

# Minutes

## Chiefs BOD Meeting

July 11, 2023 | 7:00pm – 11:15pm

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### In Attendance

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Board Members: Lisa Thompson, Kara Vanskike, Cherin Whitaker, Tim Hoss, Heather Jacobs, Marcos Asse, Katelynn Clark, Tracy Malvestuto, Shannon Miner, Nick Miner

Members: Brian Cafarelli, Amy Jo Feuerborn, Tracy Wiltgen, Michael Watkins, Brian Wiltgen, Cameron Feuerborn, Ashton Cafarelli, Shawn Flaningam

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### Minutes

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- Public Comment
  - Brian Cafarelli – Proud of the boys here. Leadership was brought back. Proud they're here.
  - Amy Jo Feuerborn – Has a senior. Feels they've been "screwed over" multiple times. Thinks the players should have a say in who coaches them. The parents are paying and should have a say and voice their opinion.
  - Tracy Wiltgen – Four boys. All 100% onboard with Brian being the coach. Knows 11 of the returning boys want to know why Brian isn't returning if he is in fact not returning.
  - Duane Wiltgen – Been here since Minor Hawks. Witnessed a lot. Many coaches. This is for their children. Last year was the first year all players said the same thing – Coach Caf works with them, they look forward to playing. To not take these considerations into account it becomes political. Board needs to recognize this support.
  - Michael Watkins – Brian has been one of the best coaches. He put his focus on them.
  - Brian Wiltgen – Been through lots of coaches. Pleasantly surprised with Caf. Had many wins without as much skill.
  - Cameron Feuerborn – Lots of coaches. No one has cared on and off the ice like Caf has. Didn't have a connection with Fabbrini.
  - Shawn Flaningam - Son wants to play with Caf
  - Ashton Cafarelli – Problem with 14u coach walking in on the HS team while in the showers
  - Can Feuerborn – Female coach walked in on him while showering and nothing was done.
  - Tracy Wiltgen – Unnecessary adjustment to a new coach when "the" coach is sitting right here
- Approval of Last Month's Minutes
  - Change "Quest to Queen"
  - Change wording that references attendance at July's meeting
  - Heather motioned to accept; Shannon seconded. All approved.
- Structure of Board
  - Executives (voting) – President, VP, Secretary, Treasurer, Registrar, Executive Directors I and II, and CD (based on contract)
  - Directors
  - The bylaws committee wanted to change the structure to spread out responsibilities. Important to take everyone's ideas and get more input from the organization.
- New Business
  - Review Documents

- Master Calendar
  - Reviewed every line tonight. Finalize in August.
  - Each Director is the head of their committee
  - Follow up with Jen regarding patches (Kara). No one has received them.
  - Disciplinary plan – Code of Ethics – Handbook – Shannon to review Code of Conduct/Zero Tolerance Policy. Shannon talk with Jake. Report at next meeting. Work with Heather.
- Job Descriptions
  - Went through each position and made updates
  - Nick – Add Ryan’s plan to fundraising duties
  - Cleanup OneDrive
  - Handout
  - Discuss Director of Ethic & Discipline at next meeting
  - Add Executive Directors
  - Add voting/non-voting and terms to the document
- Bylaws – Review at home to ensure they’re correct before we upload the document
- High School – Jr. Varsity/Varsity
  - Lincolnland now has 10 organizations. Eight are doing Jr. Varsity. We have 23-27 potential players.
  - Varsity team – roster of eight set players (best players). Everyone else can be dual rostered. Dream scenario for us. Focuses on development.
  - Are they sending up info? Brian Mendenhall and guy from Pekin are in charge. Have them copy Lisa on future emails. Will need to work with our Registrar.
- Meeting Dates
  - Typically, at the Armory
  - First Monday of the month at 7pm for the Open Meeting
- Little Hawks/CIGHL
  - Skip for time’s sake. Lisa handed out CIGHL info. Review in preparation for next month.
- Officer Reports
  - President
    - NIHL Club contact form for Ice
  - Secretary
    - Working on reserving rooms for meetings
  - Registrar
    - USA portal will update soon.
    - Been in contact with Lisa at AHI
  - Ice Scheduler
    - Conditioning – Aug 21, 22, 24
    - Tryouts – Aug 26, 27, 29
    - Need to double check if we’re within the timeframe. May be eight days out vs. 10
    - Roster/Parent-Player meeting – August 31 7pm is mandatory
    - Apparel – backup store opening date
    - Roster to NIHL on Sept 12, NIHL meeting Sept 9
    - Times TBD
    - Need contracts for insurance
- PR
  - Newsletter – last day of July

