

Eugene Jr. Generals

Lane Amateur Hockey Association
P.O. Box 50211, Eugene, Oregon 97405
www.laha.org Tel: 541.359.1197

JANUARY MINUTES

Board of Directors Meeting
The Rink Exchange
Tuesday, January 8th, 2019

1. ATTENDANCE: Flint, Kara, Joy, Sarah, Jenn, Molly Pierce
ABSENT: Mike, Jon, Lanae
2. CALL TO ORDER: 6:37pm
3. MEETING MINUTES: Approval of December minutes - Motion to approve motioned by Jenn, seconded by Sarah . All in favour.
4. REPORTS:
 - a. Treasurer: Jon - Contracts are signed, this is the last month for registrations to come in but all looks good.
 - b. Registrar: Sarah - All coaches are good to go. Concussion signature pages almost all complete. 8U we have had a few changes that Sarah will forward to coaches.
 - c. Committees:
 - i. Coaches Committee: Kara - Coaches meeting Jan 26th (Development camp weekend)
 - ii. Discipline Committee: Joy - 18U player with major has been served.
 - iii. Marketing/Website Committee: Joy - Website is current; looking to create a resource section for coaches (password protected) Flint recommended to use Microsoft Sharepoint in order to keep it "clean". Marketing brochures and building sign are on hold pending LAHA getting a Google phone number - 541-937-5260. LaneAmateurHockey@gmail.com Joy to send Flint a mock up the signage for county approval.
 - iv. Fundraising: Joy - So far, \$728.99 raised. Squad Locker: \$326.65, Flip Give: \$311.00, Lifetouch: \$91.34. Molly presented the fact that we can reach out to U of O for assistance with grant writing or other ways to get funding. They also have students that will sit on a Board as a volunteer and share their learning.
 - v. Communications: Lanae - absent - Kara emailing her to put out reminder about Development camp.
 - vi. Tournaments: Mike - 23 teams across the 3 age groups. Schedule is done, posted on website, will be emailed w/tourney rules to all team managers, ref requests will be emailed I get the contact info from Kara; working on goody bags, Eugene team manager meeting to get all teams ready for volunteering over the weekend;

can we get an email out to all the families regarding the tournament and to go to our website for the schedule?! Track hotel nights for TFTs to increase chance for grants with the Sports Commission for Travel Lane County. Skills competition we want all the kids to participate - this means 30 min sessions for 2 groups to get through 120 kids for each level. About 3 min per kids - eliminate ice cut between 10s and 12s

- vii. CIC Report: Flint - THFF Feb 23rd 2pm (Manned by the Generals), 8U progress is getting good feedback from parents, 10s and 12s are about where we want them to be, 14U is the most difficult age group right now, spring hockey split season going out to 12s, 14s, 18s. No teams can be formed or try outs held until OSHA state events are completed.

OLD/NEW BUSINESS:

- a. 18U planning (Molly, Jenn) - parent meeting to be set to discuss LAHAs position after our tournament Tuesday March 12th
- b. Concussion forms for coaches/players (Joy/Sarah) - sdee above
- c. Office cleaning (Joy) - Joy will send out email for a few weekends for cleaning, reorganizing. TABLED
- d. Locking all cabinets - Hardware needs to be installed. Kara to bring locks, Jenn to bring drill for 8U locker. TABLED
- e. Oregon Development Camp (Joy) - Promotion, staffing, etc. 2 of our coaches have been recommended to help staff the event.
- f. Team equity across Oregon associations (Joy) - Follow up on concerns brought to board members - no details that be provided at this time.
- g. Display Board in lobby (Joy) - Will be updated next week when supplies arrive.
- h. LAHA Nominations (Joy) - Time to start this process and get info to the membership.
- i. Spring Hockey - We need to have something in place if our players decide to do this, how does that work with home organizations, do we need an MOU? We need to plan for this too - date: Suggestion to counter the transfer of kids out of our program. Have a LAHA split season at 12U and 14U - maybe 4 week season post-LAHA with tryouts and tournaments. MOU for this as well.
- j. Mentor coaches (Jenn) - plan for the remainder of the year since no coaches clinics have been held yet. This will be addressed at the Feb 23 coaches meeting.
- k. Locker Room Assignments (Jon) - Look at assigning Monday locker rooms differently so younger kids are not sharing with 18U. Flint getting message to Toshia about changing assignments to putting 12s and 14s in one room and 14s and 18s in another. Kara emailing 18s coaches to ensure SafeSport compliance.
- l. Oregon Sports Summit (Joy) - Feb 8th 1-5pm, focus on grants and sponsorships for sporting events, \$10 to attend. Anyone want to attend?
- m. 8U games/tourneys - \$250 4 games in Bend Jan 19th-20th

Adjourned at 9:36 pm

Next OSHA Meeting:
January 27th in Eugene

Next LAHA Meeting
February 5th, 6:30pm at The Rink Exchange

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FEBRUARY MINUTES

Board of Directors Meeting
The Rink Exchange
Tuesday, February 5th, 2019

1. ATTENDANCE: Kara, Flint (late), Dave Haskell, Joy, Sarah, Jenn, Daniel Gomez, Jon (via Facetime)
ABSENT: Lanae,
2. CALL TO ORDER: 6:41pm
3. MEETING MINUTES: Approval of January minutes - Motion to approve motioned by Sarah, seconded by Joy. All in favour.
4. REPORTS:
 - a. Treasurer: Jon - Feb and March ice bills in but not yet paid. Annual report filed and fee paid - good until next year. 2017 taxes need to be filed by April
 - b. Registrar: Sarah - all payment plans have been completed, 100 registrants this year!
 - c. Committees:
 - i. Coaches Committee: Kara - Monday Feb 11th coaches meeting, 8U and 10U coaches are invited.
 - ii. Discipline Committee: Joy - A few incidents have been reported, coaches handling the issues with their players.
 - iii. Marketing/Website Committee: Joy - Board in lobby updated. No other updates at this time.
 - iv. Fundraising: Joy - Squad Locker: \$326.65, Flip Give: \$327
 - v. Communications: Lanae - emailed Kara an update - THFF newsletter went out last night. Dan Trent would like the invites. "Meet the Coaches" social media campaign to start. Another THFF reminder will go out with focus on Girls,
 - vi. Tournaments: Mike/Joy - Bremerton team might be out at 10Us, we will be paying \$250 per 10U and 12U and \$500 per 14U team for our home teams. Medals are in, programs are being printed, all player swag has been ordered, we still have shifts to cover for 12U. Ref schedule will be coming up.
 - vii. OSHA Report: Joy - 2 offices opening up, VP and Treasurer. 115 coaches trained in Oregon this year. More players for development camp this year than last. A proposal will be put together about how to define the labels of different teams so there is equality in play (rep vs. travel vs. house vs. rec). State tournament fees will be \$250 for 8U, \$350 for 10U, \$500 for 12U, \$795 for 14U,

\$895 for 18U. Part of our OSHA fees per player go toward this. Net sizes were brought up. We need to allow the kids more frequent situations to react to a random situation on the ice (creativity).

