Minutes - Board of Directors
October 25, 2026 6:30 PM @ STMA Arena Community Room

Board Members Present: Board Members Present: Amy Hertzog, Adam "Woody" Schoh, Tim Steier, Kristin VanHeel, Brandon Schmitt, Megan Huggins, Megan McChesney, Kevin Hillman

I. **Call to Order-** 6:16 pm
II. **Addition or Amendments to Agenda as Presented-** Adam "Woody" Schoh and Megan McChesney requested the following additions:
    - Legal motion regarding Nate Snyder and law firm
    - Legal agenda and D&O insurance
    - Meeting minutes and 30-day priorities
    - Code of Conduct violations
    - Committee membership
    - Vacant Board seats and elections
    - District 5 meeting and response to Minnesota Hockey
III. **Executive Hockey Director Report - John Swanson**
    - Tryout Grievances, Questions, and Inquiries
        - Requested that all tryout grievances, questions, inquiries, and supporting documentation be shared with the Board.
        - Per the Member Handbook (p. 33), formal grievances must be submitted to the Executive Board.
        - Board members have access to TeamGenius and the Tryout Hub, where post-tryout inquiries are tracked.
        - Since October 3, 53 inquiries involving 45 players have been received: Peewee (16), Squirt (14), Bantam (13), 15U (4), 12U (3), and 10U (3).
        - Of the 53 inquiries, 49 have been answered. The remaining four, submitted October 17–19, involve 15U and are being addressed.
        - Tryout results, placement, and scores are handled through the Post-Tryout Inquiry process (p. 34). Access to individual scores is restricted to the Tryout Lead, EHD, and administrators (p. 42).
        - The EHD indicated that copying the Executive Committee on all correspondence would create additional access to confidential player information.
    - Communication Channels Above the Association
        - The EHD clarified that communications outside the association were made on his own behalf, not on behalf of STMAYHA, as indicated in the emails.

- On-Ice Development and Coaching Support
    - Discussed providing equal on-ice support and resources to coaches and teams at all levels.
    - The EHD stated that he volunteers with his children's teams and remains available to assist coaches at every level.
- Practice Plans and Coaches Meetings
    - Coaches have access to Ice Hockey Systems (IHS) practice plans and the Coach Development Hub.
    - Virtual coaches meetings were held October 21 for NWC head coaches (7:00–7:45 p.m.) and STMA head coaches (8:00–9:00 p.m.), with assistants invited.
    - Additional meetings will focus on coaching instruction, teaching methods, and consistent development principles.
- Coach Hub
    - Launched October 21, with 138 approved users and 53 accounts created. Board members were granted access October 23.
    - Resources include coaching principles, playbooks, 143 IHS episodes across 14 courses, 797 tagged game clips, film tools, small-area games, AI Coach, and coaching and manager handbooks.
    - Coaches can monitor player engagement through the My Team feature.
    - Future additions include a Practice Planner, Skill Builder, and Rinkside Tracker.
    - Currently, 47 of 60 IHS seats are active. An additional 20 seats will require Board approval.
- Player Development App
    - Launched October 12 to 295 families (585 parent emails).
    - Within the first 10 days, 165 of 321 rostered travel players across 22 teams registered, with eight additional players awaiting roster confirmation.
    - Players have logged 202 training days.
    - The app provides individual development programs, hockey IQ, stickhandling, shooting, skating, puck control, mindset training, game-day routines, weekly parent updates, and team effort boards.
    - Coaches can send film sessions directly to players.
- Manager Website and Additional Resources
    - Manager Website launched October 17 with handbook resources, manager responsibilities, required acknowledgments, and completion tracking.

    - An online Injury and Concussion Incident Report was developed to consolidate reporting and automatically notify Registration and Operations.
    - An assistant coach selection tool allows head coaches to review interested parents, CEP levels, and clearances before submitting selections to their HOC director.
    - Coach onboarding included IHS invitations, Coach Hub access, launch communications, and October 21 meetings.
- Mite/8U Update
    - HEP testing scheduled for October 25 on the Blue Rink, with practice groups to be established afterward.
    - Mites: 173 registered, 126 testing across six groups, and 47 first-year players not testing.
    - 8U Girls: 70 registered, 53 testing, and 17 not testing.
    - Numbers may change.
- Goalie Development
    - Alex (NWC) and Kyle (STMA) will provide goalie instruction to teams without dedicated goalie coaches.
    - Bantam AA, Bantam B1, Peewee AA, and Peewee A are excluded, as they already have access to goalie coaching.
    - Instruction will be provided every other week at $100 per hour, with the HOC verifying schedules and hours to ensure coverage across practice groups.
    - A motion was made by Kristin VanHeel and seconded by Brandon Schmitt to approve goalie instruction compensation. Motion approved.
    - Jon Dubel to review goalie equipment.
    - Additional follow-up noted for Kevin Hillman (email) and Brandon Schmitt.
- Tryout Evaluator Compensation
    - Compensation report submitted October 13, updated October 17, and finalized October 21.
    - Total compensation of $31,215 for 27 individuals:
        - Tryout Leads and contractor (3): $13,327.50.
        - Evaluators (24): $17,887.50 for 357.75 hours at $50/hour.
    - Three individuals require W-9 forms due to payments exceeding $2,000.
    - Tim Steier was asked to confirm payment status, as several evaluators have requested updates.
- Tryout Process Summary
    - Tryouts were conducted September 26–October 11 for approximately 330

