

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

November MINUTES
Board of Directors Meeting
Tuesday, November 10th, 2020, 6:30 p.m.
Zoom Call
Phone: (669) 900-6833
Zoom Meeting ID: 879 7673 3706
Online: <https://us02web.zoom.us/j/87976733706>

1. PRESENT: Joy Pendowski, Joel Dunham, Sarah Chambers, Carrie Stewart, Flint DOUNGCHAK
ABSENT: Jenn Nyberg, Kara Minchin, Lanae Falls
GUESTS: April Bernacki, Cindy Haskell, Jon Miko, Jason Falls, Lisa Lowder, Lori Vinti, Michael Pendowski
2. CALL TO ORDER: 6:31PM
3. MEETING MINUTES: Approval of September minutes ----- Motion to approve by Carrie, seconded by Joel. Minutes for September are Approved. Approval of October minutes ----- Motion to approve by Carrie, seconded by Joel. Minutes for October are approved.
4. REPORTS:
 - a. President: (Joy)
 - i. LAHA -
 1. Update on LAHA operations: down 30 players this season. Most teams have held team meetings. We have 19 total coaches and 4 intern coaches. Down 7 coaches this season. Overall, things are running smoothly. 18-43 players on ice at a time. Mixed feedback on practice split by team. Good for team bonding but very few coaches on the ice. We are the only program in Oregon to offer dryland more than once per week. Dryland has been working outside but hope to move inside soon as weather gets colder. 3v3 and 4v4 games have been good. More puck touches, passing, and shots on goal. Scrambles have been great. They promote 60/20/20 split and keep things interesting for players. We could use help with a volunteer coordinator, event coordinator, social media blog and fundraising. Who is your team manager? Need parent volunteers for mask/phone monitors while players get dressed.

2. Update on hockey in Oregon: LAHA only program running. Others associations are coming online now. LAHA is allowed 100 people in the building. Lane County COVID numbers are rising. Majority of programs across the country have restrictions either eliminating or significantly limiting spectators.
 3. Update on COVID and policies: masks worn inside and outside the rink when 6' distance cannot be established. If feeling sick or showing symptoms do not show up to the rink! Travel within Oregon is permitted without a 14 day quarantine. If you leave the State, 14 day quarantine is required. If a LAHA player tests positive, those in contact with player will be notified and must quarantine for 14 days.
 4. Update on Try Hockey for Free: possibly 3 events, with 15 players a piece - pushing this out to December to better align with the Jan intro session.
 5. Update on skills clinics: Fewer sign ups than last year. Kids are getting almost 1-1 coach feedback. Each clinic has a defined skill set.
 6. Picture Night: Get parent who took pictures some Generals swag. \$100 limit. Joy to get this ordered.
- ii. OSHA - Nothing to report
 - iii. OHOA - Nothing to report
- b. Treasurer: (Jenn) - Not present, no report
 - i. Financials
 - ii. Taxes
 - c. Registrar: (Carrie) Nothing to report. Double check CEP for coaches. Coaches can apply for temporary coach certificate.
 - d. Committees:
 - i. Coaches Committee/CIC Report: (Daniel/Flint)
 1. Coach Training- Bring coaches together to talk about how to implement core values of LAHA. Maybe get an ice time to bring coaches together in person.
 2. Student/Intern Coaches- intern coaches being put in real life coaching situations that mimics the level 1 coaching curriculum. Learning the ADM, as well as explanation, demonstration, and check for understanding. Going really well and gonna benefit LAHA in the future.
 - ii. Discipline Committee: (Dan) Not present, but emailed nothing to report.
 - iii. SafeSport: (Kara) Nor present, nothing to report. Jason V. informed us there could continue to be issues with locker rooms even though there are no locker rooms. We need some locker room monitors for practices. One parent per team.
 - iv. Tournaments: (Mara/Joy/Sarah)
 1. Ice Cup- still planning on it in February. Taking it 1 week at a time.

