

HAYHA Board Meeting

Meeting date: September 17, 2025, 05:37 pm

Notes

Ice and Facility Operations

- **Humidity issues on the ice rink**, confirmed not related to compressor malfunction (03:25)
 - Temporary air duct installation for moisture removal expected to last **4 days**
 - Players and coaches instructed to be mindful of air duct placement near the south exit
- **Locker room maintenance and conduct concerns**
 - Reports of severe trash accumulation in locker rooms post Yeti and Wolves games (04:35)
 - Lack of locker room monitors noted; Yeti management asked to confirm usage and availability
 - Strict enforcement of **no outside food or drink policy**, especially alcohol, to protect the rinks beer and wine license (05:56)
 - Previous incidents include concealed alcohol (e.g., **12-pack Miller Light**) in bathrooms
 - Enforcement includes immediate ejection of violators after multiple warnings
 - Coaches and teams reminded to clean coaching areas and locker rooms after each practice or game
- **Communication protocol improvements**
 - All rink and ice-related communications must include Scott and Brian for accountability (07:06)
 - Preliminary discussions should not involve rink staff until booking or final decisions are imminent
 - Clear escalation and documentation of communications stressed to avoid missed details

Tournament Planning & Team Registrations

- **Tournament registrations and payments**
 - Current outstanding tournament sign-ups primarily in **6U, 8U, and JV divisions**; Billings and Butte tournaments not fully open or confirmed (12:12)

- Hey Hop covers **3 tournaments per team**, with additional tournaments requiring parent payment
- Varsity and JV teams confirmed for 3 tournaments each; others mostly committed to 4 (12:55)
- Remaining tournament payments to be partially funded by leftover funds from last year and upcoming **poster fundraiser**
- **Hosting tournaments**
 - Potential to host full-ice state tournaments instead of jamborees, with a preference for **12U or higher divisions** due to locker room constraints (15:14)
 - Home teams may use Big Horns locker room; house league teams excluded from this perk
 - Blackout dates identified around mid-December; early season preferred for hosting (15:14, 20:04)
 - Late-season tournament hosting risky due to Big Horns playoffs scheduling conflicts
- **Strategic direction**
 - Moving away from jamboree format towards full-ice, streamlined tournaments to reduce resource burdens
 - Target to pilot one tournament this season to evaluate interest and logistics

Officials and Referee Scheduling

- **Officials fee schedule**
 - New fee schedule aligned with Bozeman officials for fairness across the state (20:30)
 - Current web-based official management platform costs **\$6 per user**, with about **45-50 users** active (22:34)
 - Payments to officials managed via Venmo, with payments due the Monday following games for better accuracy (25:03)
- **Scheduler role and compensation**
 - Amber currently scheduler; agreed to continue for at least one more year (37:02)
 - Scheduler fee historically reimbursed at **\$700/year (~\$4.50 per game)**; Bozeman pays **\$10 per game**
 - Estimated total officials fee budget for season: approximately **\$17,000** for 153 games, plus scheduler fee (~\$20,000 total) (30:40, 32:43)
 - Scheduler handles extensive communication, phone calls, and emails to fill game

assignments

- **Training and onboarding**

- No in-person USA Hockey training required this year; officials to do online training
- Potential for optional on-ice training during first two weeks of October

- **Official registration deadline**

- **November 15th** is final date to register as an official for the season

- **Operational improvements**

- Request for feedback on last years payment and scheduling process to identify areas for improvement

Equipment and Inventory Management

- **Jersey and goalie gear status**

- Current equipment room organized; some ancient youth-sized jerseys identified for review (37:30)
- Photos to be sent to board for decisions on disposal, donation, or reuse (38:54)
- Existing goalie gear sufficient; knee pads identified as the only immediate need (39:46)
- Donation of goalie gear for various ages in progress; coordination between Bailey and Brian to receive and organize (40:34)

- **Storage and organization**

- Proposal for Bailey to organize equipment stored under south bench to prevent damage and improve access (42:46)
- Consideration to relocate or secure nets and other equipment with rink management approval