skaters and 37 goalies across six travel levels.
    - Evaluations were recorded in TeamGenius, with printed evaluator sheets and staff check-in procedures. Rosters were released on schedule.
    - The goalie tryout contractor provided positive feedback on the process.
    - Post-tryout inquiries follow a standardized process with a 48-hour quiet period and seven-day response window. Families receive only their own player's ranking.
- Junior Gold
    - Working with Mike Underwood on planning ahead of the November 2 initial team declaration.

IV. **Scrimmages, Neutral Ice, Process**
- Reviewed ice scheduler, coach, and scrimmage coordinator responsibilities.
- All requests must go through Lindsay and Savannah.
- Tim will revisit the neutral ice policy and clarify referee responsibilities.
- A motion was made by Amy Hertzog and seconded by Adam “Woody” Schoh to approve a $1,000 increase in the ice scheduler's compensation for taking on Wieser scheduling. Motion approved.

V. **Junior Gold Cost of Hockey**
- A motion was made by Tim Steier and seconded by Megan McChesney to approve the Junior Gold cost of hockey at $1,300 and $500. Motion approved.
- Registration will open November 1.

VI. **Tournaments**
- Discussed teams withdrawing from assigned tournaments.
- For the 2026–27 season, requests to drop tournaments will be reviewed on a case-by-case basis.
- Beginning January 2027, teams will not be permitted to drop tournaments.
- Teams that withdraw from a tournament cannot independently replace it with another tournament.

VII. **Ice Scheduler Pay Increase Request**
- A motion was made by Amy Hertzog and seconded by Adam “Woody” Schoh to approve the ice scheduler’s pay by an increase of $1,000 for taking on the Weiser scheduling. Motion approved.

VIII. **Coaches/Scrimmage Coordinators Responsibilities**
- All requests go through Lindsay and Savannah.
- Tim will revisit the neutral ice policy.
- Clarify referee responsibilities for neutral ice.

IX. **Finance Update - Tim**
- Ice Bills: Working toward issuing the first 2026–27 season ice bill in December.

- Coaches Refunds: Tim will review the refund file and process eligible coach refunds.
- Surcharge: A surcharge will need to be added for the 2027–28 season.

X. **Legal Motion - Nate Snyder & Law Firm**
- A motion was made by Kristin VanHeel and seconded by Brandon Schmitt to approve engaging Fafinski, Mark & Johnson (the law firm of Nate Snyder) along with continued use of Nate Snyder as association counsel. Motion approved.

XI. **Legal Agenda for Nate Snyder**
- Statement to membership regarding the removal of the District 5 Representative.
- Review of association bylaws and Member Handbook.
- Previously raised bylaw questions.
- D&O insurance coverage and potential legal action against individual directors or the Board.
- Tryout review and 30-day response requirements, including counsel's response to the EHD.
- Process for filling vacant Board seats.

XII. **Minutes**
- Kristin will review and clean up outstanding unapproved meeting minutes.

XIII. **Set Next 30 Days**
- Review association bylaws.
- Fill vacant Board seats.
- Review the tryout process.
- Review registration policy.
- 60-Day Priorities:
    - Tryout jersey inventory and ordering.
    - Association rebranding.
    - Clarify timing and requirements for rebranding.
    - Work with John on a policy requiring coaches and players to wear appropriate STMA/NWC apparel.

XIV. **Code of Conduct Violations**
- Discussed potential warnings related to communications concerning tryouts.
- Discussed a Code of Conduct matter involving Pender.

XV. **Committee for Last Year & This Year Reviews**
- Previous Committee: Amy Hertzog, Brandon Schmitt, and Rachel Johnson.
- Current Committee: Kristin VanHeel, Brandon Schmitt, Kevin Hillman, and external representative.

XVI. **District 5 Meeting**
- November 4: Tim Steier or Brandon Schmitt to attend.

- December 2
- January 6

XVII. **Response to MN Hockey**

- Discussed the association's response to Minnesota Hockey regarding compliance with District 5 and Minnesota Hockey requirements.
- The Board noted that the District 5 Representative had been removed following the District 5 Director's request and Minnesota Hockey's request for compliance, as the representative's response did not acknowledge wrongdoing.
- The Executive Hockey Director stated that he would comply.

XVIII. **Adjourn -** 8:34 PM