2. November Mini Tourney 14/18U - Saturday November 21st. 4 games with 4 teams. Practice together the week before. Potential draft this coming weekend to select teams. 37 players total, 4 teams of 9 players. 3v3 cross ice. 45 minute games possible, maybe an hour. Possible skills competition.
 - v. Marketing/Website Committee: (Joy) nothing to report.
 - vi. Fundraising: (Joy)
 1. SquadLocker- slower this year. Have raised \$42 since last payout.
 2. Chipotle- Tuesday, December 8th from 5-9pm. Still needs approval from Chipotle on our desired date.
 - vii. Communications: (Lanae)
 1. Newsletter- many pieces of info going through Teamsnap.
 2. Social Media- keeping up with posts to update.
- e. Team Reports:
 - i. 18U: one 18u team still needs to have a team meeting. Dryland is a requirement. Some players don't attend dryland and wait in cars till its time to line up. Games are going really well. Players have advanced skills a lot.
 - ii. 14U: practices and games going well.
 - iii. 12U: practices and games going well.
 - iv. 10U: practices and games going well.
 - v. 8U: Going well. 8's are growing rapidly. Parents have plenty to be proud of on and off the ice. A lot more focus and attack

5. OLD BUSINESS:

- a. Board/Chair Roles: (Joy) - Too much workload on too few people, leads to burnout and not able to train new people for tasks that make LAHA operate. Not sustainable long term. What can we do? Divide the workload. Document was created that shows all the different tasks associated with LAHA and proposes how those tasks could be divided.
- b. LAHA Coach/Team Equipment: (Joy) - Derek Vinti is our new equipment manager.
- c. Skate-a-thon: (Lanae) - Follow up with Lanae.
- d. Uniforms: (Joy) - Distribution went smoothly. They look great. Some fit issues but worked them out. Overall, players are happy with them.
- e. GuideStar: (Joy) - Table till next month.
- f. Parent Jersey Order: (Joy) - Table till next month.
- g. Player of the Week: (Joy) - Email sent to coaches asking for nominations for players on their teams who are setting good examples. Deadline is Wednesday each week.

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

- a. Game Videos: (Joy) - To be discussed further with the rink.

Meeting Adjourned: 8:22pm
Executive Session: none

Next OSHA Meeting:
January (date TBD) via Conference Call

Next LAHA Meeting:
December 1st at 6:30 p.m. via Zoom

Lane Amateur Hockey Association

BALANCE SHEET

As of November 30, 2020

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
Primary LAHA Checking	122,111.81
Savings	0.00
Total Bank Accounts	\$122,111.81
Accounts Receivable	
Accounts Receivable	515.00
2008 thru 2011 Seasons	0.00
Total Accounts Receivable	515.00
Total Accounts Receivable	\$515.00
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	\$122,626.81
TOTAL ASSETS	\$122,626.81
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	100.00
Total Other Current Liabilities	\$100.00
Total Current Liabilities	\$700.00
Total Liabilities	\$700.00
Equity	
Unrestricted Net Assets	114,010.45
Net Income	7,916.36
Total Equity	\$121,926.81
TOTAL LIABILITIES AND EQUITY	\$122,626.81

Lane Amateur Hockey Association

PROFIT AND LOSS

November 2020

	TOTAL
Income	
Fundraising Income	
Amazon Smile Income	16.38
Total Fundraising Income	16.38
Interest Income	1.31
Registration Fees	
1. 8U	1,436.99
2. 10U	1,134.34
3. 12U	2,205.77
4. 14U	2,139.36
5. 18U	4,633.73
Special Hockey Registration	130.00
Total Registration Fees	11,680.19
Skills Clinic Income	
Skills Clinic Registrations	540.00
Total Skills Clinic Income	540.00
Total Income	\$12,237.88
GROSS PROFIT	\$12,237.88
Expenses	
Credit Card Expenses	
Processing Fees	433.79
Total Credit Card Expenses	433.79
Ice Cup Tournament Expenses	
Tournament Awards	252.62
Total Ice Cup Tournament Expenses	252.62
Ice Rental	3,648.75
Girls Clinics	868.76
Goalie Practices	926.67
Regular Season Games	14,942.50
Regular Season Practices	34,286.67
Special Hockey Practices	926.66
Total Ice Rental	55,600.01
Operating Expenses	
PO Box Rental	137.00
Taxes & Accounting	755.00
Total Operating Expenses	892.00
Skills Clinics Expenses	
Skills Clinic Ice Rental	1,042.50
Total Skills Clinics Expenses	1,042.50
Total Expenses	\$58,220.92
NET OPERATING INCOME	\$ -45,983.04
NET INCOME	\$ -45,983.04

