level-specific guides and a separate goaltender guide. The guides include schedules, pool structures, scoring methodology, skills information and videos, deadlines, and other level-specific information. Ranking and scoring language has been finalized. Families will be provided their player's ranking rather than the underlying evaluator scores. Parent-facing materials are complete and will be posted once website links are finalized. Intake forms have also been created to streamline questions and requests related to the tryout process.
- Team Sizes: Team sizes will be established in advance of tryouts rather than determined during the process. Proposed team sizes have been submitted to the Board.
- Tryout Leadership and Roles: Jay Wagaman was identified as the Tryout Lead, with Kyra Pederson serving as the Tryout Assistant. John Swanson will remove himself from the Squirt and Pee wee tryout processes. Roles for the Board, HOC, coaches, and volunteers during tryouts were discussed. Board members are not automatically included on the permitted tryout-staff list and would need to be assigned a designated tryout role to participate in the process. Board members must recuse themselves from their own child's age group and do not receive hockey-side privileges based solely on their Board position.
- 2026 Tryout Process: The 2026 tryout process will operate under one



Association-wide Tryout Policy, supported by six level-specific guides and a separate goaltender guide. Information regarding the process is intended to be published before players begin tryouts. All tryout-related requests will be submitted through designated intake forms and will be subject to the deadlines established in the level guides.

- Additional process items discussed included:
 - There will be no additional AA tryout fee.
 - One ranked list will be maintained for each level.
 - Scores will carry forward through the tryout process.
 - Cuts and pool sizes will be established in advance.
 - The number of coach selections/picks will be established in advance, and coach selections will be documented.
 - Parent coaches will not be named during the tryout process and will only be considered after player rankings are finalized.
 - Rosters are expected to be released within 48 hours of completion of the applicable tryout process. The 15U process will occur following high school tryouts.
 - Tryout data will be retained for 12 months.
 - Families may request their own child's tryout report.
 - Tryouts are currently closed to the public.
- Discussion of Previous Tryout Process: The Board discussed aspects of the prior year's tryout process and how those experiences informed changes being implemented for 2026. It was noted that a level-ranking system was used in portions of last year's process; however, Pee wee did not consistently utilize a level rank throughout the process. The Pee wee AA process was discussed, including the skills evaluation day, a subsequent practice, and questions regarding the process used on the third and following days before the group was reduced. Bantam AA and the use of rankings during that process were also discussed. Concerns were raised regarding instances in which final player placement or movement may have differed from evaluator rankings based on changes made during the process by an individual or group. The discussion focused on creating a clearer and more consistent process this year, including establishing rankings, pool sizes, cuts, team sizes, coach selections, and decision-making authority in advance and documenting decisions throughout the process. The Board discussed the importance of addressing concerns from the previous process, making amends where appropriate, and determining the appropriate individuals and roles that should be involved in future tryout decisions. Discussion also occurred regarding when a player's skate or



evaluation is considered finalized and what authority, if any, exists to make changes after that point. The possibility of opening tryouts to observers was raised as an option for increasing transparency. Any change would require additional discussion and consideration in relation to the current policy providing that tryouts are closed to the public.

- **Goalie Evaluations:** The goalie evaluation process was discussed. Six goalie evaluators are anticipated to participate in the process. The separate goalie guide will outline the applicable evaluation process and expectations.
- **Transparency and Communication:** The Board discussed the importance of having the tryout process clearly established and communicated before players take the ice. Approved policies, level guides, schedules, applicable videos, ranking information, and parent-facing materials will be placed on the Association website so families have access to the process and expectations in advance of tryouts.

VII. **Voting Board Reports-**

- **Mite/8U Director-** Brandon Schmidt
 - Report provided by John Swanson.
- **D5 Representative-** Chad Olson
 - District 5 held its monthly meeting earlier this month.
 - Officials may now begin officiating at age 14.
 - District 5 is working on Mite/8U scheduling.
 - Mouthguards must be colored and tethered.
 - All tournament rules must be posted.
 - District 4 is included within District 5 this season.
 - Board rosters are due October 1. Board members should ensure their registrations are complete.
 - PlayMetrics has acquired SportsEngine, which previously acquired Crossbar.
 - The District 5 Handbook was approved at the meeting.
 - The Mite/8U policy could not be located in the current District 5 Handbook; however, the applicable Mite/8U policy will be followed.
- **Registration Director-** Megan Huggins
 - No report.
- **HOC Admin-** Kevin Hillman
 - No report.
- **Girls/Boys Travel Directors-** Megan McChesney, Rachel Johnson
 - Due to the reduction of one 15U team, previously scheduled tournaments for that team had to be canceled.



VII. Executive Report

- **VP of Operations-** Adam “Woody” Schoh
 - Three Pee wee B1 teams are currently registered, two of which are STMA teams.
- **VP of Finance-** Tim Steier
 - No report.
- **VP of Communication-** Kristin VanHeel
 - Two apparel stores will be launching soon.
- **President-** Amy Hertzog
 - Sled Hockey is scheduled from 1:200-2:00 PM on October 3. Upcoming Try Hockey for Free dates were discussed. Volunteers are needed to assist with Learn to Skate.

VIII. New Business-

IX. Old Business-

- Mental Performance Support: Canon would work with Bantam/15U players and coaches on the mental-performance component of the game. Funding would be \$50 per player at the Bantam/15U level, as well as funding for participating coaches.
- Bylaws Update: Updated bylaws will be provided to the Board for review this week.
- Coach Reimbursements: President reported that the previously discussed coach reimbursements have not yet been completed. Follow-up is needed to confirm the reimbursement process and ensure payments are issued.
- Travel Hockey Refunds: The Board discussed travel hockey refunds related to a motion approved last spring. Additional information was requested to clarify how the refunds were distributed. A breakdown will be provided showing which teams received refunds and the amount distributed to each team.

