

Eugene Jr. Generals
Lane Amateur Hockey Association
P.O. Box 50211, Eugene, Oregon 97405
www.laha.org Tel: 541-937-5260

APRIL MINUTES
Board of Directors Meeting
Tuesday, April 7th, 2020, 6:30 p.m.
Zoom Call
Phone: (669) 900-6833
Zoom Meeting ID: 320 011 2769
Online: <https://zoom.us/j/3200112769>

1. PRESENT: Joy Pendowski, Dan Trent, Daniel Gomez, Lanae Falls, Flint DOUNGCHAK, Carrie Stewart, Sarah Chambers, Jenn Nyberg
2. ABSENT: Joel Dunham
GUESTS: None
2. CALL TO ORDER: 6:32pm

3. MEETING MINUTES: Approval of March minutes, update to include Lanae as in attendance. — Motion to approve by Dan, seconded by Carrie. Minutes for March are approved.

4. REPORTS:
 - a. President: (Joy)
 - i. LAHA - Tax return filed for LAHA, will get to Jenn to send in with payment by April 15th. Coaching applications open on the LAHA website. Deadline for head coaching is April 30th. All others are encouraged to apply early but there is not the same hard deadline as for head coaches. Discussed end of season refunds and how we want to handle that for the 14U and 18U teams who missed the last 3 practices from the rink closure. The Board discussed a few different options and landed on offering the 38 affected players the choice of a refund, a credit for next season, or they can donate the 'refund' to the LAHA scholarship fund. Jenn motioned to offer these affected players these three options for their \$18.68 refund. Dan seconded. Motion passed. Families need to respond within a week of notification and if no response, the amount will be donated to the scholarship fund. Reviewed the season survey results. On the whole, the surveys were fairly positive. Across the board, the LAHA coaches scored well with averages all above 4 out of 5 points. 30 surveys were submitted representing players in all age divisions (28% response rate). Other key figures from the surveys:
 - 83% think the emphasis on winning is just right
 - 59% think the number of games was not enough

- 59% think the amount of travel was just right
- 79% think the amount of time for on ice practice was just right
- 72% think the amount of time for off ice (dryland) practice was just right
- 83% think their player's skill level improved this season
- 72% of the respondent's plan to return next season - those not returning stated their reasons were due to aging out, program offering, and wanting to pursue other sports
- 90% said they enjoyed the season

ii. OSHA - Joy filed LAHA's renewal application for OSHA on 4/5/20. No one ran against Lester for President so he will remain in office. The Secretary spot is open so that will be filled by appointment.

iii. OHOA - Nothing to report.

b. Treasurer: (Jenn) On target with our income and expenses. Several bills still not received so the budget to actuals does not reflect the true costs for the season and won't until those bills are received and paid. This is for things like jerseys and socks, coach uniforms, final ice bills, final ref bills, etc. Also, we accidentally overpaid OHOA on one invoice and Jenn is working with them to get that credited/refunded. We also have a couple of invoices not yet paid from Bend or Medford for ice and refs. Joy will follow up on getting those paid.

c. Registrar: (Sarah) Unclaimed players - the list Kara received and that we discussed last month turned out to be old, so after verifying this, it was determined that everyone for LAHA is claimed. Sarah will work with Carrie or the new registrar on a transition plan with the USAH portal.

d. Committees:

i. Coaches Committee/CIC Report: (Daniel/Flint) Reported on the coaches meeting from Monday, April 6th. Working on defining who we are and what our players are known for. Being uncompromisingly respectful, gritty. Good character. Goalies are competitive, good at recovery. Players are good with their passes. Working on our competitiveness across the board and will/desire to compete. Working on hockey IQ. Good meeting and good attendance from our coaching staff.

ii. Discipline Committee: (Jenn) One hearing for an adult league player (not Eugene). Discipline and any open actions for the season are in the process of being resolved. Still doing some follow up with players/families. Going forward, Jenn would like to be more involved and proactive for coaches next season - doing more check-ins and follow up throughout the season on how things are going and what supports are needed.

iii. SafeSport: (Kara) No report.

iv. Ice Cup: (Mara/April) (Joy) All loose ends are taken care of. One ad from Hot Mama's Wings has not been paid. Dan will follow up on this. The event was profitable and \$3000 is going into the scholarship fund from the

Ice Cup proceeds. Final checks from vendors have been received. Joy will follow up with Travel Lane County on getting the rebates from the hotels.