Lane Amateur Hockey Association

BUDGET VS. ACTUALS: FY 2021 LAHA BUDGET - FY21 P&L

June 2020 - May 2021

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
Donation Income				
General Donations	50.00	500.00	-450.00	10.00 %
Scholarship Donations	70.00	3,500.00	-3,430.00	2.00 %
Total Donation Income	120.00	4,000.00	-3,880.00	3.00 %
Fundraising Income				
Amazon Smile Income	25.25	25.00	0.25	101.00 %
Flip Give Income		275.00	-275.00	
LifeTouch Income		100.00	-100.00	
SquadLocker Income	121.92	600.00	-478.08	20.32 %
Total Fundraising Income	147.17	1,000.00	-852.83	14.72 %
Ice Cup Tournament				
Hotel Commissions		1,000.00	-1,000.00	
Program Ad/Player Note Sales		1,500.00	-1,500.00	
Raffle Ticket Sales		3,000.00	-3,000.00	
Sponsorships		2,500.00	-2,500.00	
Team Registration Fees		32,500.00	-32,500.00	
Vendor Sales Commissions		1,000.00	-1,000.00	
Total Ice Cup Tournament		41,500.00	-41,500.00	
Interest Income	8.35		8.35	
Registration Fees				
1. 8U	7,765.27	21,000.00	-13,234.73	36.98 %
2. 10U	12,512.89	21,700.00	-9,187.11	57.66 %
3. 12U	26,257.70	36,740.00	-10,482.30	71.47 %
4. 14U	16,810.26	33,840.00	-17,029.74	49.68 %
5. 18U	36,058.72	58,800.00	-22,741.28	61.32 %
Registration Late Fees		500.00	-500.00	
Registration Service Fees		1,000.00	-1,000.00	
Special Hockey Registration	195.00		195.00	
Total Registration Fees	99,599.84	173,580.00	-73,980.16	57.38 %
Sales of Product Income		500.00	-500.00	
Skills Clinic Income				
Skills Clinic Registrations	1,420.00	5,000.00	-3,580.00	28.40 %
Total Skills Clinic Income	2,960.00	5,000.00	-2,040.00	59.20 %
Sponsorship Income				
General Sponsorships		2,500.00	-2,500.00	
Total Sponsorship Income		2,500.00	-2,500.00	
Total Income	\$102,835.36	\$228,080.00	\$ -125,244.64	45.09 %
GROSS PROFIT	\$102,835.36	\$228,080.00	\$ -125,244.64	45.09 %
Expenses				
Advertising/Promotional	648.80	5,000.00	-4,351.20	12.98 %

Lane Amateur Hockey Association

BUDGET VS. ACTUALS: FY 2021 LAHA BUDGET - FY21 P&L

June 2020 - May 2021

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Coach/Volunteer Expenses				
Background Checks		300.00	-300.00	
Coach Training		2,500.00	-2,500.00	
Coach Uniforms		2,500.00	-2,500.00	
Total Coach/Volunteer Expenses		5,300.00	-5,300.00	
Credit Card Expenses				
Credit Card Expenses	104.99		104.99	
Processing Fees	3,293.14	5,500.00	-2,206.86	59.88 %
Total Credit Card Expenses	3,398.13	5,500.00	-2,101.87	61.78 %
Discounts/Refunds Given	74.72		74.72	
Equipment				
Coach/Team Equipment	975.08	1,250.00	-274.92	78.01 %
Dryland Equipment	596.48	750.00	-153.52	79.53 %
Total Equipment	1,571.56	2,000.00	-428.44	78.58 %
Ice Cup Tournament Expenses				
Tournament Awards	252.62	1,750.00	-1,497.38	14.44 %
Tournament Ice Rental		18,550.00	-18,550.00	
Tournament Misc. Expense	143.76	500.00	-356.24	28.75 %
Tournament Officials		5,000.00	-5,000.00	
Tournament Printing		1,250.00	-1,250.00	
Tournament Sanction Fees		100.00	-100.00	
Tournament Team Proceeds		4,000.00	-4,000.00	
Tournament Team Swag & Snacks		3,250.00	-3,250.00	
Total Ice Cup Tournament Expenses	396.38	34,400.00	-34,003.62	1.15 %
Ice Rental				
Ice Rental	16,158.75		16,158.75	
Coaches Training		700.00	-700.00	
Girls Clinics	868.76	1,400.00	-531.24	62.05 %
Goalie Practices	926.67	1,850.00	-923.33	50.09 %
Regular Season Games	14,942.50	25,200.00	-10,257.50	59.30 %
Regular Season Practices	34,286.67	79,950.00	-45,663.33	42.89 %
Special Hockey Practices	926.66	1,850.00	-923.34	50.09 %
Total Ice Rental	68,110.01	110,950.00	-42,839.99	61.39 %
Miscellaneous Expense	0.00	500.00	-500.00	0.00 %
Officiating				
Game Officiating	-1,015.00	6,220.00	-7,235.00	-16.32 %
Total Officiating	-1,015.00	6,220.00	-7,235.00	-16.32 %
Operating Expenses				
Food/Meals	25.95	700.00	-674.05	3.71 %
Office Supplies	374.95	500.00	-125.05	74.99 %
PO Box Rental	137.00	100.00	37.00	137.00 %
Postage		25.00	-25.00	
Printing		250.00	-250.00	
Taxes & Accounting	755.00	1,000.00	-245.00	75.50 %