- viii. CIC Report: Flint - Player development camp - Eugene players did well with the campers. As a State the bottom end was a lot better than it has been in the past. The 90% in the middle is looking great from a development standpoint. We are one of the only camps that has off and on ice development sessions.
- ix. THFF Feb 23rd 2pm (Manned by the Generals), goal is for 40 kids (15-20 girls). All day event beginning with public skate, THFF registration/gearing up, registration cards will be handed out. 1:45 movement session before taking ice, 330 off ice session with Lanae while parents meet with Gomez. 14Us then Generals play. Rink needs help from LAHA to outfit players. Flint to send out signup genius

OLD/NEW BUSINESS:

- a. Concussion forms for coaches/players (Joy/Sarah) - 14U to provide these.
- b. Locking all cabinets - Hardware needs to be installed. Kara to bring locks, Jenn to bring drill for 8U locker. To be taken care of this week :)
- c. We should inventory all lockers at the end of the season and replace/order new stuff for the upcoming season. All items should be stored in the office upstairs for the summer.
- d. LAHA Nominations (Joy) - Time to start this process and get info to the membership. Joy will be point person for LAHA nominations and election this cycle.
- e. Spring Hockey - this seems like a good idea for us at 12U and 14U, min roster of 13 plus goalie, get manager at each level to find 2 tournaments. Session to start after Spring break. 3x/week practice. Motion to adopt the Spring program as written out by Flint. 14U and 18U will adopt the same outline. Joy motioned, Sarah second. Tryout date set for Monday, March 18th.
- f. Locker Room Assignments (Jon) - done.
- g. 12U tournament entry (Kevin/Jon) - Portland Tournament will only allow one of our teams to play, now one 12U doesn't have a tournament for one of their teams. Do we allow one combined team to play for that? Do we invite Bend or another team to play and keep the current scheduled games? Have a "lock in" at the rink? Kara is expecting a call back from Portland's VP to try to find a solution. She will then get back to Jon and Kevin with the options.
- h. Money in team accounts - 10U to get additional ice sessions and try to set up more games
- i. We need to have in our tournament rules for next year - there are a couple of teams with dual rostered players for our tournament.

Adjourned at 8:38pm

Next OSHA Meeting:

Next LAHA Meeting

March 5th, 6:30pm at The Rink Exchange

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MARCH AGENDA

Board of Directors Meeting
The Rink Exchange
Thursday, March 21st, 2019

1. ATTENDANCE: Mike Dupras, Kara Minchin, Sarah Chambers, Joy Pendowski, Jenn Nyberg
ABSENT: Jon Miko, Lanae
2. CALL TO ORDER: 6:30pm
3. MEETING MINUTES: Approval of February minutes - Motion to approve motioned by Joy, seconded by Jenn. All in favour.
4. REPORTS:
 - a. Treasurer: Jon - emailed reports. No one has questions about it
 - b. Registrar: Sarah - nothing to report
 - c. Committees:
 - i. Coaches Committee: Kara - nothing to report
 - ii. Discipline Committee: Joy - A couple of minors + misconducts from during Ice Cup. These have been recorded. One disciplinary hearing was held this week (not related to Ice Cup) and I am working on scheduling a hearing for a separate disciplinary incident that occurred.
 - iii. Marketing/Website Committee: Joy - Nothing to report
 - iv. Fundraising: Joy - Squad Locker: \$487.41, Flip Give: \$335
 - v. Communications: Lanae - absent
 - vi. Tournaments: Mike/Joy - All feedback has been amazing so far! Each year there are things we would like to fine tune, notes are ready to plan for next year. Things like updating some of the rules re rosters, points, tiebreakers, when official roster is due, full payment or installments? etc., fundraising, raffle baskets, etc. See financial report for breakdown of income and expenses. Tournament was net positive. Add spectator code of conduct documents for the families. Update skills comp for 14U.
 - vii. OSHA Report: Joy - Next meeting is April 13th in Medford.
 - viii. CIC Report: Flint - absent

OLD/NEW BUSINESS:

- a. THFF - Feb 23rd, 64 kids. Follow up? Rink staff to take care of it
- b. Locking all cabinets - 8U locker is locked now but Rink staff need to be sure it stays

locked. We need to have a written notice to the rink in order to unlock the LAHA office upstairs - only board members allowed.

- c. Date to inventory lockers: Joy to get locker combos
- d. Spring Hockey - Tryouts were canceled, only 5 players registered. Refund to the only person who paid was issued. For next season, possibly plan for one tournament to be scheduled early on so families can prepare.
- e. 18U discussion follow up (Kara) - she will send to Joy to distribute to parents.
- f. Make up ice for rink closure - all teams have make up ice, 14s and 18s during spring break
- g. Coach Evaluations (Joy) - We need to get these sent out. Who has last year's info? Kara
- h. Coach Applications (Joy) - We need to get a call for applications sent out & update on the website. Form is ready to go. Deadline for applications for the upcoming season is April 15th.
- i. LAHA Board Elections (Joy) - Tally votes from teams and board members, elect two members to the open seats on the board. Dan and Joel were elected.

