

LHA Annual Meeting

2025/26 Season

August 24, 2025





Agenda

Phil Heinrich – President, Board of Directors



Agenda Overview & Goals

- Welcome and Introductions
- Season Recap (2024/25)
- Organizational Announcements for 2025-2026
- Continuing Initiatives for 2025-2026
- Disciplinary Committee Overview
- Treasurers Report
- LHA Community Outreach & Giving Back
- New LHA Organizational Structure
- Registration Overview
- Tryouts & Start of the Season
- Rule Changes and League Updates
- Election of Open Board Positions



Welcome & Introductions

Phil Heinrich – President, Board of Directors



Welcome & Introductions

Purpose

- To inform membership about the coming season.
- Introduce new support structure, set expectations, provide opportunities to get involved.

Appreciation

- Families for continued membership, players for their commitment
- Coaches/staff for dedication on and off the ice.
- Volunteers for vital contributions and being the heartbeat of LHA.



Our Mission

“We are an athlete-centered organization that places the needs of children first. The Littleton Hockey Association provides a safe, rewarding, and fair competitive environment that will have a positive impact upon the long-term development of participants as individuals, hockey players and members of their communities. We give each athlete the opportunity to participate to the best of their ability and to develop as a hockey player.”



LHA Employees

- Jason MacPherson – Interim LHA Hockey Director
- Hannah Westbrook – Colorado 14ers Hockey Director
- Beth Lindemann – LHA Administrative Director
- Jason Gour – LHA Travel Director
- Harry Golden – LHA 8U Coordinator
- Jesse Shelton – LHA Rec Coordinator



Jason MacPherson

- Originally from Ottawa, Ontario, his playing career included time with the Arapahoe Warriors, Banff Hockey Academy, and the University of Wyoming.
- He also served as Executive Director and coach with the Lafayette Locomotive and most recently led the Okanagan 13u AAA program as Head Coach.
- He spent over six years with the Colorado Avalanche as Manager of Amateur Hockey Development, where he was instrumental in growing the game statewide.
- He also held the role of Executive Director of Ice Operations for the YMCA of Northern Colorado
- Founder of Forest View Hockey, a development-focused organization committed to building skill and character in young athletes.



LHA Organization Chart

Kyle Hull
Hull Hockey
Player Development

Matt Zaba
MHGHC
Goalie Development

LHA HDOC

Player Development



Beth Lindemann
LHA Administrative Director

Jason MacPherson
Interim LHA Hockey Director

Hannah Westbrook
Colorado 14ers Hockey Director

Jason Gour
LHA Travel Director

Jesse Shelton
Rec Coordinator

Harry Golden
8U Coordinator

Jeff Barrett
LHA Scheduler

Ryan Jones
SafeSport Coordinator

Kristi Stieduhar
Volunteer Coordinator

Karin Schamberger
LHA Accountant

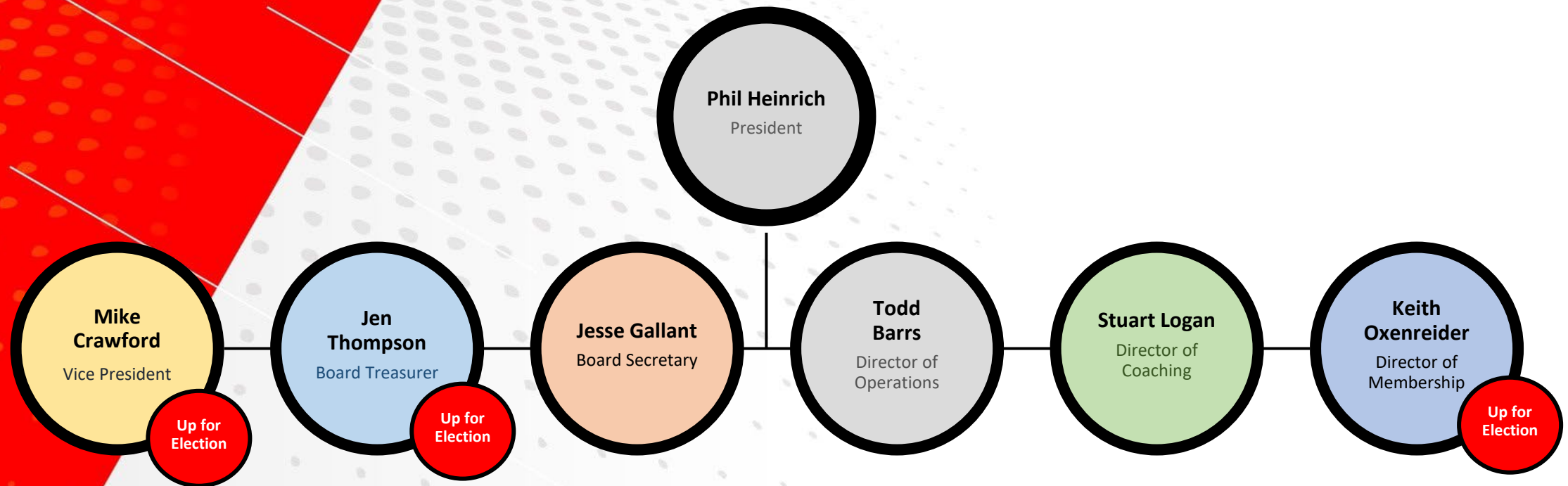
Jeanette Gurolnick
Fundraising Coordinator