- **Budget and replenishment**

- Equipment budget likely maxed out for current year; requests for new purchases to be submitted and reviewed periodically (41:30)

- **Cross-ice boards**

- Two sets currently stored outside secured by plastic wrap; not a long-term storage solution (43:00)
- Original purchase cost approximately **\$12,000 per set**

- Discussion on whether to retain, sell, or donate the boards given limited usage and storage issues
- Potential buyers include newer associations (Lewistown, Big Sky, Rexburg) needing compliant equipment
- Storage options considered including renting off-site units (~\$60/month) or building storage on rink property
- Board consensus to maintain ownership pending further storage solution exploration

Registration, Background Checks & Compliance

- **Total registered players** currently around 302, with ongoing registration expected for lower age groups (44:40)
- **Background check issues**
 - Players under 18 cannot complete background checks due to system restrictions; USA Hockey and MAHA clarified this is not mandatory for players under 18 (45:12)
 - Process to identify and follow up with players turning 18 for background checks established
- **SafeSport training**
 - Required for players born in 2007 and 2008; most have completed or are in process
- **Coach compliance**
 - All coaches must have completed background checks and SafeSport training before first practice, deadline December 15th (48:55)
- **Out-of-area player waivers**
 - Process ongoing; MAHA approval required for players from other associations
 - Some waivers remain outstanding; follow-up planned to ensure compliance (01:06:47)

Financial Management & Reporting

- **Profit and Loss reporting**
 - Preference expressed for fiscal year P&L reports (July 1 - June 30) over monthly reports for more accurate financial status (50:00)
 - YETI program finances to be separated for clarity once independent bank account is fully operational (51:00)
- **Significant expenses**

- Rink expenses of **\$32,000** recorded in August likely covering two months ice payments (53:12)
- **Fundraising**
 - Steak booth volunteer fundraiser generated **\$643** with 8 volunteers; proposal to credit volunteers accounts in lieu of direct payments (01:01:09)
- **Session 2 summer camp refund/makeup**
 - Session 2 capped at 25 participants per group with approximately **103 registered**
 - No makeup session planned due to ice unavailability; consideration to issue an **\$8 credit per participant** pending final board decision (55:00)
- **CD investment**
 - Current CD at Valley Bank earns **0.5% interest** with balance approx. **\$17,000**
 - Treasurer to research and recommend higher-yield, accessible investment options, potentially outside Valley Bank (01:38:58)
- **Hey Hop credit card**
 - Approved to acquire an association credit card to streamline online purchases, eliminate daily limits, and enhance transaction protection (01:40:15)
 - Treasurer tasked with researching and recommending optimal credit card options aligned with hockey-related rewards or cash back

Communications & Calendaring

- **Master calendar implementation**
 - New public-facing **Hey Hop Master Calendar** launched with comprehensive listing of all Hey Hop events including tryouts, practices, board meetings, and private ice rentals (01:23:33)
 - Calendar integrates rink scheduling data updated automatically beyond the rinks two-week public limit
 - Ring events (e.g., Big Horns games) included but subject to removal to avoid confusion; manual control over entries recommended
 - Team-specific schedules remain accessible via Crossbar app for detailed updates and last-minute changes
- **Facility room scheduling**
 - Video and off-ice workout room usage requires pre-scheduling with rink management,

typically **24 hours in advance** (01:31:13)

- Consideration for delegation of scheduling to age division reps or executive staff to reduce administrative burden
- Fitness room usage limited to **10 persons max**; high school workout room included in fees but usage limits to be managed
- **Email distribution lists**
 - Discussion on extending board email distribution to key appointed staff (treasurer, registrar, scheduler) with guidelines on confidentiality and communication boundaries (02:34:00)
 - Proposed use of non-disclosure agreements for appointed members to safeguard sensitive information
 - Email filtering and tagging recommended to improve information triage