Adjourned at 7:51

Next OSHA Meeting:
April 13th, Medford

Next LAHA Meeting
April 2nd, 6:30pm at The Rink Exchange

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APRIL MINUTES

Board of Directors Meeting

The Rink Exchange

Tuesday, April 2nd, 2019

1. ATTENDANCE: Joy, Mike, Joel, Dan, Sarah, Jenn, and guest Jon Chesbro
ABSENT: Kara, Flint
2. CALL TO ORDER: 6:38pm
3. MEETING MINUTES: Approval of March minutes - Motion to approve motioned by Sarah, seconded by Joy. All in favour.
4. REPORTS:
 - a. Treasurer: - Jon does not have the April report yet. He will have it together next week. He will connect with the new Treasurer for transition.
 - b. Registrar: - Nothing to report. Email will be sent to those who have Safesport and background checks that expire 12/31/19.
 - c. Committees:
 - i. Coaches Committee: Nothing to report
 - ii. Discipline Committee: Held one hearing for a formal complaint that was referred to the committee for review. Over the course of the season, we had 12 major penalties. All penalties have been served.
 - iii. Marketing/Website Committee: Joy - coaching application is up. Items will be produced that have been previously approved.
 - iv. Fundraising: Joy - nothing new to report
 - v. Communications: following up with Lanae about continuing for next year.
 - vi. Tournaments: next to work on is updating logo, will fees increase? Work on getting website updated early, add co-chairs, make sure rules and sanction and cheques ready to go.
 - vii. OSHA Report: Joy - nothing to report, next meeting is April 13th
 - viii. CIC Report: Flint - absent

OLD/NEW BUSINESS:

- a. Coaching Internships (Joy) - Seeking approval to send two coaches to the regional development camp as interns as we've done in past years. We have at least one interested coach and a second who has been suggested. Joy to check with Flint what the requirements are as the 2 coaches we are considering are not level 3. Kevin is due for his

Level 4. Jenn motioned to approve a stipend for 2 coaches to go to Colorado for the internship this summer. The priority will be given to the coaches who need their level 4, followed by the coaches interested that the board approves. Seconded by Sarah. All in favour.

- b. LAHA Office Access (Joy) - List of names has been sent to Flint for the rink staff. Limited to board members only, no exceptions.
- c. Team Lockers: Combos have been requested; planning inventory at the end of April. We will be standardizing supplies and creating a checklist of what they started with to be returned at the end of the season. An order form will be on the website for coaches to make requests.
- d. Spring Hockey (Jenn) - For next season, possibly plan for one tournament to be scheduled early on so families can prepare. Jenn will take this on. 12U and 14U.
- e. 18U Survey (Joy) - Survey is pending further feedback. The goal is to get this sent out as soon as possible. Postpone further discussion until after OSHA meeting. Joy to update families that we are still working on it.
- f. Coach Evaluations (Joy) - Joy will update and send out this week to all LAHA families.
- g. Coach Applications (Joy) - Posted online and notice was sent out to all LAHA families. Deadline for applications for the upcoming season is April 15th.
- h. 2019-2020 Season Planning (Joy) - Jenn's house May 5th 10am-2pm
- i. Kidsports (Dan) - Suggestions to grow programs in collaboration with Kidsports? Follow up for next season
- j. Instagram post - screen shots will be brought to OSHA's attention so we can develop a system to handle social media safe sport issues.
- k. Induct new members to the Board and seat positions
 - i. President - Joy Pendowski
 - ii. Vice President - Jenn Nyberg
 - iii. Treasurer - Dan Trent
 - iv. Secretary - Joel Dunham
 - v. Registrar - Sarah Chambers

Adjourned at 8:45pm

Next OSHA Meeting:
April 13, in Medford

Next LAHA Meeting
May 7, 6:30pm at The Rink Exchange

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MAY MINUTES

Board of Directors Meeting

The Rink Exchange

Tuesday, May 7th, 2019

1. PRESENT: Joy, Jenn, Dan, Joel, Sarah, Flint, Dave Pierce, Molly Pierce, Mike Dupras
ABSENT: Lanae
2. CALL TO ORDER: 6:40pm
3. MEETING MINUTES: Approval of April minutes - Motion to approve by Sarah, seconded by Jenn. All in favor.
4. REPORTS:
 - a. President: Joy-New Board Info on website. Committees for this coming year (expanding). Call for volunteers added to website. Confirmed with Flint- Dave Haskell and Kevin Chambers internship for coaching in Colorado. Survey results doing very well. Coaches scoring 4-5s across the board. OSHA Elections. How to find teams across Oregon and make a level playing field (travel B). Eugene will have 18U travel B and Tier II teams. Label teams the same way across the state. PJWH to be absorbed by Portland Winterhawks. Girls development- girls development committee for State of Oregon, do we have a team Oregon for girls? No regular season games- solution-girls play against co-ed teams for game experience and visibility. Hosting girls clinics across the state of Oregon. Player development camp in January- good reviews, facility was good, centrally located in Oregon. Safesport has become annual (every year). New background checks (every 2 years). Kara Minchin volunteered for Safe Sport Coordinator. OSHA-parent/player/spectator conduct-verbal abuse of officials, players, coaches. How do we work to hold individuals accountable- more parent meetings, sign waiver of understanding, more reminders of conduct rules (signs). Flint suggests that multi-association complaints go through OSHA. OSHA handles hearing if warranted. This could hold associations accountable. *See attached.
 - b. Treasurer: Dan- quickbooks transferred to Dan from Jon. Reports (profits and loss) should be forwarded to board members prior to monthly meeting. Joy- table financial reports from Dan and vote to approve April and May at June meeting. Taxes have been submitted.
 - c. Registrar: Sarah- reports: girls, 17-18 season, birth yeareport from last season. 2013 - 5, 2012 - 5, 2011 - 5, 2010 - 6, 2009 - 9, 2008 - 10, 2007 - 9, 2006 - 10, 2005 - 12, 2004 - 14!, 2003 - 4, 2002 - 5, 2001 - 2, 2000 - 3

d. Committees:

- i. Coaches Committee: Postseason meeting held April 30th, one on one meetings are being conducted with coaches. Some still need to be scheduled but about half are done. Going well. Flint- opportunity for coaches to reflect upon the season. Survey results were very good. Coaches reviewed ADM. Coaches start thinking about developing hockey IQ. Are we doing the best job we can? Focus on developing skills/character, not just scoreboard. Application deadline for coaches came and went. Applications are still being accepted for assistant coaching positions.
- ii. Discipline Committee: Jenn- nothing to report at the moment.
- iii. Marketing/Website Committee: No report this month for marketing; website continues to be updated. Next major update will include registration info, coaching resources, additional team management resources.
- iv. Fundraising: Nothing to report this month. Molly Pierce to put together a fundraising plan for the board to review; no deadline was set for this to be submitted.
- v. Communications: See emailed report from Lanae.
- vi. Tournament: Michael Dupras- What was successful? How can we improve? Improve and clarify tournament rules (cleaner, easier to read): Roster submission. Tiebreakers. Eligibility. Who can be in the penalty box and their conduct as off ice officials. Jenn- do we know how soon registration will be open? Joy- registration open in July for Eugene tournament. Age levels: 10s, 12s, 14s. Suggestion from tournament participants: have 14s start tournament first (more prepared for tournament travel).
- vii. CIC Report: Flint- planning on having a coaches clinic October 12-13th (levels 1, 2, 3 bronze goalie clinic). Curriculum change at USA hockey. Material will be at coaches clinic in October.