Support Staff





Board of Directors





14ers Coaches (All Levels)

Team	Coach
19U Tier II	Kerry Mayhew, Eric Mayhew and Kylie Fitzgerald
16U Tier II	Sasha Maslowski, Jessica Sanstra & Maura McKeown
15U Comp	Erika Von Den Benken
15U Dev	Charles Oese, Jeff Craven & Mady Walker
14U Tier II	Frank Roberts, Pat Kilbride & Vince Arena
12U Comp	Brian McConnell and Dana Valletti
12U Dev	John Anderson, Marissa Oakley & Tim Matthews
10U	Reece Diener and Lindsey Solberg



LHA Coaches (Tier II)

Team	Coach	Type
18U AA	Lee Edleman	Team Travel
16U AA	Alec Orme	Team Travel
15U AA	Jesse Shelton	Team Travel
16U Prosp	Nick Leitz	Team Travel
14U AA	Jason Gour	Team Travel
13U AA	Shawn Rafferty	Team Travel
12U AA	Corey Wagner	Parent Travel
11U AA	Danny Perez	Parent Travel
10U AA	Jason Tejchma	Parent Travel



Season Recap (2024/25)

Phil Heinrich – President, Board of Directors



Season Recap: 2024-2025

- 18U AA - State Champs 8 seasons in a row and participated at Nationals.
- 16U AA - State Champs 8 seasons in a row and participated at Nationals.
 - 16U AA contributed significantly to the Affton player who tragically lost his life in an honor game in St. Louis.
- 14U Programming - 11 championship banners
- 12U Programming - 9 championship banners
 - 12U AA - State Champs & Silver Sticks Regional Champions
- 10U Programming - 8 championship banners.
 - 10U AA - Black Silver Stick Regional Champs
 - 10U B - Silver Stick Regional Champs



Organizational Announcements for 2025-2026

Michael Crawford – Vice President



New Partnerships

- Contracts for both dryland and soft goods providers ended following the conclusion of the 2024-2025 season.
- LHA Submitted RFPs for both contracts to numerous vendors.
- A minimum of **three** vendors were selected as finalists.
- LHA Staff and LHA Board were integral in the decision-making process.



Dryland Partnership – Team Speed



TEAM SPEED
— THE TRAINING STARTS HERE —

- Team Speed is a premier sports performance training facility in the south metro Denver area for young hockey athletes that want to take their game to the next level.
- They have been able to help hundreds of local athletes improve their core skills, build mental toughness, secure Division 1 college commitments, and in some cases ascend to the level of Olympic or professional competition.



Dryland Partnership – Team Speed



TEAM SPEED
— THE TRAINING STARTS HERE —

- Each session is geared toward improving:
 - Speed and agility
 - Strength
 - Endurance and conditioning
 - Injury prevention
 - Flexibility
 - Focus
 - Mental toughness

The Team Speed facility is located at
311 E County Line Rd A19,
Littleton, CO 80122.



Lindsay Mariage – 14ers Strength & On Ice Skills



- 14ers Strength & On Ice Skills/Power skating Coach -3rd Season
- 26 years coaching experience-figure skating & hockey
- NASM Performance Execution Specialist
- BA in Exercise Science
- Western Michigan University Synchronized Skating-Collegiate National Champion & Team USA Medalist





Soft Goods Partnership – Total Team Sales - Centre Ice

- For over 20 years, ***Total Team Sales*** has been servicing athletic clubs across the region to provide families and directors with a plethora of buying options all while working toward saving and earning money for their individual clubs.
- Located in the back of Centre Ice Hockey in Centennial, CO, TTS includes Connor Halbert, Jeff Mielnicki, Nevan Costello and Mike Wolfe (Owner).
- They have over 40+ years of Hockey Team Sales Experience.