- v. Marketing/Website Committee: (Joy) Working on updates, will have mock design for review at next meeting. Would like to go live before registration opens.
 - vi. Fundraising: (Joy) Ask about having Carol leading a tutorial next season for being more effective with Flip Give and how to use it for everyday shopping. Joy will ask her to close out the current campaign and we will set one up for the upcoming season.
 - vii. Communications: (Lanae/April) Newsletter went out and the online workouts are going well that are up on Facebook. Would like to get videos going and up on YouTube and Instagram.
- e. Team Reports: None this month.

5. OLD BUSINESS:

- a. Spring Hockey Planning: (Jenn) Discussed the outcome of this season and plans for next season. Jenn would love to get this started earlier than later for next season. Get interest from families earlier on if at all possible. Tournaments seem to be all in Canada or California and let people know the logistics. Joy suggested including all of the selected tournament details in the registration process. Daniel suggested we should consider having interested kids sign up for a tryout.
- b. Updating Bylaws and Board Size: (Joy) Follow-up to schedule a work session to create position descriptions. Revisit in June.
- c. Volunteer Accountability Proposal: (Carol/Joy) Revisit in June.
- d. Ice Contract: (Joy) Discussed that we have an MOU for our season ice. Discussed the request of Rose City to purchase ice in Eugene to support the statewide girls teams so that girls from outside Portland have better access to participate. Dan motioned to approve LAHA to sell 18-20 hours of ice to Rose City that is additional ice (not to take away from LAHA's program ice) over the course of the 2020-2021 season. Carrie seconded. Motion passed.
- e. Uniforms: (Joy) Looking for a new vendor for next season. Look at different options for base shells. Look at the pros/cons of the customization and the effects that has on the timeframe. Rink maintains the capacity to do the logo and number customization.

6. NEW BUSINESS (3-minute time limit per item):

- a. Try Hockey for Free: (Joy) Daniel shared that 40 kids signed up for the spring intro program. Joy has gotten the rink the THFF info within a couple of days and that has helped with enrollment. Maybe look at a 3-4 week THFF event so people can see more improvement with their kids? Daniel likes the idea of smaller, more frequent events so that it is easier with equipment and volunteers. Things to consider: If we turn it into a class format, how does that integrate into the schedule and other adult/youth sessions? We need to make sure we have a

streamlined process for moving kids from intro to LAHA. Maybe hold one before the 8U sessions start so kids can move in at the beginning instead of mid-stream. Consider having our head coaches at these events. Maybe look at reaching out by schools, do a demo & floor hockey followed with a THFF event. BY reaching out this way we can help kids THFF with their friends which might help with conversion.

- b. Guidebook updates: (Joy) Joy asked all of the board members to go through the current guidebook and to make notes of anything that should be updated, include, or removed. Does this document cover all of the situations that arise during the course of a season? If not, let's draft revisions so this can be reviewed and adopted before season registration opens.
- c. Budget planning: (Joy) Joy to schedule a budget meeting in the coming weeks. Would like to see the Board have different options for families hit hard financially from COVID-19. Ice rental cost is likely increasing 5% for next season.
- d. Registration system for next season: (Joy) Stack Sports is moving everyone off of the system we used this season. So, no matter what we are forced to change systems for next season. With this news, Joy looked at two of the more popular options available that seem to be used throughout the general region: SportsEngine and TeamSnap. Flint suggested that we consider looking to see if USA Hockey has an option. Both TeamSnap and SportsEngine are really similar but TeamSnap is a little less expensive and it is a platform our members are already used to with team communications. Both options will be less expensive than what we have now. Jenn motioned that LAHA move to TeamSnap for team registration and communications for the upcoming season. Carrie seconded. Motion passed. Joy will proceed with canceling Stack Sports and setting things up with TeamSnap.
- e. Seat Board officers into their positions (last item)
LAHA 2020-2021 Officers:
 - President - Joyen Pendowski
 - Vice President - Dan Trent
 - Secretary - Joel Dunham
 - Treasurer - Jenn Nyberg
 - Registrar - Carrie StewartMotion to approve seating made by Carrie, seconded by Jenn. Motion passed.

Meeting Adjourned: 8:29pm

Executive Session: The Board met in executive session.