OLD BUSINESS:

- a. 18U Next Steps - Joy - Moving to house B and Tier two team. All families have been emailed. 2 responses. Questions about tryouts. Need to figure out, coaching, tryouts, schedule. Retain higher level games. Trying to contact president in Bend. Can they create Tier two team? Ideally Portland, Bend and Eugene have 18U tier two teams. Interest from former Generals and current 18U players. Flint- first discuss whether or not we can have an 18U tier two team. Joy- Forward progress is being made. Molly Pierce suggests more parent meetings throughout the season. More support for fundraising amongst parents. Ask parents to volunteer.
- b. Team lockers - follow up on setting a date to clean out, inventory contents: Joy Proposes Tuesday, May 14th @ 6:30pm
- c. Spring hockey planning - follow up on status (Jenn). No current reports. More details at next board meeting.
- d. LAHA office - set a date to clear out, help with furniture removal? Joy proposes Saturday, June 15th .
- e. KidSports - follow up? (Dan). Dan- put together proposal for board to discuss at next meeting.

NEW BUSINESS:

- a. SquadLocker - new items for next season? Requests? (Joy) Sarah- different colors (white,

- black, grey). Joel- Beanies.
- b. Budget meeting - set date. Joy- proposes Tuesday, May 21st @ 6:30pm. Location TBD
 - c. LAHA Guidebook - need to make updates for next season (Joy) Board members to go through guidebook. Submit changes by May 31st.
 - d. Publishing agendas - bylaws: article 12, section 1 on meetings: topics submitted 20 days before monthly meeting. Publish agenda 2 days before meetings. Non-agenda items (new business) time limit of 3 minutes for non-members to state business. Sarah- add board meetings to teamsnap.
 - e. Dan- Bulletin updates in front of rink on board meetings.
 - f. Coaching assignments (last agenda item)

Adjourned at 8:30pm

Next OSHA Meeting:

July/Aug in Klamath Falls
Date TBD

Next LAHA Meeting:

June 4, 6:30pm at The Rink Exchange

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JUNE MINUTES

Board of Directors Meeting
The Rink Exchange
Tuesday, June 4th, 2019

1. PRESENT: Joy, Jenn, Sarah, Dave Haskell
ABSENT: Dan, Joel, Lanae, Mike, Flint
2. CALL TO ORDER: 6:58pm
3. MEETING MINUTES: Approval of May minutes and April financials -- Motion to approve by Jenn, seconded by Sarah . All in favour.
4. REPORTS:
 - a. President: Taxes were filed. Following up with Oregon DOJ on the charitable activities filing from 2018. Outreach has been made to OHOA re: ref costs for upcoming season, waiting on their response. Confirmed with Bend that they do plan to field both house B and Tier II teams at the 14U and 18U levels for the upcoming season. Moving forward with Stack Sports in getting our season and tournament registration system setup; call scheduled with their tech team tomorrow, 6/5/19.
 - b. Treasurer: See Dan's emailed report. Vote to approve April financials with May minutes. Joy - Table the vote to approve May financials until clarification can be provided on some of the entries.
 - c. Registrar: Set a registration deadline Sept 1, 2019. Late fee going to be \$50 excluding 8U. Motion to set date and late fee made by Sarah, Jenn seconded, All in favour. Try out fees will zero out of old system.
 - d. Committees:
 - i. Coaches Committee: Joy, Flint, and other.
 - ii. Discipline Committee: nothing to report
 - iii. Marketing/Website Committee: No new updates since last meeting. Items previously discussed (brochures, signage, website updates) are in production and should be ready prior to the next board meeting.
 - iv. Fundraising: we receive another check from Squadlocker for March purchases
 - v. Communications: See emailed report from Lanae. Working on the newsletter for editing/ by June 15th and published shortly thereafter. Possible feature about girls. Suggestion to have an opt out or unsubscribe feature for family emails. Link to important decisions and/or minutes automatically goes out to membership?

- vi. Ice Cup: Mike will be training the new chair for Ice Cup Director while staying on as a committee member. We are looking to fill the tournament chair position with someone from 10U in order to maintain longevity of the way the tournament runs. Rules have been updated/tightened up and we will move to the 5 point system. Match penalties or gross misconducts or fighting majors will be disqualified from the entire tournament. Other penalties were also updated.
- vii. CIC Report: Flint (absent)

OLD BUSINESS:

- a. Team Lockers - Lockers cleaned out and organized. Next step is ordering equipment and stocking lockers as well as providing an inventory sheet for each locker. Set date for completing this task. Date set for August 13th 6:30pm
- b. LAHA Office Cleaning - Suggest new date that does not conflict with Father's Day. Reset for 10am. Jenn to bring garbage bags Joy to take documents to be shredded.
- c. Spring Hockey Planning - Follow up on status (Jenn). Joy to forward Nasha tournament info to Jenn. We are estimating 350-500 for the practice sessions and 1 tournament fee (looking at end of April beginning of May)
- d. KidSports -Tabled. Follow up on status (Dan)
- e. SquadLocker - Working on selecting new items for next season. We received another fundraising check from the March orders, will get check to Dan.
- f. LAHA Guidebook - Follow up on edits from board members. Joy - Let's vote on the final version by email so we have time to adopt the edits and so it can be up online prior to season registration. Joy to share doc and Jenn to make proposed edits (use revisioning tool). To be completed and shared with Board by June 21st.
- g. LAHA Budget - Review/discuss proposed budget prepared at May 21st budget meeting. Review any missing items not accounted for in the budget. Girls ice (\$660 for 2 ice sessions here with the possibility of going to Portland and/or Bend for additional girls only ice), dryland training 50% of fees (\$350) to Lanae, offering "catch up" or "advanced ice" - \$2500 toward ice time and coaching to develop the top and bottom end of our talent pool (potentially 1x/month?). Vote to adopt proposed budget. Jenn made a motion to approve our all in budget with the above additions.
- h. 18U Next Steps - Set tryout date August 17th and fee \$65, tryout eligibility - opportunity will be open to all LAHA players who were registered and played in the 2018/19 season, those for whom LAHA is their home association, or if this level of play is NOT being offered by their home association. (Home Affiliation: Closest association, geographically or time to drive, whichever is less)., evaluators (mix of inside association and outside association (maybe Northern California or Idaho), and coaches. Motion made to adopt the 18U process as above by Sarah, seconded by Jenn, All in favour.