Soft Goods Partnership – Total Team Sales - Centre Ice



- Exclusive LHA pricing on CCM products in-season.
- LHA & 14ERS Apparel & Gloves available in-store.
- Exclusive shopping opportunities throughout the season for LHA families
- Team Manager order pickup available in-store



Continuing Initiatives for 2025-2026

Jason Macpherson – Hockey Director –
Hawks (Interim)



Player Development - Build From Within

- The cultivation of young talent through a robust development program stands as a cornerstone for the future success of our hockey association.
- These initiatives serve as **incubators** for talent, **character** development, and **athletic** excellence, molding young players into skilled, disciplined, and **resilient** individuals poised for success on **and off** the ice.



Player Development - Build From Within

- By **investing** in the growth and development of aspiring athletes through **structured** programs, specialized coaching, and a **supportive** environment, we pave the way for the emergence of the next generation of elite players who will carry the torch of the sport forward...
- *...all while embodying the values of sportsmanship, teamwork, and determination that define the essence of ice hockey.*



Hull Hockey

Program overview



Skill Development:

- Conduct up to 2 skills practices per month, depending on team.
- Focus on individual skills

Coach Development:

- Age-specific drill library
- Monthly coaching seminar
- On-ice “teach the teacher” skills session for coaches
- Open line of communication to respond to coach questions, etc.



Mountain High Hockey Goalie Club Partnership



- Goalie sessions moved from Ice Ranch to MHH Englewood Facility.
- Goalie families will have the multiple opportunities to skate in small groups of 6 at MHH facility each week
 - Age specific sessions through Signup Genius
 - Goalie coaches will still attend team practices
 - Monthly zoom calls with Zaba



Disciplinary Committee Overview

Todd Barrs - Operations Director
Tom Burke – Legal Counsel



Disciplinary Committee: Process Improvements

- Independent group of members (separate from LHA staff), which handles all code of conduct and SafeSport issues.
- Coordination with HDOC and LHA staff to:
 - Preemptively identify situations and assist before they become disciplinary problems.
 - Improve coach-parent communications.
 - Assist with post-disciplinary communications remediation efforts.
- Parental Code of Conduct Expectations & New Discipline Procedures: First offense is minimum 30-day suspension.



Locker Room Monitor Policies

- Consistent with CAHA policies, each team is required to have a minimum of three (3) designated, SafeSport certified locker room monitors (LRMs).
- Free to register via USAH, receive background check and take online SafeSport course (~90 mins)
- LRMs need to be same gender as the players (see locker room policy for details).
- **Help protect your head coach:**
 - They are responsible for appropriate locker room monitoring.
 - First offense is minimum 10-day suspension.



24-Hour Rule Policy

- When an issue occurs and a party has a resulting complaint to make or issue to be resolved, they are asked to wait 24 hours, then put the issue in writing and submit it to the appropriate party.
- It is very important that all parties involved take the full 24 hours to remove or decrease the emotional element so that the actual issue can be resolved quickly, in a civilized manner, and to everyone's satisfaction.



Treasurer's Report

Jennifer Thompson – Treasurer



Mission + Impact

Mission reminder: We are an athlete-centered organization that places the needs of children first. The Littleton Hockey Association provides a safe, rewarding, and fair competitive environment that will have a positive impact upon the long-term development of participants as individuals, hockey players and members of their communities. We give each athlete the opportunity to participate to the best of their ability and to develop as a hockey player.

Impact Stats:

- LHA serves 900 families across 4 segments
 - Tier II (AHF)
 - Rocky Mountain Hockey Federation (RMHF)
 - Colorado Recreational Hockey League (CRHL)
 - Colorado 14ers – Girls Program
 - Tier II – Western Girls Hockey League (WGHL)
 - Colorado Girls Hockey League (CGHL)
 - Rocky Mountain Hockey Federation (RMHF)