Product and Program Strategy

- **Multi-product evolution**
 - YETI program operating with some budget overruns primarily due to coach reimbursements; fundraising efforts ongoing to offset costs (01:15:33)
 - Operations manual for YETI targeted for completion prior to next season to align policies with Hey Hops handbook while acknowledging divergences (e.g., jersey policies, coaching compensation)
 - Coach compensation at YETI estimated at **\$100-\$150 per hour**, with recent budget overspending linked to increased coaching hours and additional weekend sessions
- **Tryout policy and team selection**
 - Tryout policy currently allows coaches discretion to move players between A/B or house teams with justification; executive committee member oversees compliance (02:58:34)
 - Recent high school roster approval process revealed significant player movement beyond evaluator rankings, requiring clearer written justifications and communication to parents
 - Board approved high school roster with abstentions from members with potential conflicts of interest (02:55:35)
 - Future tryout processes to emphasize strict adherence to policy and improved documentation of player movements and rationale
- **Engagement and inclusion**
 - Approved request to submit waiver for two second-year 10U girls (emergency goalies) to play on 14U girls team, supported by coaching staff and justified by developmental goals

(02:07:43)

- Refunds of **\$200** authorized for out-of-area players who paid full fee prior to discount announcement, pending MAHA approval of team declarations (01:58:34)
- **Jersey procurement**
 - Girls program authorized to request funding for an additional set of **19 new jerseys** for 14U team, to be retained by association for reuse (01:57:52)

Process Improvements & Policy Updates

- **Tryout committee and team selection**
 - All coaches signed up for the 10U program approved to participate in team selection meetings, including division representative acting as coach to meet policy requirements (02:29:18)
 - Need identified for clear guidelines on roles and possible conflicts when division reps are also coaches involved in team selection
- **Background and SafeSport compliance tracking**
 - Registrar to provide frequent updates to age reps on compliance status to ensure coaches and players meet requirements before practices start
- **Fundraising and sponsorship**
 - Sponsorship form digitization underway with intent to embed on website for easier donor access and management (01:33:43)
- **Handbook and bylaw revisions**
 - Ongoing review of handbook sections 1-6 and bylaws with plans for reconciliation and board approval; bylaw changes require 2/3 vote (01:21:10)
 - Treasurer role description to be updated in bylaws to reflect current operational structure
- **Team bond payments**
 - Board approved payment of **\$7,200** bond for 12 declared teams at \$600 each for the 2025-26 season (01:51:46)

Strategic Vision & Competitive Positioning

- **Long-term goals**
 - Revenue streams from concessions and tournaments emphasized as critical funding

sources for pursuit of a **second sheet of ice**

- Enforcement of concession policies directly tied to protecting revenue and license status essential for facility and program growth (05:56)
- **Market differentiation**
 - Transition from jamboree to full-ice state tournaments to reduce resource burden and improve competitive environment (15:14)
 - Consideration of multi-tier tournament planning to accommodate various team levels and maximize participation
- **Engagement strategy**
 - Emphasis on clear communications to parents and members on policies and expectations, especially around alcohol, locker room conduct, and roster decisions, to maintain trust and program integrity
- **Platform development**
 - Crossbar app and Ice Hockey Systems platform leveraged for scheduling, stats, and communications; association licenses capped at **15 users** with plans to optimize usage and access control (01:35:06)

Operational Accountability & Quality Assurance

- **Team selection oversight**
 - Executive committee members and tryout coordinators to oversee compliance during team selections with authority to raise concerns on policy adherence (02:43:37)
- **Coach and official accountability**
 - Defined pay structures and training protocols to ensure consistency and transparency in officiating and coaching roles (26:27)
- **Communication and escalation**
 - Executive committee to manage sensitive communications; creation of specialized email groups proposed for disciplinary and financial matters (02:36:44)
- **Equipment and facility monitoring**
 - Increased vigilance on locker room cleanliness, equipment organization, and policy enforcement to prevent facility damage and uphold standards (04:35, 42:46)