NEW BUSINESS:

- a. Jersey number suggestion to start at 8U - even birth year picks even numbers, odd birth year picks odd numbers. Joy to check with Stack sports to see if this is possible.
- b. Jenn to handle election process and setting up how voting will be handled for the upcoming election year.

Executive session:

- i. Coaching assignments - the Board met in executive session and approved coaching decisions for 14U and under. 18U coaches will be determined following try-outs.

- 8U - 2 teams - Joel Dunham and Jason Falls

- 10U - 1 team - Josh Rockey (if 2 teams Jenn Nyberg also)

- 12U - 1 team - Kevin Chambers (if 2 teams Dan Trent also)

- 14U - 2 teams - Dave Haskell and Jeff Bernacki as head coaches

Meeting adjourned: 9:45pm

Next OSHA Meeting:

July/Aug in Klamath Falls

Date TBD

Next LAHA Meeting:

July 2nd, 6:30pm at The Rink Exchange

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JULY MINUTES

Board of Directors Meeting
The Rink Exchange
Tuesday, July 2nd, 2019

1. PRESENT: Joy, Jenn, Sarah, Dan, Joel, Toshia, Mike, Kara, Lanae
ABSENT: Mara, Flint
2. CALL TO ORDER: 6:30pm
3. MEETING MINUTES: Approval of June minutes and May financials -- Motion to approve by Sarah, seconded by Jenn. All in favour.
4. REPORTS:
 - a. President: (Joy) Jerseys and socks have been pre-ordered for the season. Home and away socks and jerseys for 10U and up (assuming costs stay within budget), and navy jerseys and socks only for 8U. All of the new coaching and off-ice training equipment has arrived. LAHA office has been cleaned out and is actually a functional space again. Old player and registration records have been properly disposed of (shredded). Updates from the other associations: Bend — New president, Jim Boss, No Tier II program. Holding tryouts for select teams at 12U, 14U, 18U. They will have A and B teams for these three age divisions. Portland — New governance, under Winterhawks organization now. Offering travel/tiered hockey at 12U and up. 12U and 14U Tier II, 18U Tier I and Tier II. House teams at all ages. Medford — Appointed president was elected into office, Matt Dybala. Offering house teams at all age levels. Holding tryouts for who makes the rec travel teams at each age level. Klamath — Offering house teams at 12U, 14U and 18U. 14U team may collapse if they lose more players at that age division.
 - b. Treasurer: (Dan) See Dan's emailed reports. \$900 ice credit going into 2019/2020 season from February, 2019. Dan change shredding into another category besides postage (misc., office).
 - c. Registrar: (Sarah) Who receives the emailed requests from our website? Joy to check who registration questions go to. Jenn received two inquiries about registration. Jenn to forward inquiries to Joy. Registration tentatively scheduled to open Friday, July 12th pending successful final testing of new system. Payments will begin in August for those on the payment plan. Coaches and volunteers will also need to register in the new system so they can be assigned roles for teams and other volunteer positions.
 - d. Committees:
 - i. Coaches Committee: Preseason coaches meeting August 26th @ 6:30pm.

Possible training event in October when USAH people are in town (see Flint for details). Monthly coaching meetings to include peer-to-peer mentoring, mindshare topics on common issues, etc. Looking to schedule meetings offsite away from the rink.

- ii. Discipline Committee: nothing to report
- iii. SafeSport: New SafeSport policies: *All adults with regular contact with or authority over minor participants must complete SafeSport Training prior to the volunteer's having regular access to minors.
*All players 17 years of age or older on or before December 31 of that playing season, and who play on a team in a classification that allows minor-age players, must complete SafeSport Training before being added to such team and prior to participation (on-ice or off-ice)
*All staff are mandatory reporters.
*Minor Athlete Abuse Protection Policies (MAAPP)- prohibits one-on-one interaction between adult members of USA Hockey or those authorized by a USA Hockey program to have regular contact with or authority over minors, unless they occur at an observable and interruptible distance by another adult.
*Proper supervision of locker rooms is one of the most important means of preventing misconduct.
*All electronic communication from an adult member of USA Hockey to a minor participant must be professional in nature. Absent emergency circumstances, if an adult member needs to communicate directly with a minor via electronic communications (including social media), the minor's parent must be copied.
*Coaches may not ride in a vehicle alone, travel alone with or share a hotel or sleeping arrangement with an unrelated minor participant.
Sarah to make list of participants who need to renew safesport for the 2019/2020.
Kara check if participants need to be renewed by July 12th?
- iv. Marketing/Website Committee: Preseason advertising to include a mix of lawn signs, Facebook ads, radio ads, print ads, dasher boards (we get 6 to work with), fliers for schools, electronic flier. Sarah to gather info about Eugene parade Sept. 22nd. Need to register by August 16th to participate. Cost is \$35. New brochures are in print. New building sign approved to order for outside the rink.
- v. Fundraising: New items added to Squadlocker -- lots of new styles, colors, price points.
- vi. Communications: (Lanae) Newsletter went out in June. Next newsletter to feature goalies. Joy suggests profiles of coaches who went to WRHPC. Acknowledge the academic accomplishments of players.
- vii. Ice Cup: Welcome Mara McManus as new Committee Chair of Ice Cup. Mike to officially register Ice Cup through USA Hockey.
- viii. CIC Report: no report. Flint is absent.
- e. Team Reports: (will start in October)

OLD BUSINESS:

- a. 18U Next Steps - (Joy) Saturday, August 17th 7:45am-6:30pm (est). \$65 non-refundable. Evaluators will not have kids trying out so there is no bias. Try to get one evaluator from outside of the area. On-ice coaches should be non-18U coaches, again for impartiality.

Suggestion from Sarah on parent/player contract to include language regarding payment, expectations etc. Can we borrow numbered jerseys from The Rink Exchange? We would need roughly 30 jerseys, 2 sets. Wednesday, August 21st to let players know if they made team, deadline to accept August 28th. Players who cannot attend tryout to register and show up to first practice where they will participate in an alternate practice/tryout. They will be eligible for any remaining openings on the team. If there are openings and if offers are made, the deadline for commitment is September 8th. Find out when players who will miss tryouts come back from prior commitments. Which Oregon teams have 18U?