Here is how our finances supported this work



Big Picture Overview

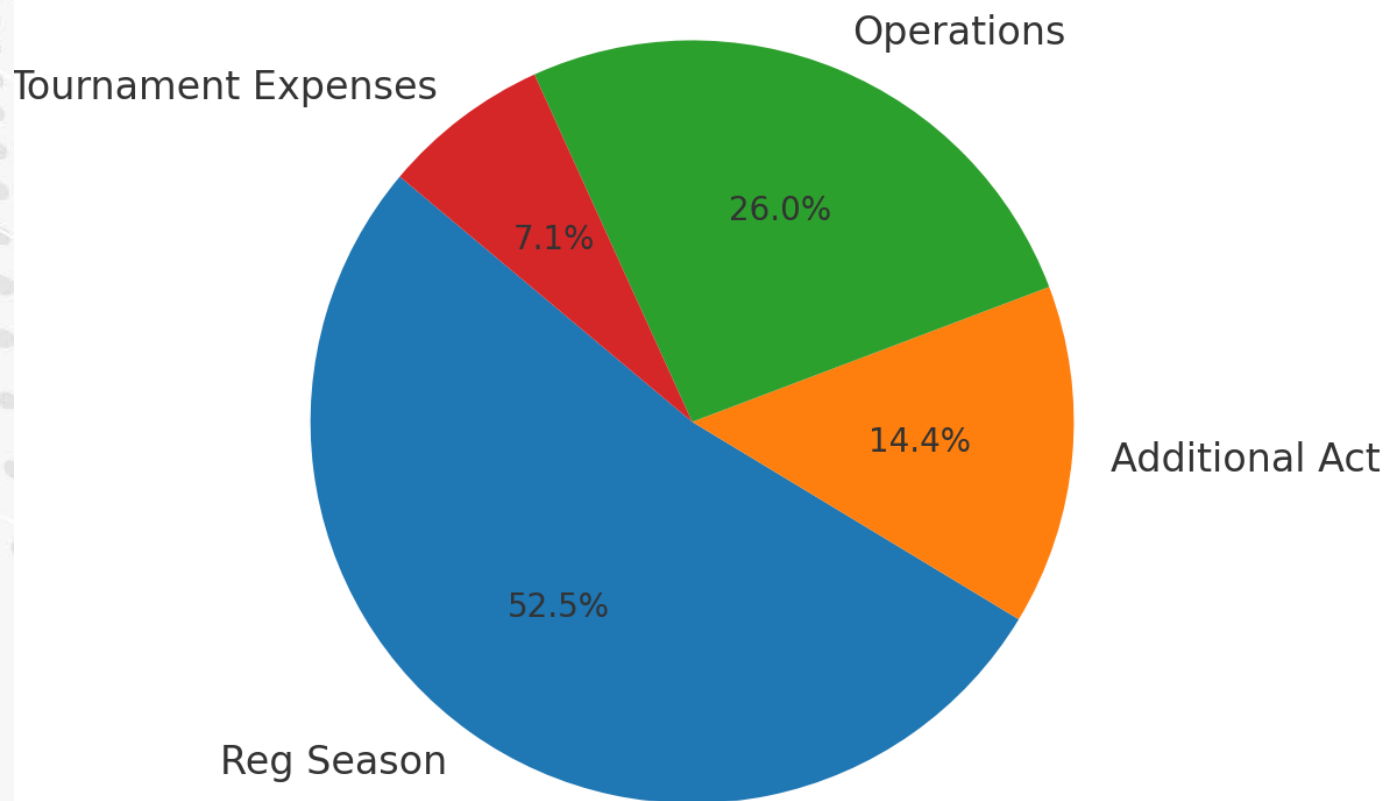
- Total Revenue 2024/2025: \$ 3,164,939
- Total Expenses 2024/2025: \$ 3,221,685
- Net Loss: (\$56,746)
- Compared to prior year 2023/2024 net gain of \$88,278 a swing of \$145,024

*LHA's fiscal year ends May 31st



Expense Breakdown

Budget Allocation





Net Assets & Reserves

- No Debt
- Met all financial obligations in a timely manner
- LHA maintains \$250,000 in unrestricted net assets and \$500,000 in long-term investments
- We invest in building healthy net assets to give the flexibility to respond to urgent community needs and ensure our programs continue long into the future
- Ability to invest in our players and community through scholarships, and strong skills offerings such as Hull Hockey and Mountain High Hockey Goalie Club
- LHA is a 501 (c)(3)