Next OSHA Meeting:
April 18th via Conference Call

Next LAHA Meeting:
May 5th at 6:30 p.m. via Zoom

Lane Amateur Hockey Association

BUDGET VS. ACTUALS: FY 2020 LAHA BUDGET JP - FY20 P&L

June 2019 - March 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
Donation Income		416.70	-416.70	
General Donations	16.64		16.64	
Scholarship Donations	1,012.48		1,012.48	
Special Hockey Donations	1,305.87		1,305.87	
Total Donation Income	2,334.99	416.70	1,918.29	560.35 %
Fundraising Income		833.30	-833.30	
Amazon Smile Income	34.94		34.94	
LifeTouch Income	185.70		185.70	
SquadLocker Income	690.53		690.53	
Total Fundraising Income	911.17	833.30	77.87	109.34 %
Grant Income		833.30	-833.30	
Ice Cup Tournament				
Hotel Commissions	730.00	416.70	313.30	175.19 %
Program Ad/Player Note Sales	1,090.00	541.70	548.30	201.22 %
Raffle Ticket Sales	2,907.75	1,666.70	1,241.05	174.46 %
Sponsorships	1,000.00	83.30	916.70	1,200.48 %
Team Registration Fees	27,600.93	23,333.30	4,267.63	118.29 %
Vendor Sales Commissions		833.30	-833.30	
Total Ice Cup Tournament	33,328.68	26,875.00	6,453.68	124.01 %
Interest Income	65.77		65.77	
Other Ice Use Income				
Other Ice Use	1,155.00		1,155.00	
Total Other Ice Use Income	1,155.00		1,155.00	
Registration Fees				
1. 8U	14,689.65	12,500.00	2,189.65	117.52 %
2. 10U	24,957.54	18,083.30	6,874.24	138.01 %
3. 12U	34,643.55	22,266.70	12,376.85	155.58 %
4. 14U	44,408.43	34,466.70	9,941.73	128.84 %
5. 18U	30,522.50	19,250.00	11,272.50	158.56 %
6. 18U T2	66,779.19	41,250.00	25,529.19	161.89 %
Registration Late Fees	493.29		493.29	
Registration Service Fees	915.00		915.00	
Total Registration Fees	217,409.15	147,816.70	69,592.45	147.08 %
Skills Clinic Income				
Skills Clinic Registrations	5,803.26		5,803.26	
Total Skills Clinic Income	5,803.26		5,803.26	
Tryout Income				
18U T2 Tryout Registrations	1,170.00	812.50	357.50	144.00 %
Total Tryout Income	1,170.00	812.50	357.50	144.00 %
Total Income	\$262,178.02	\$177,587.50	\$84,590.52	147.63 %

Lane Amateur Hockey Association

BUDGET VS. ACTUALS: FY 2020 LAHA BUDGET JP - FY20 P&L

June 2019 - March 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
GROSS PROFIT	\$262,178.02	\$177,587.50	\$84,590.52	147.63 %
Expenses				
Advertising/Promotional	2,679.26	4,166.70	-1,487.44	64.30 %
Coach/Volunteer Expenses				
Background Checks		833.30	-833.30	
Coach Training	2,359.20	1,666.70	692.50	141.55 %
Coach Uniforms		4,166.70	-4,166.70	
Total Coach/Volunteer Expenses	2,359.20	6,666.70	-4,307.50	35.39 %
Credit Card Expenses				
Processing Fees	9,114.44	6,250.00	2,864.44	145.83 %
Total Credit Card Expenses	9,114.44	6,250.00	2,864.44	145.83 %
Discounts/Refunds Given	2,734.50		2,734.50	
Equipment				
Coach/Team Equipment	3,610.63	1,458.30	2,152.33	247.59 %
Dryland Equipment	1,184.75	1,458.30	-273.55	81.24 %
Total Equipment	4,795.38	2,916.60	1,878.78	164.42 %
Ice Cup Tournament Expenses				
Tournament Awards	1,522.59	1,250.00	272.59	121.81 %
Tournament Ice Rental	14,190.00	11,875.00	2,315.00	119.49 %
Tournament Misc. Expense	471.96	416.70	55.26	113.26 %
Tournament Officials	3,150.00	3,333.30	-183.30	94.50 %
Tournament Printing	1,232.22	833.30	398.92	147.87 %
Tournament Sanction Fees	225.00	62.50	162.50	360.00 %
Tournament Team Proceeds	1,014.80	1,875.00	-860.20	54.12 %
Tournament Team Swag & Snacks	2,905.38	2,083.30	822.08	139.46 %
Total Ice Cup Tournament Expenses	24,711.95	21,729.10	2,982.85	113.73 %
Ice Rental				
Coaches Training	660.00		660.00	
Donated Ice	1,320.00	1,100.00	220.00	120.00 %
Girls Clinics	660.00	825.00	-165.00	80.00 %
Goalie Practices	1,760.00	1,589.50	170.50	110.73 %
Regular Season Games	25,905.00	30,662.50	-4,757.50	84.48 %
Regular Season Practices	56,705.00	48,705.30	7,999.70	116.42 %
Special Hockey Practices	1,760.00	1,542.80	217.20	114.08 %
Total Ice Rental	88,770.00	84,425.10	4,344.90	105.15 %
Miscellaneous Expense	1,963.90	416.70	1,547.20	471.30 %
Officiating				
Game Officiating	7,920.00	6,416.70	1,503.30	123.43 %
Officiating Surcharges	200.00		200.00	
Total Officiating	8,120.00	6,416.70	1,703.30	126.54 %
Operating Expenses	248.29		248.29	

