

HAYHA Board Meeting

Meeting Date: October 21, 2025, 05:28 pm

Attendees:

Board: In-Person: Chad, Scott, Adrienne, Sabrina, Chuck, James, Mike

Not Present: Melissa

Board adjacent: Lance Wilson

Rink: Jed

General Attendance: Will Parr, Drew Monaghan, Natalia Monaghan, Tiffany Brunjes, Tara Wooten

Notes

Between meetings business:

- **Motion to approve 12U Team selection committee consisting of the following four coaches:**

- Bob Richards
- Justin Kennedy
- Jed Sexton
- Tom Bremer

Motion – Chuck

2nd – Scott

Motion passed unanimously

- **Motion to approve design of 19U girl's jerseys that the Board approved purchasing at the September meeting.**

Motion – Mike

2nd – Sabrina

Motion passed unanimously

- **Motion to approve the 12U Rosters.**

Motion – Scott

2nd – Sabrina

Motion passed unanimously

- **Motion to approve the 10U Rosters.**

Motion – Chad

2nd – Scott

Abstain – Chuck

Didn't Vote - James

Motion passed unanimously

- **Motion to approve the 14U Rosters.**

Motion – Chuck

2nd – James

Didn't Vote – Sabrina, Chuck

Motion passed unanimously

- **Motion to approve ordering new HS jerseys with newly designed logo.**

Motion – Adrienne

2nd – Joe

Didn't Vote – James

Motion passed unanimously

- **Motion to approve the following 8U and 6U coaches:**

6U Head - Josh Lewis

Assistants:

- Byron Dike
- Josh Ereckson
- Jeff Olsen
- Tyler Pappas
- Brian Ricks

8U Head - Kyle Palagi

Assistants:

- Jos Baumgart
- Brock Beckner
- Chris Blumberg
- Michael Browne
- Ian Fischer
- Josh Lewis
- Jeff Olsen
- Jeremy Wilde

Motion – Chuck

2nd – Mike

Abstain - Melissa

Didn't Vote – Adrienne

Motion passed unanimously

- **Motion to approve the following team coaches:**

10U-A Coaches:

Head Coach - Drew Younker

Assistant Coach 1 - Chuck Denowh

Assistant Coach - Roy Sando (assuming all coaching requirements met)

10U-B Gray Coaches:

Assistant Coach 1 - Brian Pfeifer

Assistant Coach - Sabrina Pfeifer

10U-B White & Horns Coaches:

Head Coach - Joel Sheridan

Assistant Coach 1 - Josh Gillespie

10U-B Blue & Biggies Coaches:

Head Coach - Noel Petty

12U-A Coaches:

Head Coach - Bob Richards

Assistant Coach 1 - Brad Bryson (assuming all coaching requirements met)

Assistant Coach - Tom Bremmer

12U-B Coaches:

Head Coach - Justin Kennedy

Assistant Coach 1 - Jed Sexton

Assistant Coach - Bryan Magnason

14U-A Coaches:

Head Coach - Will Parr

Assistant Coach 1 - Rob Smith

14U-B Coaches:

Head Coach - Blake Wheeler

14U-Girls Coaches:

Head Coach - Carolyn Arrington

Assistant Coach 1 - Amy Seaman

Assistant Coach - Kelly Haniuk

Girls 19U Coaches:

Head Coach - Billie Hohn

Assistant Coach 1 - Julie Kirsh

Assistant Coach - Shae Counts

Assistant Coach - Katherine Berasi

JV Coaches:

Head Coach - Bill Shropshire

Assistant Coach 1 - Tamer Billman

Assistant Coach - Blake Nichols

Assistant Coach - Levi Claussen (assuming all coaching requirements met)

Varsity Coaches:

Head Coach - Adam Senechal

Assistant Coach 1 - Keith Bushnell

Assistant Coach - Chad Hultin

House 1 Coaches:

Head Coach - Shae Counts

Assistant Coach 1 - Pat Doyle

Assistant Coach - Brock Beckner

Assistant Coach - Corey Baker

Assistant Coach - Josh Erikson

House 2 Coaches:

Head Coach - Kent Schlosser

Assistant Coach 1 - Per Frisk

Assistant Coach - Jon Flynn

Assistant Coach - Jamie Clark

Motion – Joe

2nd – Mike

Didn't Vote – James, Sabrina, Chuck

Motion passed unanimously

- **Motion to approve James Ellington as 10UB Gray Head Coach.**

Motion – Joe

2nd – Adrienne

Didn't Vote – James, Chuck, Sabrina

Motion passed unanimously

- **Motion to approve Jessica Carlton as Assistant Coach 1 for 10UB Blue and Biggies**

Motion – Chuck

2nd – Scott

Didn't Vote – James, Adrienne, Joe

Motion passed unanimously

- **Motion to approve Drew Monaghan as Assistant Coach for 10U practices only.**

Motion – Chuck

2nd – Scott

Motion passed unanimously

Old Business:

- **Motion to approve September meeting minutes**

Motion - Joe

2nd - James

Motion passed unanimously

- **Motion to temporarily store the second set of cross ice boards at Jame's warehouse pending decision to sell or keep the boards.**

Motion - Joe

2nd - James

Motion passed unanimously

Coaching Staff Decisions and Policy Improvements

- The board addressed confusion around assistant coach roles, clarifying that the board approves coach qualifications but team head coaches decide bench assignments, aiming to improve communication and timing of coach approvals (12:50).
- **Drew Monaghan's removal from the bench** was clarified as a team head coach decision, not a board punishment, with Chad emphasizing the policy's three-tier coaching approval and Noel's preference for bench assignments (14:54).
- Board members acknowledged **the timing of coach approvals post-tryouts is problematic**, causing frustration and inefficiency, and agreed to revise offseason timelines to avoid last-minute decisions (19:00).
- The board agreed that **any objections to coaches must be for documented cause** and tied to disciplinary records, preventing personal biases from influencing coaching approvals (19:30).
- It was noted that the board unanimously approved Drew as an assistant coach, but over-involvement in bench placement created confusion; the policy grants **team head coaches full flexibility in bench roles** (21:00).

- The board will offer Drew reimbursement for coaching fees if he chooses not to continue, showing a commitment to fairness given the miscommunication (01:14:00).

Roster Management, Player Eligibility, and Compliance

- The association is actively working to ensure all rosters comply with MAHA and USA Hockey guidelines, particularly for out-of-area and play-up players, to avoid forfeitures and eligibility disputes (59:00).
- **Letters of approval for all out-of-area players have been submitted to MAHA**, with a formal request for MAHA's email confirmation of approvals to ensure eligibility before games start in two weeks (01:02:00).
- Play-up requests falling within MAHA guidelines do not require additional MAHA approval, a point being clarified with MAHA to prevent unnecessary delays (01:04:30).
- Age reps are tasked with **thoroughly reviewing rosters for accuracy and eligibility**, preventing situations like last year's forfeits due to ineligible players (01:06:00).
- Roster submissions must include jersey numbers to align with Game Sheet, and any jersey number changes require coordination with team managers and MAHA to avoid discrepancies (01:08:30).
- Coaches and locker room monitors must be properly registered and compliant with USA Hockey SafeSport and CEP requirements; non-compliance leads to suspension from coaching duties (56:30).

Financial Oversight and Budget Status of Yeti

- The finance team reported Yeti is operating **in the black overall**, with a potential **\$5,000 surplus from last fiscal year still unresolved** due to timing of deposits and reconciliations (42:30).
- Accounting efforts are ongoing to reconcile a **\$2,600 discrepancy in deposits**, with a target to resolve before the next board meeting (45:20).
- The board agreed to maintain **visibility and control over deposits**, preferring treasurer oversight on all incoming funds to reduce risk (46:40).
- Fundraising has been strong with over **\$10,000 raised**, contributing positively to the budget (54:50).