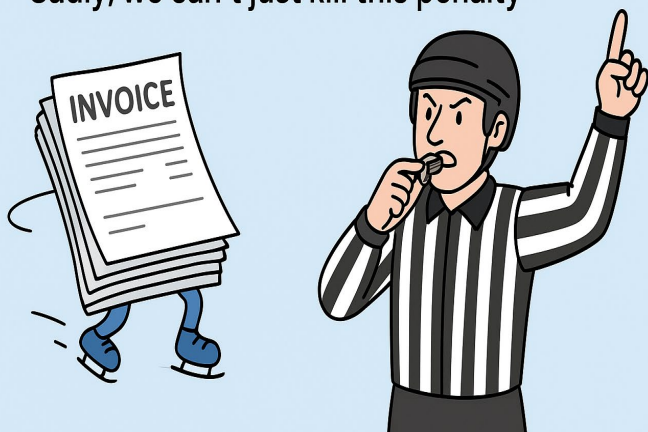


Penalty: Two Minutes for High Ice Costs

- Ice Costs 2023/2024 \$1,014,077
- Ice Costs 2024/2025 \$939,200
- No teams were assessed for going over their ice budget.
- Ice costs increase year over year as well as due to the formation of additional teams.

PENALTY: 2 MINUTES FOR HIGH ICE COSTS

Sadly, we can't just kill this penalty





LHA Community Outreach & Giving Back

Keith Oxenreider – Membership Director
Jeanette Gurolnick – Fundraising Director



Ongoing Scholarship & Community Initiatives

- Fundraising and Community Building Efforts
 - LHA Day 2025 – (Nov/Dec – 2025)
 - CO Gives Day (Dec. 9th)
 - Youth Sports Giving Day (Sept. 3rd)
 - Team Programs
 - Golf Tournament 2026 (7/17, tentative)
- Offset to Registration Fees & Hockey Community Support
- Four graduate scholarships for 14-ers/Hawks ascending to college over the past two seasons.



Annual LHA Golf Tournament



- **Held Friday, July 18, 2025**, at Raccoon Creek Golf Course.
- All proceeds from the tournament go directly toward providing financial assistance to LHA players in need, ensuring every child can play the game they love; regardless of financial circumstances.
- Participants Enjoyed:
 - A fun-filled day on the course with fellow LHA supporters
 - Great food, drinks, and raffle prizes
 - Contests, giveaways, and community spirit
 - And most importantly—the chance to give back to the hockey community



Fall Fundraising

- Team Fundraising – Submit ideas through fundraising form. See website
- Colorado Youth Sports Giving Day
 - September 3-17th
- **Schoolfundr** – Ongoing fundraiser
 - Managers will receive information
- LHA Day – November 1st
 - Teams will supply baskets



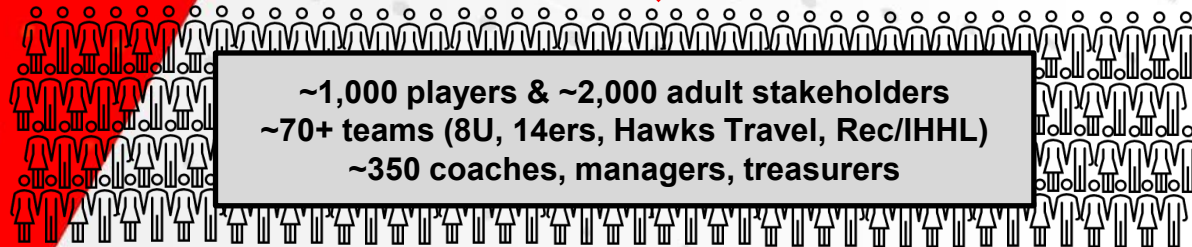
New LHA Organizational Structure

Stuart Logan – Coaching Director BOD



The challenge of managing one of the biggest youth hockey associations in the U.S.

