

September 29, 2020

Heidi called the meeting to order at 7:04pm

Present: Heidi Goettl, Theresa Haider, Jeff Hitchcock, Angelique McDonald, Rick Fromeyer, Peder N., Dan Bustos, Katie Murphy, Adam Waud, Davi Axelson, Elliott Retelle, TJ Barnes, Alyssa Dunningan (Sean Skrypek joined late)

Guest Speaker: GinaMarie Forman

\*Discussion occurred around DEI initiatives within the organization and ideas around racial equity, recruitment and retention. Gina would like to have a position on the board.

Theresa motioned to create a Diversity & Equity Guidance Team with Gina on that team to start moving forward.

Heidi Seconds the Motion

Discussion occurred and it was decided that the motion would be tabled and continued via email.

Board Minutes from July 28<sup>th</sup>, 2020 and August 25, 2020

- Motion to approve – Angelique, seconded by Peder; motion passes

Financial Report –

- Board received two emails with financial statements.
- Katie is working on breaking out numbers for Crossbar and getting registration fees numbers.
- Association will lose around \$45,000 from not having concessions sales this year.

President Report –

- Looking into timing and days of evaluations for the future.

VP Boys Hockey – No Report

VP Girls Hockey –

- October 7-12 will be 12U and 10U evaluations

COMMITTEE REPORTS:

Director of Development –

- Working on Evaluations

Goalies –

- 3 Squirt C team goals and there are 5 teams – will need to pass the pads around
- Looking at 7-8 teams for mites and 2 8U teams
- Looking to purchase additional goalie equipment

Ice Director –

- Sitting fine for ice time – more time from Drake
- 20 minute timeframe between for cleaning purposes

Equipment –

- Sports Site Info – 6 cameras being installed in North and South Rinks, access code will be given out
- Spirit Wear window will be open soon and will be a quick one.

Communications – No Update

Fundraising/Sponsorships – No Update

Recruitment –

- Flyers sent out

Mini Mite/Mite/8U –

- Parenting meeting went well
- Working to bump up mini mite enrollment
- Mites placement finalized and announced within week

Safesport/PCA/COVID –

- Incident in Locker Room
- Discussion on temperature being taken at door; utilizing Cross Bar health check

D2 –

- All information included in Board Report

Executive Director –

- All information included in Board Report

New Business:

- Ice House in South Rink will be getting lockers so each level has their own locker for equipment storage.
- Email motion and discussion occurred: Motion passed on October 12, 2020

Theresa motioned and Adam seconded to appoint Gina Forman to the role of Director of Diversity and Inclusion. This director will also be a part of a larger Diversity, Equity & Inclusion Team. The DEI Team would have one or more non-voting parent volunteers. At least one of the team members must be a person from a diverse background, and at least one must be female. The DEI Team will meet with the board regularly (monthly, bimonthly, etc.) to give reports about DEI in the association and to support the goals listed below.

Create policy and rule changes that make the culture of the game more inclusive\*

Establish specific targets for hiring, promoting and partnering with Black individuals and businesses\*

Execute educational programming to increase awareness of racism in hockey\*

Support impactful social justice initiatives

Facilitate education through books, training, videos, purposeful conversations and bring speakers to help educate.

Survey families of color and the association

Recruit families of color

The DEI Team will meet with the board regularly (monthly, bimonthly, etc.) to give reports about DEI in the association.

\*These goals are what Matt Dumba and the [Hockey Diversity Alliance](#) are asking partnering hockey associations to pledge to achieve.

Since this motion and vote is occurring outside a board meeting, the votes for and against will be recorded by email and will be included in the October board minutes.

Motion passed to add a 16<sup>th</sup> board member and to then appoint Gina Forman to that vacancy.