- b. LAHA Guidebook - (Jenn/Joy) Edits have been made. Board members to review and vote to approve final document by Tuesday, July 9th.
- c. Skills Clinics - (Joy) 5 sessions (1x/month) October through February. 12U and older. 90-minute sessions with focused instruction for the different skill levels. Series to include these topics: Skating, Puck Control/Passing, Shooting/Scoring, Body Contact/Angling, Agility/Speed. Bonus session on offseason workouts and nutrition. \$200 per player for registration of the whole series. \$50/player drop-in fee per session.
- d. Girls Ice - (Joy) budgeted for two ice sessions, will look to add a third session with funds from a Bobby Freeland grant (pending approval of application). Happening in November, January, March. Promotions- partner with Girl Scouts, and advertise on Facebook, community calendars, etc.
- e. Team Lockers - (Joy) Finalization date August 13th for putting materials into assigned lockers and labeling contents.
- f. Spring Hockey Planning - (Jenn) Still in process.
- g. KidSports - (Dan) Approached Kidsports but could not contact Bev Smith. Dan to go back and see if any interest is there.
- h. Charitable Activities filing from 2018 - (Jenn) Completed
- i. Ref Costs - Upcoming season fees. Still in process.
- j. Coaching assignment review (discuss in executive session)

NEW BUSINESS:

- a. WRHP Camp Reports/Feedback - (Joy) Girls camp went well, could have used more off-ice training. Oregon girls understood gameplay but lacked speed in game situations. Boys camp much more familiar with small-area games and dryland training than previous year.
- b. Preseason Family Meeting - (Joy) Wednesday, Aug 28th at 6:30pm at The Rink Exchange for all ages. Offer second meeting later in September for 8U families.
- c. Gear Swap/Registration Day/BBQ - (Joy) Saturday, August 24th from 12-2pm @ The Rink Exchange (Planet Hockey on the ice that day). Run the same as last year.
- d. Photo Night - (Joy) Monday, Oct. 21st. Joy to reach out to Lifetouch for scheduling.
- e. Comment Box - (Joy) LAHA has a comment box in the office but it is locked. Kevin to pick lock. Place in Lobby for during the season.
- f. Player Safety - (Dan) See handout from WRHPC.

The Officers met in Executive Session.

Meeting adjourned: 9:36pm

Next OSHA Meeting:

Next LAHA Meeting:

July 7 Teleconference

August 10 (schedulers only) in Portland

August 6th, 6:30 pm at The Rink Exchange

Eugene Jr. Generals

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

September Minutes

Board of Directors Meeting
The Rink Exchange
Tuesday, September 10th, 2019

1. PRESENT: Joy, Sarah, Jenn, Joel, Dan, Flint, Lanae
ABSENT: Kara
GUESTS: Toshia, Molly Pierce, Jesse Porras
2. CALL TO ORDER: 6:36pm
3. MEETING MINUTES: Approval of August minutes — Motion to approve by Jenn, seconded by Sarah. All in favour.
4. REPORTS:
 - a. President: (Joy)

LAHA - **Picture Night** — Lifetouch is confirmed for Monday, October 21st for picture night. Will run like we had it last year.

Skills Clinics — sign ups are going well. 19 for the whole series, 10 additional for bonus session, 1 signed up for a la carte sessions. Remember, initial goal was to at least get 10 kids. Dates again: 10/25, 11/15, 12/20, 1/10, 2/7, 2/25 from 5:45pm-7:15pm

Team Lockers — Additional locks on order for the team lockers, need two people who can help move the Generals locker over to the mezzanine so we can store the dryland training equipment. Volunteers?

Family BBQ/Registration Day — turnout was low but we did get a few folks registered who are new to the association. Attendance is not the point, it is about having a marking point for the start of the season. People seemed to enjoy themselves.

Spring Hockey Interest — Only offered for 12U & 14U. Interest so far: 3 at 8U, 2 at 10U, 12 at 12U, 16 at 14U, 2 at 18U

18U Tryouts — Tryouts ran really well. We had 20 kids sign up, 17 who participated. Held over three nights, 8 coaches ran on and off ice evaluations, spent long nights here going over everything and learning for the next day. Really positive experience for our coaches and their development. Good feedback from parents. Offered positions to 15 players, 14 accepted. All 14 are registered. Next up is confirming games with PNAHA

which is in progress and determining which tournaments the team will go to, also in progress.

Game Schedules — Almost all set for the different age groups. May need to do some shuffling to fit in games for the second 12U team. Confirmed games with Rose City to play against our 12U and 14U teams.

Parent Meeting — low attendance but good interaction/connection with those who were there. It will be really important to have parent meetings with teams as soon as their seasons start. Lots of new information.

Registrations — No girls at 8U or 10U, only 8 registered association wide. Several new families from out of the area. Talea Bates 12U — Ludington MI, 3 boys 1 @ 10u, 2 @ 12U from MI, Fergus Stewart 18U from VA, Lucca Chalmers at 14U from CA/Canada. Goalies, 1 @ 8U, 2 @ 10U, 3 @ 12, 4 @ 14, 3 @ 18.

OSHA - Next meeting is scheduled October, 19th in Klamath Falls.

Girls Expos — Eugene and Bend will be hosting Girls Expo days. Bend December 7th for 10U, Eugene March 7th for 12U & 14U. Girls from across the state invited to attend.

State Events — 8U & 10U Jamboree in Medford Dec 14-15, 12U Jamboree in Klamath Falls Jan 10-12, 14U & 18U State Championships in Eugene March 20-22. Player development camp in Eugene again, Jan 31-Feb 2

OHOA - Will be submitting game schedule to OHOA to secure refs for our home games.