LHA Staff



Opportunity to enhance structure to improve the LHA hockey experience



Even quicker **response** to team and coach questions/concerns



Increased **visibility** into Association decisions



Improved **connectivity** between teams, coaches, and leadership



More member **involvement**



15 Months of Research and Discussion

How can WE make a large association feel small

LHA Deep Dive



Member Survey
'23-'24 season

Member
discussions

Member Survey
'24-'25 season

Coach Feedback
Meetings

Peer Associations



Add'l People & Resources

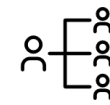
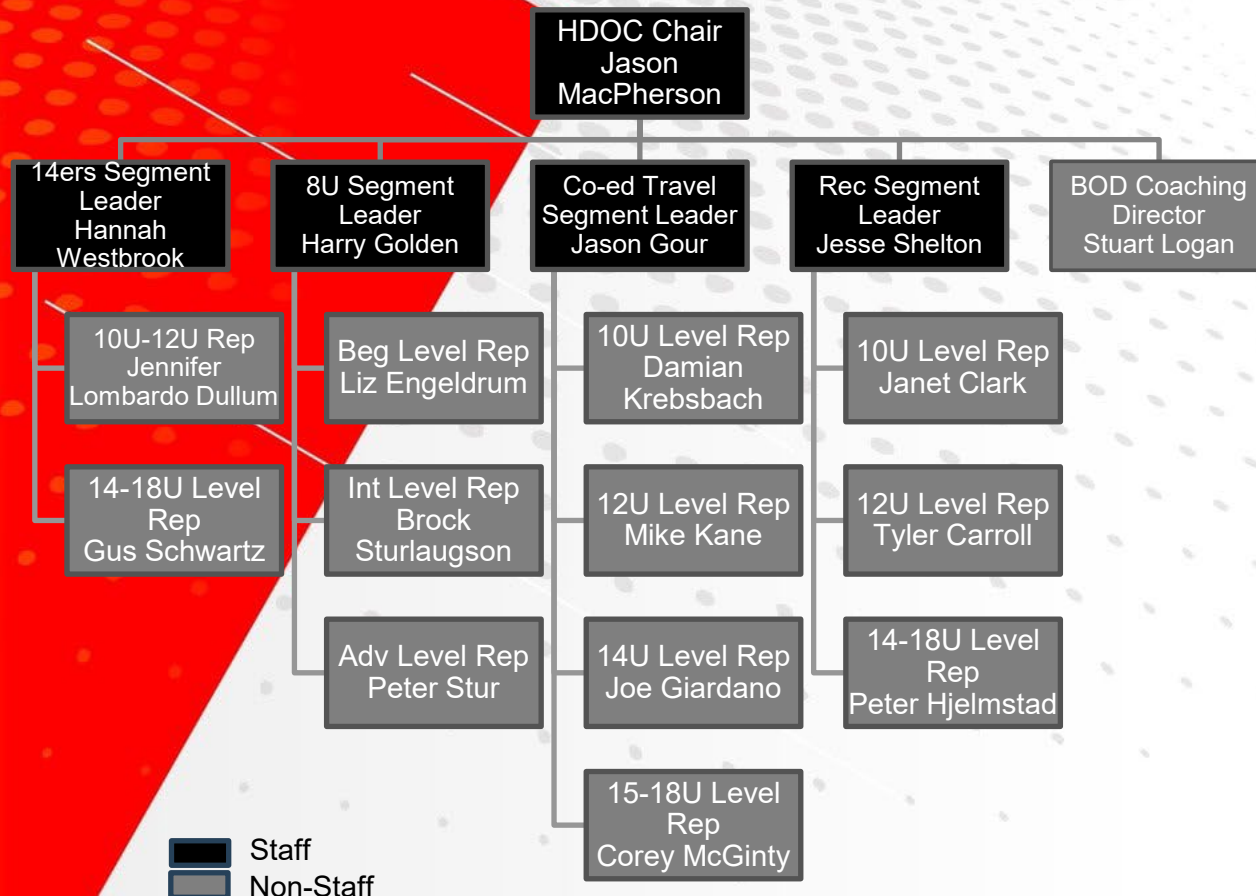


THE
COACHES
SITE





Hockey Development & Operations Council (HDOC)



New Layer of support: each level of play (8U-18U) gets a dedicated representative



Broader ownership: Council includes mix of Staff and Member volunteers – diverse input, shared responsibility



Repeatable process: Council meetings formalize discussion of programming and operational issues

Improved experience: **faster** response to team issues, better **planning** for development, more **connection** across the association



Level Representative Support

- **When:** At start of the season - perhaps at your first team meetings.
- **Why:** Address questions or issues if coach and manager are unable to resolve; coach and manager will interact with Level Reps in a direct and frequent manner.
- **How:** Level Rep contact information will be posted to the website; the 24-hour rule also applies to communication with these individuals.



Registration Overview

Beth Lindemann – Administrative Director



Player Registrations For 2025

- **June 1, 2025** - Current Member Registration Open
- **July 1, 2025** - New Member Registration Open
- Largest number of transfer requests to play at LHA
 - 175 transfer forms received (33 were 14ers)
- Reminder: Membership holds benefits and priority registration is one of them
- Anticipated team structure within each segment of our programming (8U, Travel, 14ers, Rec) and expected game and practice count (in a range)



What Do My Fees Cover?

