

West Elk Hockey Association-Board of Directors

Regular Meeting (by Zoom) on 10-8-2025 at 0700 hours

Call to Order at 0705

Confirmation of Quorum- Yes with 5 of 7 within first 2 minutes of start. Directors: Bill Frame (Ex Dir), J Wenum, Rob Bramwell, Jen Willett, Tucker Brown, Chris Mochulsky, Scott Reamer.

Members/Guests: Daren Glover, Hailee Stanley

Approval of August Meeting Minutes. Moved by Scott, Second by Rob, Approved by voice vote.

Rink Updates-none provided

Treasurer's Report-Rob advised past 2 months are big revenue sources with registrations for adult and youth, and that things look "strong" for WEHA currently. Question by Jen on youth hockey ops director position. Bill responded that is tied in with the topic of coach and ref incentive packages and overall costs for both of those and will be discussed in work session later in meeting.

Director's Report-Bill F. See separate detailed notes Bill provides. All coaches positions are filled at this time, except no head coach for U19 girls. We have 2 coaches at U19 and that may work as a shared position or alternating depending upon individual availability. Discussion on Insurance and coverage provided. WEHA has in affect 2 insurance policies. One through Mountain West Insurance (Local) and a second through USA Hockey. Bill is still trying to sort out each and their associated costs. See his ED notes for further detail. Currently USAH covers General Liability for \$2 Mill, with \$1 Mill per incident, Mountain West covers the same and for an additional \$2750/ year can be increased to \$5 million total and \$1 Mill per incident. City of Gunnison and Town of CB need to added to policies as Additional Insured at a cost of \$100 each. Bill will continue research. If WEHA drops USA hockey for adults we may be able to increase fees for adult leagues a bit as adult players will not have to register for USA Hockey at \$60 each.

Bill covered a new controversy associated with the U19 girls program. Last year Grand Junction Riverhawks did not have enough players for a U19 team and neither did WEHA. They combined and had plenty of players for a U19 team. While awkward in terms of practices this did work. This year GJ has more girls playing U19 and has enough to form their own team. One of their BOD members wants to do this and keep the team as the GJ Riverhawks and get new jerseys reflecting that. Among issues are jerseys and registration costs. WEHA parents/players are not supportive and would prefer the combined team and using last year's combined jersey and team name. GJ's U19 fees are \$1750/player while WEHA's are \$665/player. This creates issues regarding coach compensation and associated costs. GJ proposed an additional \$400 for WEHA

players if they combine Rob suggested having several WEHA Directors meet or call with GJs BOD.

Bill pointed out that this highlights WEHA's business model and budget challenges due to widely varying registration costs. Is it time to review and update the WEHA business model and registration fees?

Old Business: See Agenda for full information.

New Business: Bill would like to propose a 2 or 3 tier pricing system for Winter League and earlier deadlines for sign up. An annual issue is the timing of registrations, team assignments and number of ice slots over the Christmas break and the short turnaround time for getting things ready for the winter season in early January. He would like an early bird discount, a mid-point signup increase and higher last minute signup cost and include a waiting list for those who do not get signed up in time. Those on the wait list will be added to a team as vacancies are created. Discussions on maximizing revenue vs. going with a set number of teams and players per team to make scheduling manageable and avoid numerous changes based on late registrations which can change, with a cascading affect, the number of players per team, number of teams and number of ice slots, referees and scorekeepers needed each season.

Member Comments: Daren G. encourages Bill and BOD to increase communication to members and coaches. Still questions and confusion on part of some (mostly newer) parents and players. Rob responded that there is a lot of information on the WEHA website and on Crossbar. He encouraged Daren to direct parents to that. Bill emphasized he does communicate and is trying to find the correct balance of too many vs. too few emails and methods of communicating with parents and players. He also cautioned that he is working hard to keep WEHA functioning but cannot do it alone. If there is someone better out there....

Next meeting is scheduled Nov. 19 at 0700 hours by zoom.

Formal meeting adjourned at 0748.

West Elk Hockey Association-Board of Directors

Work Session Meeting on 10-8-2025 at 0749 by Zoom

Attended by Bill Frame (ED), Scott Reamer, Rob Bramwell, J Wenum, Tucker Brown, Jen Willett, Chris Mochulsky

BOD WORK SESSION- Commenced at 0749 (after regular meeting conclusion) to discuss coach and ref incentive programs and director of hockey operations position. All are associated via budget impacts. Bill had a written proposal and Scott had a financial breakdown of the direct costs based on USA Hockey registration fees being reimbursed (coaches and refs) and revenue lost due to fee waived adult and/or youth player registration fees (coaches and refs). Impacts would result in a nearly \$40,000 deficit in WEHA budget for this fiscal year. Parent Coaches and Asst. Coaches are a big cost due to numbers of coaches. Adjustments were made to reduce the deficit including reducing the registration cost from youth participants (varies based on age group up to ???) to the cost equivalent to the cost of an early adult registration (\$275 for 2025).

Bill voiced concern on the need for 2 staff to administer, manage and accomplish WEHA goals and programs. He encouraged the board to take some action on the incentive package to show progress and encourage recruitment of new referees and coaches.

The group agreed to approve Referee incentive package and non-parent Coach incentive package and to include reimbursement of USA Hockey ref/coach registration fees, ref association fees and allow 1 season of fee waived adult player registration (winter or fall) after completion of the minimum required games/practices worked.

The group agreed that more detail and options are needed to make a decision regarding Parent coaches.

Both of these topics will need formal approval at the next WEHA Board meeting.

Rob advised the BOD needs to support Bill, assist him in locating and hiring an assistant director, and make progress on the incentive packages. He suggested to get things moving on the incentives to try to have a short meeting to review and approve at the end of this week (10-10-25). Scott will pull together information on updated costs and potential deficit/gain with changes discussed.

Meeting adjourned at 0820.