- b. Treasurer: (Dan) See emailed report.
- c. Registrar: 91 players registered.: 8U 10, 10U 11, 12U 20, 14U 23, 18U House 13, 18U Tier II 14
- d. Committees:
 - i. Coaches Committee: (Joy/Flint) Coaches meeting went well, great attendance. Next up is planning for Bob Mancini (Michigan ADM Director) who will be here Oct 5-7. Parent meeting Friday evening, event on Saturday with the coaches. Need to work out logistics. Open to all from across the state to attend.
 - ii. Discipline Committee: (Jenn) Match penalty for physical abuse of official, automatic 1 year suspension, given in adult league.
 - iii. SafeSport: (Kara) Updates to locker room and electronic communication SafeSport policies? Recommendations for keeping coaches apprised of who has clearance to volunteer? Lock bags for cell phones (Joy -- found one on Amazon \$30 each -- how many to order? -- 8) Additional discussion on adult women in locker rooms -- rink is working on this.
 - iv. Marketing/Website Committee: (Joy) Interview on KPNW went well, full-page article in Oregon Family Magazine ran in August, radio spots ran, artwork ordered for the dasher boards, 2 boards available to sell for fundraising. \$1250 each. Will get logo placed on LAHA website, too.
 - v. Fundraising: (Joy) No updates at this time.

- vi. Communications: (Lanae) Facebook and newsletter advertising for Eugene parade, 3 responses.
 - vii. Ice Cup: (Mara) Mara began outreach to invite teams from Arizona (12U and 14U). Interest from teams in Nevada.
 - viii. CIC Report: (Flint) Monday nights grab coaches and plan practice for the entire month (70+ players possibly on ice). 8U and 10U give as many opportunities as possible to play goaltender. We have the gear to make this happen. Idea: dress two goalies at once and switch every 5 minutes.
- e. Team Reports: (will start in October) Have representatives from every age level at LAHA Board Meetings.

OLD BUSINESS:

- a. Comment Box - (Joy) Anyone have bolt cutters? We need to get this open so we can put it out in the lobby.
- b. Eugene Parade - (Sarah) Follow up on sign ups? Response to Facebook survey? Facebook poll sent out, not enough interest for LAHA to participate.
- c. Spring Hockey Planning - (Jenn) Updates? Any info from Wendy Goldstein? No tournaments in beginning of May. Suggestion from Joy- Memorial Day tournament (practice in Portland/Sherwood first couple of weeks in May, ice out in Eugene end of April).
- d. KidSports - (Dan/Joy) Meeting scheduled for tomorrow, Sept 11th to start the conversation of how our programs and the rink might be able to work together. In conversation with Dan Bev mentioned new facility that would be good for off ice practice.

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

- a. (Joy) Policy for non-parent coaches and reimbursements
- b. (Joy) Practice schedule modifications - Tuesday night practice at 845pm-945pm, Flint won't use all the ice. Can we use the other half of the ice at 14s, 18s? Joy to contact 14U coaches about moving Monday practice to Tuesday.

Meeting adjourned: 8:09pm

Next OSHA Meeting:

October 19th, Klamath Falls

Next LAHA Meeting:

October 1st, 6:30 pm at The Rink Exchange

Quarterly meeting in October

Date/location TBA

Eugene Jr. Generals

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

October Minutes

Board of Directors Meeting
The Rink Exchange

Tuesday, October 1st, 2019

1. PRESENT: Joel, Dan, Jenn, Joy, Sarah
ABSENT: Flint, Lanae, Mara
GUESTS:
2. CALL TO ORDER: 6:30pm
3. MEETING MINUTES: Approval of September minutes — Approval of September minutes is deferred.
4. REPORTS:
 - a. President: (Joy)
 - i. LAHA - Kidsports meeting recap, picture night details, update on skills clinics, 12U practice schedule change, game schedules, locking bags for phones, comment box, teamsnap vs. team connect (Research: can parents track stats on Teamsnap app without being a manager?), new goalie gear
 - ii. OSHA - nothing to report
 - iii. OHOA - nothing to report
 - b. Treasurer: (Dan) Completed P&L report and Balance reports for August and September. Still working on finalizing written report for September. Jenn and Dan will work on the LAHA budget worksheet.
 - c. Registrar: (Sarah) # of players 8U- 10, 10U- 15, 12U- 21, 14U- 23, 18U- 13 18UTier 2-14 for 96 total players. In need of more volunteers, Sarah will follow up with Lanae on another social media push for volunteers.
 - d. Committees:
 - i. Coaches Committee: (Joy/Flint) Parent seminar scheduled for Fri Oct 4th. Food/entertainment @ 5:30pm, seminar @ 6:30pm. Invites sent to all Oregon associations. Need to work out final logistics w/ Flint for Coaches University for Sat/Sun. Discuss options for entertainment (bingo). Follow up with Flint on coaches attending seminar receiving level 4 (Dan, Jason, Kevin, Dave Haskell).
 - ii. Discipline Committee: (Jenn) Our vice president sat in on a disciplinary hearing for the State.
 - iii. SafeSport: (Kara) Updates are being made to the proposed policies. Will follow up by email for final copies to the Board. Still working with the rink on how to address the women's locker room. Joy sent ideas to the rink to see what they can implement. Idea from Jenn- communicate with women on Monday night

drop-ins to be in a base layer by 8:15pm, or some may be willing to get safesport.

- iv. Marketing/Website Committee: (Joy) Joy to follow up with the rink on when the dasher board graphics will be going up. Free half-page non-profit ad going into North Gilham Living magazine. Using the space to promote our general ice programs and THFF. Discuss calendar on the website and posting of games, etc. -Joy to take Google calendar off LAHA.org and add link to TeamSnap for families to access calendar.
- v. Fundraising: (Joy) - nothing to report
- vi. Communications: (Lanae) Follow up on social media plan? Joy and Lanae to collaborate on newsletter through Google Docs before posting.
- vii. Ice Cup: (Mara) Need to schedule committee meeting and follow up on team invites.
- viii. CIC Report: (Flint) - no report
- e. Team Reports: (will start in October) Have representatives from every age level at LAHA Board Meetings.
 - i. 8U - no report
 - ii. 10U - no report
 - iii. 12U - no report
 - iv. 14U - no report
 - v. 18U - no report
 - vi. 18UT2 - no report

OLD BUSINESS:

- a. Spring Hockey Planning - (Jenn) Updates? 3 possible tournaments in California 12U, 14U or both, Los Angeles area. 2 tournaments in Alberta 12U and 14U. Idea for Alberta- rent a bus and take both teams and attend both tournaments. Jenn suggesting to ask for feedback from parents before we research tournament details (cost, stay-to-play, etc.). 14U sixteen players with interest. 12U has twelve players with interest.
- b. Non-Parent Reimbursement Policy - (Joy) Researching what other associations do, will develop a recommendation to review at the next Board meeting.