- Registration Fees
 - Ice budget and Referee fees
 - Apparel/Dryland package/Team uniform
 - League fees
 - Dryland for RMHF/ Tier II teams
 - Name bars for RMHF/ Tier II teams
 - Gloves for Tier II teams
- Team fees
 - Tournament entry fees
 - Coach travel
 - Team party
 - Additional team apparel & select team equipment



Tryouts and Start of the Season

Hannah Westbrook – Hockey Director - 14ers
Jason Macpherson – Hockey Director – Hawks
(Interim)



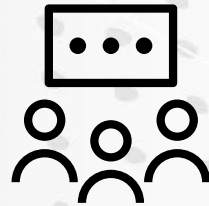
Tryout Process - Overview

Process transparency



- Open communication on process, structure and objectives

Accountable evaluators



- 8–10-member group to evaluate each player group.
- 3 staff, 3-4 HDOC, 2 TPH; pre-meeting before each session to ensure proper expectation-setting.

Well vetted evaluation metrics



- Re-anchor on critical metrics and standardize definition of those metrics.



Tryout Process - Overview



Trusted assessment tool

- Leverage Team Genius platform to ensure all parameters are captured, archived and factored.



Streamlined evaluation discussions

- Drive out post-session evaluation inefficiencies and resulting error with Team Genius automation.



Dependable post-tryout assessments

- Timely and repeatable feedback process for parents who want tryout input



Tryout Dates – 14ers

- **19U & 16U (Tier II only) – July 15th-17th**
- **14U (Tier II only) – July 15th-17th**
- **14ers Tryouts – TBD**
- **15U (Competitive) – August 18th – 20th**
- **12U (Competitive) – August 18th – 20th**



Tryout Dates – Hawks

- **Midget 18U-15U (AA only)** - August 1st-3rd
- **Bantam 14U (AA/A/B)** - August 14th-17th
- **Peewee 12U (AA/A/B)** - August 21st-24th
 - Skills and Drills Start August 18th
- **Squirt 10U (AA/A/B)** - September 11th- 14th
 - Skills and Drills Start September 2nd
- **Mites 8U Skills and Evaluations** - October 1st
 - Games Start November 1st
- **CRHL (18U through 12U)** - games start Sept 20/21
- **CRHL (10U)** - games start September 26



Team Volunteers

- Team volunteers are the backbone of any team. An example of volunteers needed include:
 - Manager
 - Treasurer
 - Assistant coaches
 - Locker Room monitors (min 3 per team required)
 - Travel coordinator
 - Team photographer
 - Team videographer
 - Social coordinator



Rule Changes & League Updates

Hannah Westbrook – Hockey Director - 14ers
Jason MacPherson – Hockey Director – Hawks
(Interim)



USA Hockey Rule Changes

New rule book version 2025-2029 (Effective Aug 1). See [USAHockey.com](https://www.usahockey.com) for official rules.

**Respect our
Officials.**

***“To err is human, and
part of being an official.”***

**Even Better,
Become an Official!**

Most common and applicable rules to LHA players:

- HECC Certified neck laceration protectors are **required**. BNQ Certified protectors are valid until 2026-27 season (purchase only HECC certified neck protectors going forward).
- Players are prohibited from wearing microphones and cameras (misconduct penalty).
- Any player or team official using obscene, profane or abusive language toward any person AFTER a game will be assessed a game misconduct penalty (carries a suspension).
- No minor penalty to any player (including goalkeeper) who accidentally shoots puck out of play.
- Teams play tag up offsides and may ice the puck on penalty kills (U15+ co-ed / U16+ girls, HS and adult levels).
- Officials error with icing call will result in face-off at center ice.
- Face-offs for “puck out of play” will be in the same zone that caused the puck to leave the ice or become unplayable.



CAHA Updates

- CAHA has set forth rules that help to control the number of games that hockey players can play by age:
 - **10U** - 50 Games
 - **12U** - 55 Games
 - **14U** - 60 Games
 - **16U-18U** - 65 Games
- League Playoffs, Silver Stick qualifiers, CAHA Member Tournaments, and Quebec qualifiers do not count towards game count total.



RMHF Updates

- **RMHF A/B Games** - One central individual scheduler
- **Playoff Dates:**
 - RMHF AA Playoffs - February 6-8, 2026
 - RMHF A/B Playoffs - February 20-22, 2026
 - CRHL Playoffs - February 20-22, 2026
 - Centennial Cup CRHL - February 27-March 1, 2026
 - Centennial Cup RMHF - March 6-8, 2025
 - 2017's Graduation Tournament March 27-29, 2026
- **RMHF Game count limits:** (14-16 games)
 - 14U A/B: 16 games
 - 12U All Levels: 16 games
 - 10U All Levels: 14 games