- News releases every two weeks
  - WDWS and News Gazette contacts
- Strong social presence
- Keep people updated on how teams are doing
- Stats, photos, updates – send to Tim
  - Team managers (or a team parent) would be a good point person to distribute information
- Post Conditioning and Tryout dates ASAP
- Apparel
  - Has looked at the storage unit. Impressed with the organization. Lots of pluses. Private, accessible.
  - Still want to look at Marcos' building, but the hours aren't as convenient. His insurance would not cover hockey gear. Stairs at Marcos' current facility is ground level. Look at it and report next month.
  - Brian – HS would like a third jersey – red. Socks, too.
  - Will need to discuss whether third jersey is required.
- Equipment
  - Still look at needs. Will need helmets next season for sure.
- Fundraising
  - First fundraiser – Raffle Baskets – raised \$1260. Could have done better. Email needed to go out earlier. Check will be sent.
  - Queen of Hearts
    - GoRaiseDough.com is a site that runs these fundraisers. All digital. They create website, rules, draw winners, draft weekly emails. They earn \$0.50/ticket 3% CC fee, \$50 signup, \$25 monthly fee
    - Would this method be received as well as if we did it ourselves?
    - Give agreements and merchant setups to Lisa for review
    - No termination fees
    - We must promote
    - Everyone onboard doing this? Need to start in Aug. What's turn time after contract signed?
  - Limited Edition Hockey Mom/Dad and gear for fundraising – ordering samples "Spirit apparel"
  - Sponsorship tier proposal – email to all board members
- NIHL
  - First games Sept 15, timeframes are tight
- Director of Coaching
  - Handed out ADM (11 pgs) Review then approve at next meeting
    - Brian – next year we will likely have an A and B team. This year likely not there yet. Concerns about losing kids due to skills – one way or the other
    - Lisa – Need a variance between House and Travel. If not ready for House.
    - Asked HS players how they felt about having players not as developed on their teams. "Those kids don't play."
    - Heather – Are there playing time requirements? "You've made this team, but not all players will have the same experience."
    - Lisa – Still have tiers
    - Jake – If we cut, where do they go? Worried they'll go to other orgs.

- Lisa – Plan must be goal, but know it may not work that way every year. Could offer travel options at the House level. Need to keep working with them.
- Heather – We always ask if we have enough. If we have 12 kids, why cut two?
- Michelle – Delete “no cut” verbiage
- Tracy – Make the travel team or make the independent team
- Lisa – Come up with how many players wanted per team. Have travel requirements and independent team requirements on website once approved. This plan is far more extensive than anything we’ve had in the past. How are you going to differentiate between a freshman skater and a senior skater? A kid who’s a few steps behind will be developed and not cut. Cuts will be a safety issue.
- Coaching Recommendations
  - LTP – Shannon Long
  - 6u – Darrin Trulock
  - 8u – Darrin Trulock
  - House 10u – Josh Leonard
  - 10u Travel – Open (one interested)
  - 12u Travel – Steve Thompson
  - 14u Travel – Jake Ellis
  - 16u Travel – Patrick Kelly
  - HS – Jake Ellis
    - Josh and Patrick – They’ve filled out applications. Josh is a UofI student. Played NIHL. Calls Jake weekly for updates. Helped with other House teams (Nashville, Chicago). Jake will help. However, Josh will only do local. Independent travel team would be a struggle. Harden could be an assistant coach.
    - 10u Travel – No applicants
    - 14u Travel – Will we have enough players? It’s going to be close. Don’t want to have a combined team again. Any other applicants? Could leave it open for now. What about Mike John? Doesn’t want to coach over 10u.
    - 16u – Patrick coached in Decatur. Played in the Juniors. Lives 40 minutes away. No kids. Kids were receptive to him during Spring.
    - All for development – gets kids playing at the level they want to play.
    - High School – Why change coaches? HS players asked to step out.
      - Jake grew up playing here. Came back because he was embarrassed at the state of it a couple of years ago. Has a plan in place to advance and develop kids. Jake wants to build the program back up. Has watched HS practices and some games.
      - Brian – Told he wouldn’t be head coach before applications went out. Left on bench with no help at 10u. Hasn’t had a coaching review all year.