Lane Amateur Hockey Association

BUDGET VS. ACTUALS: FY 2020 LAHA BUDGET JP - FY20 P&L

June 2019 - March 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Food/Meals	252.90		252.90	
League Connect	415.00	625.00	-210.00	66.40 %
Office Supplies	98.28	83.30	14.98	117.98 %
PO Box Rental	92.00	83.30	8.70	110.44 %
Postage		20.80	-20.80	
Taxes & Accounting	805.00	833.30	-28.30	96.60 %
Team Snap	490.47	333.30	157.17	147.16 %
Total Operating Expenses	2,401.94	1,979.00	422.94	121.37 %
Scholarship Awards	3,020.00	2,083.30	936.70	144.96 %
Skills Clinics Expenses				
Skills Clinic Food/Meals	818.72		818.72	
Skills Clinic Ice Rental	2,475.00	2,062.50	412.50	120.00 %
Skills Clinic Misc. Expense	399.40		399.40	
Total Skills Clinics Expenses	3,693.12	2,062.50	1,630.62	179.06 %
Tournament Fund				
State Tournament Entry Fees	1,500.00	1,250.00	250.00	120.00 %
Team Tournament Entry Fees	21,650.74	26,208.30	-4,557.56	82.61 %
Total Tournament Fund	23,150.74	27,458.30	-4,307.56	84.31 %
Travel Expenses	20,500.00	2,083.30	18,416.70	984.02 %
Lodging	116.62		116.62	
Mileage	208.80		208.80	
Total Travel Expenses	20,825.42	2,083.30	18,742.12	999.64 %
Try Hockey for Free		208.30	-208.30	
THFF Promotions	165.35		165.35	
Total Try Hockey for Free	165.35	208.30	-42.95	79.38 %
Tryout Expenses				
Tryout Food/Meals	435.02		435.02	
Tryout Ice Rental	660.00	825.00	-165.00	80.00 %
Total Tryout Expenses	1,095.02	825.00	270.02	132.73 %
Uniforms		6,375.00	-6,375.00	
Total Expenses	\$199,600.22	\$176,062.30	\$23,537.92	113.37 %
NET OPERATING INCOME	\$62,577.80	\$1,525.20	\$61,052.60	4,102.92 %
Other Expenses				
FY 2018-19 Expense	12,480.00		12,480.00	
Reconciliation Discrepancies-1	-1,177.90		-1,177.90	
Total Other Expenses	\$11,302.10	\$0.00	\$11,302.10	0.00%
NET OTHER INCOME	\$ -11,302.10	\$0.00	\$ -11,302.10	0.00%
NET INCOME	\$51,275.70	\$1,525.20	\$49,750.50	3,361.90 %

Lane Amateur Hockey Association

BALANCE SHEET

As of March 31, 2020

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
Primary LAHA Checking	135,914.13
Savings	0.00
Total Bank Accounts	\$135,914.13
Accounts Receivable	
Accounts Receivable	2,160.00
2008 thru 2011 Seasons	0.00
Total Accounts Receivable	2,160.00
Total Accounts Receivable	\$2,160.00
Other Current Assets	
Ice Fee Credit	0.00
Rink Exchange Store Credit	0.00
Undeposited Funds	0.00
Total Other Current Assets	\$0.00
Total Current Assets	\$138,074.13
TOTAL ASSETS	\$138,074.13
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	600.00
Total Accounts Payable	\$600.00
Credit Cards	
US Bank Debit Card	0.00
Total Credit Cards	\$0.00
Other Current Liabilities	
Designated Donations	0.00
Other Current Liabilities	0.00
Scholarship Fund	0.00
Total Other Current Liabilities	\$0.00
Total Current Liabilities	\$600.00
Total Liabilities	\$600.00
Equity	
Unrestricted Net Assets	86,198.43
Net Income	51,275.70
Total Equity	\$137,474.13
TOTAL LIABILITIES AND EQUITY	\$138,074.13