Lane Amateur Hockey Association

BUDGET VS. ACTUALS: FY 2021 LAHA BUDGET - FY21 P&L

June 2020 - May 2021

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Team Snap	549.00	550.00	-1.00	99.82 %
Total Operating Expenses	1,841.90	3,125.00	-1,283.10	58.94 %
Scholarship Awards		6,000.00	-6,000.00	
Skills Clinics Expenses	-150.00		-150.00	
Skills Clinic Food/Meals		1,000.00	-1,000.00	
Skills Clinic Ice Rental	1,042.50	1,750.00	-707.50	59.57 %
Skills Clinic Misc. Expense		250.00	-250.00	
Total Skills Clinics Expenses	892.50	3,000.00	-2,107.50	29.75 %
Tournament Fund				
State Tournament Entry Fees		2,000.00	-2,000.00	
Team Tournament Entry Fees	1,500.00	25,450.00	-23,950.00	5.89 %
Total Tournament Fund	1,500.00	27,450.00	-25,950.00	5.46 %
Travel Expenses				
Lodging		600.00	-600.00	
Meals		150.00	-150.00	
Mileage		250.00	-250.00	
Total Travel Expenses		1,000.00	-1,000.00	
Try Hockey for Free				
THFF Ice Rental		350.00	-350.00	
THFF Promotions		500.00	-500.00	
Total Try Hockey for Free		850.00	-850.00	
Uniforms				
Jerseys	17,500.00	13,750.00	3,750.00	127.27 %
Total Uniforms	17,500.00	13,750.00	3,750.00	127.27 %
Total Expenses	\$94,919.00	\$225,045.00	\$ -130,126.00	42.18 %
NET OPERATING INCOME	\$7,916.36	\$3,035.00	\$4,881.36	260.84 %
NET INCOME	\$7,916.36	\$3,035.00	\$4,881.36	260.84 %

LAHA Operations / Players & Teams

- **82 players — Down 30+ Players**

15 @ 8U, 2 teams

10 @ 10U, 1 team

20 @ 12U, 2 teams

14 @ 14U, 1 team

23 @ 18U, 2 teams

- **Team Meetings**

Have been held by some teams

LAHA Operations / Coaches

- **19 Coaches**

 - 3 — 8U

 - 2 — 10U

 - 4 — 12U

 - 2 — 14U

 - 5 — 18U

 - 1 — Dryland

 - 2 — Goalies / Skills

- **4 Intern Coaches**

 - Rotating between
8-12U 1x/week

 - Helps with Goalie
Practices

- **Down 7 Coaches**

LAHA Operations / Practices

- Overall, running smoothly
- 18-43 people on the ice per practice
- No player movement yet
- Mixed feedback on practice splits by team
 - Good for team bond/development
 - Tough for teams with few coaches/players
- Lots of space on the ice, **keep kids distanced**

LAHA Operations / Practices

- Only program in Oregon to offer dryland more than 1x/week for players
- Dryland outside has been working
- Dryland to move inside soon
- Goalie practices 1x/week
- **Help is wanted and needed**

LAHA Operations / Games

- **New challenges — physical & mental**
- **3v3 and 4v4 Games**
More puck touches, passing, shots on goalies
Allows some age divisions to even have games
- **Scrambles**
60/20/20 application
Keeps things from getting boring

LAHA Operations / Volunteers

- **100% volunteer organization**
- **No paid staff, no discounts/benefits**
- **Areas where we need help:**
 - Volunteer Coordinator
 - Event Coordinator
 - Social Media / Blog
 - Fundraising.... **Other Ideas?**

LAHA Operations / Team Volunteers

- **Practices**

- Check-In Assistance
- Mask/Phone Monitors
- Dryland

- **Who is your team manager?**

- **Games**

- Check-In Assistance
- Mask/Phone Monitors
- Score Keeping
- Clock
- Penalty Box
- Half-Ice Boards

Hockey in Oregon...