AHF Showcases

- **12U AA – 3 showcases**
 - (August 29-31, 2025, October 17-19, 2025, November 14-16, 2025)
- **13U AA – 3 showcases**
 - (August 29-31, 2025, October 24-16, 2025, November 21-23, 2025)
- **14U AA – 4 showcases**
 - (August 29-31, 2025, October 24-16, 2025, November 21-23, 2025, January 16-19, 2026)



AHF Showcases

- **15U AA – 4 showcases**
 - (August 29-31, 2025, October 24-16,2025, November 21-23, 2025, January 16-19, 2026)
- **16U AA – 4 showcases**
 - (August 29-31, 2025, October 24-16,2025, November 21-23, 2025, January 16-19, 2026)

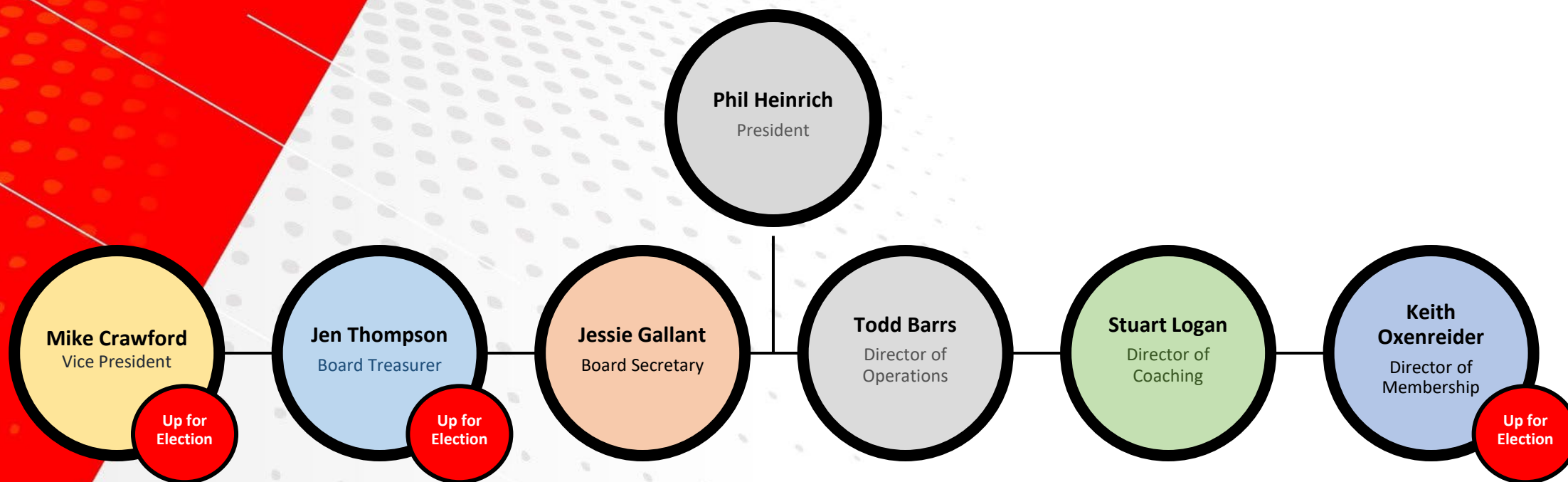


Election of Open Board Positions

Keith Oxenreider – Membership Director



Board of Directors





LHA - Annual Meeting Election for Open Board Positions

- Procedure for Voting to Appoint New Board Members
 - Must have at least 30 LHA Members present for vote.
 - Members are given one voting ballot per registered hockey player.
 - Members receive voting ballots at sign-in desk
 - Ballots will be collected, and votes counted at the meeting.
 - Announcements will be made once all meetings are concluded.



Candidate Presentations

- Vice President
 - Mike Crawford - ***Incumbent***
 - Mike Lyons
- Board Treasurer
 - Jennifer Thompson - ***Incumbent***
- Director of Membership (Open Position)
 - Eliz Giardino
 - Damian Krebsbach



Looking Ahead

Phil Heinrich – President, Board of Directors



Q&A

Phil Heinrich – President, Board of Directors



Final Thoughts

- We hope that this session has been informative.
- We understand the frustrations that come up every year so as this process unfolds, it is not an exact science.
- Different people have different opinions about the skill and ability of a player.
- Please keep in mind that we are doing our best to evaluate your children and place them on a team that will allow them to ***improve as hockey players and have fun this season.***



Thank You !

We appreciate your attendance at the 2025 Annual Meeting

Please contact us with any questions:

board@littletonhockey.org