Lane Amateur Hockey Association

PROFIT AND LOSS

June 2019 - March 2020

	TOTAL
Income	
Donation Income	
General Donations	16.64
Scholarship Donations	1,012.48
Special Hockey Donations	1,305.87
Total Donation Income	2,334.99
Fundraising Income	
Amazon Smile Income	34.94
LifeTouch Income	185.70
SquadLocker Income	690.53
Total Fundraising Income	911.17
Ice Cup Tournament	
Hotel Commissions	730.00
Program Ad/Player Note Sales	1,090.00
Raffle Ticket Sales	2,907.75
Sponsorships	1,000.00
Team Registration Fees	27,600.93
Total Ice Cup Tournament	33,328.68
Interest Income	65.77
Other Ice Use Income	
Other Ice Use	1,155.00
Total Other Ice Use Income	1,155.00
Registration Fees	
1. 8U	14,689.65
2. 10U	24,957.54
3. 12U	34,643.55
4. 14U	44,408.43
5. 18U	30,522.50
6. 18U T2	66,779.19
Registration Late Fees	493.29
Registration Service Fees	915.00
Total Registration Fees	217,409.15
Skills Clinic Income	
Skills Clinic Registrations	5,803.26
Total Skills Clinic Income	5,803.26
Tryout Income	
18U T2 Tryout Registrations	1,170.00
Total Tryout Income	1,170.00
Total Income	\$262,178.02
GROSS PROFIT	\$262,178.02

Lane Amateur Hockey Association

PROFIT AND LOSS

June 2019 - March 2020

	TOTAL
Expenses	
Advertising/Promotional	2,679.26
Coach/Volunteer Expenses	
Coach Training	2,359.20
Total Coach/Volunteer Expenses	2,359.20
Credit Card Expenses	
Processing Fees	9,114.44
Total Credit Card Expenses	9,114.44
Discounts/Refunds Given	2,734.50
Equipment	
Coach/Team Equipment	3,610.63
Dryland Equipment	1,184.75
Total Equipment	4,795.38
Ice Cup Tournament Expenses	
Tournament Awards	1,522.59
Tournament Ice Rental	14,190.00
Tournament Misc. Expense	471.96
Tournament Officials	3,150.00
Tournament Printing	1,232.22
Tournament Sanction Fees	225.00
Tournament Team Proceeds	1,014.80
Tournament Team Swag & Snacks	2,905.38
Total Ice Cup Tournament Expenses	24,711.95
Ice Rental	
Coaches Training	660.00
Donated Ice	1,320.00
Girls Clinics	660.00
Goalie Practices	1,760.00
Regular Season Games	25,905.00
Regular Season Practices	56,705.00
Special Hockey Practices	1,760.00
Total Ice Rental	88,770.00
Miscellaneous Expense	1,963.90
Officiating	
Game Officiating	7,920.00
Officiating Surcharges	200.00
Total Officiating	8,120.00

Lane Amateur Hockey Association

PROFIT AND LOSS

June 2019 - March 2020

	TOTAL
Operating Expenses	248.29
Food/Meals	252.90
League Connect	415.00
Office Supplies	98.28
PO Box Rental	92.00
Taxes & Accounting	805.00
Team Snap	490.47
Total Operating Expenses	2,401.94
Scholarship Awards	3,020.00
Skills Clinics Expenses	
Skills Clinic Food/Meals	818.72
Skills Clinic Ice Rental	2,475.00
Skills Clinic Misc. Expense	399.40
Total Skills Clinics Expenses	3,693.12
Tournament Fund	
State Tournament Entry Fees	1,500.00
Team Tournament Entry Fees	21,650.74
Total Tournament Fund	23,150.74
Travel Expenses	20,500.00
Lodging	116.62
Mileage	208.80
Total Travel Expenses	20,825.42
Try Hockey for Free	
THFF Promotions	165.35
Total Try Hockey for Free	165.35
Tryout Expenses	
Tryout Food/Meals	435.02
Tryout Ice Rental	660.00
Total Tryout Expenses	1,095.02
Total Expenses	\$199,600.22
NET OPERATING INCOME	\$62,577.80
Other Expenses	
FY 2018-19 Expense	12,480.00
Reconciliation Discrepancies-1	-1,177.90
Total Other Expenses	\$11,302.10
NET OTHER INCOME	\$ -11,302.10
NET INCOME	\$51,275.70