- Tracy – Need at least 16 players to make anything. Not paying coaches will not improve the situation. It's not sustainable.
- Lisa – Not slated to coach in Spring. Ongoing issues that we will not discuss in open session.
- Heather – We don't have a say on our coaches in any other sport.
- Shannon – Don't care about coaching conflicts. Care about the kids. We've heard from several boys tonight. Sees no reason to remove Brian. Don't remove that stability.
- Lisa – Consider the opinions of the seniors and those coming up. Can't take opinions of one side and not the other. How do we address the issues that have come up over the past years?
- Brian – Am I a coach in good standing?
- Katelynn – Can't make a non-biased decision without the chatter. Nothing is clear.
- Brian – Appreciate the parents being here. If he's picked, he wants Jake to coach JV.
- Vote
  - Shannon Long – Heather motioned, Shannon seconded. Marcos abstained. All others Yay.
  - Darrin Trulock (6u and 8u) – Marcos motioned, Shannon seconded. All Yay.
  - Josh Leonard – No motion, revisit
  - Steve Thompson – Shannon motioned, Marcos seconded. Lisa abstained. All others Yay.
  - Patick Kelly – Marcos abstained. All others Yay.
  - Jake Ellis (HS) – No motion, revisit
  - 10u and 14u Travel – Leave open
- Brian – A BOD member can nominate me
  - Shannon nominates Brian as head coach. Marcos seconds.
  - Shannon and Marcos – Yay
  - Lisa and Macy – Nay
  - Jake, Heather, Kara – Abstain
  - Revisit next month
- Lisa – Budget review tabled. Schedule a special meeting, if possible, prior to the August 7 meeting.
- Lisa – Thanked everyone. Entitled to opinions based on the info we have, too. There will be differences. We are making strides. This is the largest group of BOD members in history.
- Adjourn – Shannon motioned, Jake seconded

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## Action Items – From this Meeting

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- All – Review bylaws to ensure accuracy before we upload them
- All – All-Member mandatory meeting Aug 31
- All – Review ADM prior to Aug meeting for approval

- Jake – Need coaches for 10u house, 10u travel, 14u, HS
- Kara – Make a couple of edits to June's minutes
- Kara – Follow-up with Jen about patches
- Kara – Make updates to Master Calendar
- Kara – Make updates to BOD Roles & Responsibilities
- Katelynn/Cherin – Make decision about storage facility
- Lisa/Macy – Work with Lincolnland regarding the HS changes
- Macy – Double check to ensure tryouts are within timeframe
- Macy – Cleanup OneDrive
- Michelle – NIHL contracts for insurance
- Nick – Get Lisa all the documents needed for Queen of Hearts
- Nick – Start Queen of Hearts in Aug
- Nick – Order Spirit Apparel samples for Aug meeting
- Shannon – Review and report on Disciplinary plan, Code of Ethics, Handbook, Code of Conduct/Zero Tolerance Policy (work with Jake and Heather)
- Tim – Post Conditioning and Tryout dates ASAP
- Tim – Newsletter – last day of July

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## Master Calendar – August

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- All – Necessary Registration forms are prepared for Registration
- All – Registration for travel teams takes place.
- All – Determine policy for travel reimbursements for non-parent head coaches, assistant coaches, and NIHL Representative
- All – Review CUYHA Locker Room procedure, Parent and Player Code of Conduct Statements
- All – Set Registration Date for House League and prepare online registration form
- Macy/Marcos – USA Hockey insurance fees, AHAI fees, and team applications are sent in before mini-camps/evaluations occur.
- Macy – Attend Mandatory Training for Registrars through AHAI
- Macy – Coordinate Travel Registration
- Jake – Hold Head Coaches meeting prior to tryouts
- Jake – Evaluate tryout procedure present and suggestions for changes to BOD for approval.
- Michelle – Evaluation, Mini Camps, and Fall ice schedule presented for review.
- Katelynn/Macy – Update and maintain master list of players' jersey numbers (send copy to Registrar for score sheet labels).
- Katelynn – Determine and announce procedures for 2<sup>nd</sup> order of travel jerseys (for those missing deadline for first order).
- Katelynn – Order House League jerseys
- Nick – Present draft fundraising plan for upcoming season
- Tim – Finalize marketing and advertising plan for hockey programs
- Tim – Update website with final registration information for Travel, House, and MH
- Cherin – Confirm that all goalies are equipped properly and that equipment is inventoried.
- Cherin – Confirm that all travel teams have practice pucks, game pucks, water bottles, whistles, and first aid kits.
- Cherin – Determine if House League or Minor Hawks needs additional equipment.
- Michelle – Attend NIHL BOD meeting

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## Action Items – Off Season

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- ~~Need to establish Goals for our program~~
- Have a plan in place by the end of year meeting for how we classify our teams and how we retain players who are cut from travel teams
- Determine the fee for someone who doesn't want to volunteer
- Turn in requested changes to contracts
- Reach out to potential sponsors
- ~~Develop coach fee schedule~~
- ~~Continue planning for potentially offering Little Hawks program in the Fall~~
- Create a plan to offer an adaptive program for those with disabilities
- Plan a 3 on 3 tournament for the Fall

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## Next Meeting

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Date: August 7, 2023

Time: Executive Members 6:00pm, Full Board 7:00pm

Location: Armory - Room 134