- LAHA was **the only program** running
- Other associations are coming online **NOW**
- **Bend, K Falls, Medford, Rose City, WJH**
In-house play only w/ hopes for us to play each other 2nd half of season
- **PEHA**
Tier II teams, playing out of state

Hockey in Oregon...

- **LAHA is permitted 100 people in the building** (OHA2351D - 10132020), masks in the building & no masks on ice, contact tracing data
- **Associations have different restrictions:**
 - Bend - 20 players on the ice at a time, wear masks
 - K Falls - Designated cohorts of players, wear masks
 - Portland area - 50 people in the building, wear masks, no contact or games (OHA 2342J - 10222020)
 - Medford - Small groups of players, wear masks

Hockey in Oregon...

- Lane County's COVID numbers are rising
- If Lane County gets placed on 'Pause':
Maximum occupancy drops to 50 people
(OHA2342K - 11092020)
- Applies to counties with 200+ cases per 100,000 people over two weeks

National Context...

- **States that opened up are starting to close down, add restrictions**

MA, NJ, CT, VT, TX, AK, etc.

- **Attributed causes:**

Tournaments not following safety protocols

Too many people gathered at a time

Locker room usage

Traveling outside their immediate area

National Context...

- Majority of programs have restrictions either **eliminating or limiting spectators**
- **Affiliate, District and National Player Camps and Tournaments are also affected and adopting new restrictions**

COVID Policies - Proposed Updates

- Masks worn inside, **and outside** of the rink when 6' distance is not being maintained
- Teams to have distance monitors
- If feeling sick or showing possible symptoms, **DO NOT COME TO THE RINK!**
- Travel **within Oregon** is permitted without 14-day quarantine. Quarantine required if travel is outside of Oregon.

COVID Policies - Proposed Updates

- If you can **provide documentation** of a negative COVID test after returning, 14-day travel quarantine can be lifted.
- Exposure to a person who has tested positive, requires the same testing and quarantine.
- **If LAHA has a positive case**, those exposed are will be notified and are to be quarantined for 14 days from date of exposure.

COVID Policies - Proposed Updates

- Failure to comply with face mask and COVID requirements **will be referred** to the LAHA Discipline Committee.
- The rink may elect to **impose sanctions** for failure to comply to COVID policies — in addition to those from LAHA.

Mini Tournament – November 21st

- 14/18U Mixed**
- Player Draft by Coaches – Nov 14**
- 4 Teams x 9 players each**
- 4 Games per Team**
- 45-minute 3v3 games**
- Skills Challenge x 6 Events**
- Teams Practice Together – Nov 17-19**

Mini Tournament – November 21st

- **Snacks provided for teams**
- **Will work on getting video feed**
- **Virtual raffle??**
- **Maybe some player swag??**

LAHA Board / Chair Proposed Duties

- **Background...**
- Too few people doing too many tasks — leads to **burnout**
- Lack of cross training — **hinders transition** to new people
- Lack of boundaries or balance — **“always on”**
- Current model is **not sustainable**
- **Options:**
 1. Divide workload/responsibilities
 2. Hire part-time administrator who would answer to the Board
(this option would raise program fees, create tax liabilities)

LAHA Board / Chair Proposed Duties

- **Group like tasks together**
 - **Coaching**
 - **Legal**
 - **Ordering**
 - **Team Stuff**
 - **Communications**
 - **Financial**
 - **USAH Requirements**
 - **Events**
 - **Operations**
 - **Growth**

LAHA Board / Chair Proposed Duties

- **Assign Task Groups to Positions**

- **President**

Legal
Operations
Communications

- **Vice President**

USAH Requirements
Operations

- **Secretary**

Communications
Operations

- **Treasurer**

Financial

- **Registrar**

Growth

- **Equipment Manager**

Ordering

- **Scheduler**

Team Stuff
Tournaments

- **Event Coordinator**

Events
Tournaments

- **CIC**

Coaching

- **Volunteer Coordinator**

Team Stuff

LAHA Board / Chair Proposed Duties

- Use task groupings to create / update job descriptions
- Post job descriptions on website and add to guidebook
- Add nominations for specific chair positions to the annual voting?