Financial Oversight and Budget Status of HAYHA

- Ice time payments are projected to be covered through **November 2026**, based on current cash flow and incoming dues, with an estimated **80% of members** utilizing the installments payment option (01:37:00).
- The board discussed implementing **monthly financial reporting from committees**, starting November, to monitor budget adherence and forecast potential overruns (55:30).
- Reffee fees are under review, with a proposal to move from a flat \$700 fee to **a per-game compensation increasing costs to about \$1,500**, pending executive session and coordination with YETI (53:00).

Equipment and Jersey Management

- Significant efforts are underway to improve jersey inventory, equipment security, and accountability, addressing losses and ensuring adequate supplies for all divisions (01:48:00).
- **Approximately 22 jerseys were lost last year**, equating to a **\$3,000 replacement cost**, with Bailey leading initiatives to track and recover missing equipment (01:54:00).
- The board supports Bailey's plan to improve equipment room security by limiting key distribution and controlling access, aiming to reduce unauthorized usage and losses (01:50:00).
- Discussion to **purchase approximately 40 reversible game jerseys for the House One division at a cost of about \$3,000**, aligning their equipment more closely with House Two and travel divisions (02:50:50).
 - **Motion to purchase 40 game jerseys for House 1 that are the same style as the current House 2 jerseys.**

Motion - Mike

2nd - Adrienne

Motion passed unanimously

- The association is exploring **issuing tryout jerseys to players that they keep**, to avoid laundering and logistical issues, with cost estimates around \$10 to \$15 per jersey; this will be considered for future seasons (02:04:00).

- The board agreed to better enforce policies that jerseys are for games only and not for practice, improving jersey lifespan and reducing confusion (02:53:00).
- There is ongoing discussion about ordering jersey sizes at registration to better match inventory to player needs and reduce last-minute orders and mismatches (02:00:00).
- Now that 10U will be utilizing GameSheet for live scoring TSL games additional ipads are needed.
 - **Motion to purchase 5 refurbished ipads for \$1,000**

Motion - Sabrina

2nd - Mike

Motion passed unanimously

Operational and Process Improvements

- The board is focused on improving communication, transitions, and operational workflows to enhance member experience and organizational efficiency (02:33:00).
- To address ice time transition chaos, the board will implement **clear instructions for staggered on/off ice use**, recommending 6U and 8U players exit through locker room adjacent doors while House and 14U enter from benches to reduce congestion (02:41:00).
- The board plans to email age reps and coaches emphasizing that **practice time ends when their scheduled time is up, meaning they need to be off the ice when their time is up, not 5 minutes after** to allow smooth transitions and respect scheduled ice times (02:41:30).
- A proposal to engage older players (14U and 12U) to assist with younger players during transitions is supported to help reduce confusion and foster mentorship (02:38:30).
- The disciplinary committee will streamline complaint handling by moving to a single meeting approach, with preliminary email consensus on whether hearings are needed, reducing delays while maintaining fairness (01:20:30).
- The board is exploring scheduling changes to improve member participation, including possibly moving meetings to Wednesdays or adding short virtual meetings focused on treasurer reports, balancing member availability (02:18:00).

Strategic Planning and Future Initiatives

- The board is preparing for upcoming key decisions and initiatives that will shape the program's long-term direction and competitive positioning (01:27:00).
- The board is considering submitting Helena's intent to compete in the **USA Hockey National High School Championships by October 31**, with discussions underway about costs and team readiness (01:27:40).
- Grant applications for the 2025-26 season are expected in November, with Joe preparing to write and submit forms on behalf of the board to secure funding for association growth (01:31:30).
- The board is evaluating the **6U/8U jamboree's future**, balancing ice time availability, tournament scheduling, and financial viability, with a decision deferred to the November meeting (01:33:00).
- Tournament director Cory is organizing tournament participation tracking to analyze expenses and equitable fee distribution.
- A 20% fee on new family fundraising platforms like Vertical Raise is noted, with the fundraising committee planning to coordinate association-wide campaigns to maximize effectiveness and compliance (02:57:00).
- The board approved a policy to apply **refunds as credits to member accounts by default**, minimizing financial transaction costs and maintaining funds within the program (02:25:00).

Executive Session

Notes retained internally with HAYHA Board