X. Open Forum-

- Prior Pee wee AA Tryout Process: Questions were raised about why the prior process was handled as it was and who participated in the decisions. Members requested transparency, accountability, and acknowledgment of mistakes so the Association can learn and move forward.
- Tryout Evaluators and Conflicts of Interest: Questions were raised about how conflicts are determined, why they may apply differently to individuals, who selects evaluators, and who oversees the selection process.
- 15U Team Formation: Concerns were raised about reducing 15U by one team with 41 skaters registered, particularly given game roster limits. Rachel Johnson stated she was unaware of the player numbers when the decision was made and



would not have supported it had she known.

- Mite/8U Participation: Questions were raised about why a Mite/8U player cannot play for STMA and what policies or eligibility requirements apply.
- Registration and Waivers: Questions were raised about who has authority over registration and waiver decisions, the Association's role in approving or denying participation, how waivers affect eligibility, and how decisions are communicated to families.
- C-Level Player Experience and Costs: Concerns were raised about C-level players receiving less ice time and whether those families are subsidizing dryland costs despite receiving less ice.
- Junior Gold Player Experience: Concerns were raised about players spending significant time on the bench. It was noted that despite difficult experiences, players still want to return and continue playing.
- Member Concerns and Complaints: Questions were raised about how member concerns and complaints are documented, reviewed, addressed, and communicated back to families.
- Authority and Decision-Making: Members requested clarity on who has authority to make, change, or cancel Association decisions and the respective roles of the Board, Executive Committee, Hockey Operations, staff, and other leadership.
- Bylaws and Board Governance: Concerns were raised about Board members' knowledge of the bylaws and whether decisions are being made consistently with governing documents and in the Association's best interests.
- Code of Conduct and Confidentiality: Questions were raised about confidentiality requirements, who they apply to, and where they are documented, including the Code of Conduct, bylaws, Handbook, and operating principles.
- Role of the Executive Hockey Director: Members noted that the EHD was brought in to provide greater clarity, consistency, and structure and requested clarity on how the role interacts with Board and Hockey Operations responsibilities.

XI. **Adjourn-** A motion was made by Adam “Woody” Schoh and seconded by Megan Huggins to adjourn the meeting at 8:44 p.m. Motion approved.



Open Forum Responses

1. How will concerns regarding the 2025–26 Peewee AA tryout process be addressed?

An independent review, outside the Association, will examine the 2025–26 Peewee AA tryout process. Upon completion, the Board will share appropriate findings and resulting actions with the membership.

2. How are tryout evaluators selected and conflicts of interest addressed? Current policy requires independent, non-parent evaluators. The Executive Hockey Director (EHD) manages evaluator selection and reviews potential conflicts or recusals. A clearer, consistent conflict-of-interest standard will be established for everyone involved in evaluations and player placement.

3. Why can tryout processes differ between levels? Differences may be necessary based on registration numbers, team declarations, number of teams, and level-specific needs. Material differences should be established and communicated before tryouts begin.

4. How was the number of 15U teams determined? The Board is reviewing the registration information available when the decision was made, including whether the final number of 41 skaters was known by all decision-makers. The process will be clarified for future seasons.

5. What governs Mite/8U eligibility, waivers, and participation? Mite/8U participation and waivers are governed by Minnesota Hockey, District 5, and applicable STMAYHA policies. A player seeking to participate outside their home association must first obtain the required waiver from their home association. Families requiring a waiver should receive clear information from their home association about the process, decision-making authority, participation while a waiver is pending, and the impact of a denial.

6. Who has authority over registration, eligibility, and waivers? Registration and registration eligibility are overseen by the Board of Directors, while waivers are also subject to District 5 and Minnesota Hockey requirements. Authority and responsibilities will be clearly documented, with a formal registration policy and process in place for 2027–28.

7. How should members raise concerns or complaints? On-ice hockey concerns should follow the appropriate Hockey Operations process. Administrative, governance, or other concerns should follow a defined Association process outlining who reviews



concerns, response and escalation expectations, and how resolutions are communicated.

8. How will governance, authority, confidentiality, and Association policies be addressed moving forward? Legal counsel will conduct a comprehensive governance review of the Association's bylaws, Handbook, policies, operating principles, contracts, and other governing documents. The review will identify inconsistencies, clarify the roles and authority of the Board, Executive Committee, Hockey Operations Committee, and EHD, and recommend necessary updates.

9. How will the Board communicate findings and changes? The Board will provide membership with appropriate updates regarding findings, policy changes, and corrective actions while protecting confidential information.

10. How are ice and program costs distributed among levels? Costs vary based on team size, ice allocation, practice structure, games, tournaments, and programming. The Association will continue reviewing allocations to ensure costs are appropriately distributed across levels.

11. What happened to the travel hockey refunds discussed last season? Historically, excess gambling proceeds were sometimes distributed as travel-team refunds. Last year, approximately \$172,000 in remaining gambling funds was instead invested in the dryland facility. Based on 363 travel players, this represents approximately \$475 per player invested back into the program.

Rather than issuing direct refunds, the funds were reinvested with the intent of maintaining or reducing hockey costs this season and in future years. Players who aged out or did not return would not directly realize that benefit.

Available records have been reviewed to provide the most accurate accounting possible. Team-specific financial and ice-billing information is not generally available to other teams or individual members without appropriate authorization. Families who would like to review their own team's bill may contact finance@stmayha.org. Required Association financial disclosures remain available in accordance with applicable nonprofit requirements.

12. What is the status of the 2025–26 coach reimbursements? Per the 2025–26 Handbook, eligible coaches will receive reimbursement. Outstanding reimbursements from the 2025–26 season will be issued by the end of October.