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

- a. Updating Bylaws and Board Size - (Joy) Timeline and steps to get out to the membership for a vote. Schedule special meeting, 15 day notice, 2/3 of the board need to vote in favor.
- b. Try Hockey for Free - (Joy) Registered our association to host on November 9th, 2:00-3:00pm. Will print fliers to hand out to families, schools so we have items ahead of the event if USAH items don't arrive in time as has been the case in previous years.
- c. Review scholarship applications - (Jenn) (executive session)

Meeting adjourned: 8:37pm

The board met in executive session.

Next OSHA Meeting:

October 19th, Klamath Falls

Next LAHA Meeting:

November 5th, 6:30 pm at The Rink Exchange

Quarterly meeting in October
Date/location TBA

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
The Rink Exchange
Tuesday, November 5th, 2019

1. PRESENT: Joy Pendowski, Sarah Chambers, Jenn Nyberg, Joel Dunham, Dan Trent, Flint DOUNGCHAK, Lanae Falls, Kara Minchin
ABSENT: Mara McManus
GUESTS: Colin Phifer, Daniel Gomez, Dave Haskell, Scott Gilpin, April Bernacki, Matt Hennon, John Miller
2. CALL TO ORDER: 6:35pm
3. MEETING MINUTES: Approval of September & October minutes — Motion to approve by Sarah, seconded by Joel. Minutes for September & October are approved.
4. REPORTS:
 - a. President: (Joy)
 - i. LAHA - See items in agenda below.
 - ii. OSHA - quarterly meeting in Klamath Falls October 19th: Player development for boys (15-18) moving to Vegas, concussions were discussed/if player suffers a concussion they must have doctor approval before returning to the ice. New level 4 officials in Oregon. 104 officials in Oregon, down from 176 (encourage players and parents to not abuse refs). Level one clinic to be held in Eugene sometime in November/December. Strong emphasis on locker room supervision from SafeSport. 98% of problems occur in locker rooms.
 - iii. OHOA - Nothing to report.
 - b. Treasurer: (Dan) Skills clinic went well as far as our budget. Jersey invoice will be paid when order is complete. \$188,880.76 in checking for November, December, and January ice time and other expenses are yet to be paid.
 - c. Registrar: (Sarah) LAHA currently has 107 players.
 - d. Committees:
 - i. Coaches Committee: (Joy/Flint) Expanding coaches university with Bob was very beneficial and relevant for educating our coaches. We continue to develop goalies but want to increase developing our players hockey IQ. Teach players how to think the game and put them in situations where they have to solve a problem. More coaches at 8U and 10U would be very beneficial. Our association has all the elements of a model club.
 - ii. Discipline Committee: (Jenn) Nothing to report.
 - iii. SafeSport: (Kara) Electronic communication policy and locker room

communication policy was sent to Joy. No SafeSport incidents. USA Hockey informed LAHA of new derogatory/hateful language rule that is now a match penalty.

- iv. Marketing/Website Committee: (Joy) Joy continues to update website. We would like to see more human interest stories for the website. Multiple post on FB to boost awareness of our association and try hockey for free. Add to be put in Southwest Hills Magazine in December. Artwork to be put on Dasher boards soon.
- v. Fundraising: (Joy) % of sales from Squadlocker and Flipgive to to LAHA. Smile.amazon as nonprofit also generates some income. Lanae to put some thought into a Bingo fundraiser.
- vi. Communications: (Lanae) Social media has receiving lots of views. April has been doing “what’s going on” posts as well as Mara and Cindy. 8U and 12U send pictures to April for social media posts.
- vii. Ice Cup: (Mara/April) Full at 10U at 8 teams. Were thin at 12U. 14U has 5 teams. Oregon, Washington and Nevada will be represented. Photo booth, Raffle baskets being put together. Photographer will be present. Looking to announce players for medal rounds with PA system.
- viii. CIC Report: (Flint)
- e. Team Reports:
 - i. 8U - (Colin) ADM makes so much sense. Parent questions always answered. Parents are excited for tournaments (Medford & Bend).
 - ii. 10U - (Scott) Parent interference during Medford game. Parents were notified about code of conduct. Big improvement in player development from first games to second set of games. Excitement about tournament in Bremerton.
 - iii. 12U - (John: Gold) Two games in Medford last Saturday. Split 1-1. Kids had a great time and are gelling well. More parent volunteers for scorekeeping and locker rooms. Still need to add another tournament for both 12U. (Dan: Blue) Two really close games against Medford. More help in locker rooms.
 - iv. 14U - (Matt) Schedule for goalies would be beneficial so players know who should dress (team has 4 goalies). Ready to play another team other than Medford. Going to Linwood for a Thanksgiving tournament. Handed out goal cards to players and good to see some goals were angling and edgework. Sent email out to parents about how and why practice is run in stations.
 - v. 18U - (Daniel) New team manager Ken Williams. Need to work on Shooting, outmanning the puck, and transitions from forward to defense and vice versa. Been good to mix with 18U Tier 2 and player higher level players. Going to Wenatchee and possibly Canada in December.
 - vi. 18UT2 - (Kara) Two games against Tacoma. Won both games. Headed to Tri Cities for their first tournament. Declared for Nationals. Currently 3 other tournaments on the books, Colorado, Dallas, and Phoenix.

OLD BUSINESS:

- a. Spring Hockey Planning - (Jenn) 3 tournament possibilities on the table (12U & 14U). Follow up next month.
- b. Non-Parent Reimbursement Policy - (Joy) Follow up next month.
- c. Updating Bylaws and Board Size - (Joy) Should we increase board size from 5-7 members?

What problems would we be solving? Sub-committees could be a great way to distribute the workload and train possible new board members. Make a plan for succession.

- d. Try Hockey for Free - (Joy) November 9th, 2:00-3:00pm. Very low on registrations for event. Volunteers needed to help get kids fitted. Sort gear Thursday night. 12U to help out with buddies.

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

- a. Lanae- Bulletin board needs to be updated. Will be updated soon. Joy to take care of this.
- b. Matt- Transparency from the board would be beneficial. Parents in the association feel as though they can't bring problems to the board. How can we build relationship between the board and the team? Report from team managers if problems are occurring. Joy- Currently LAHA communicates with the association through emails, a monthly newsletter, updates on Facebook and Instagram, on TeamSnap, on the bulletin board, on the website, and with an annual survey soliciting parent/player feedback. Are there other ideas for how the board can communicate with parents? (Colin) Maybe have a mid season LAHA celebration would help families understand you're joining an organization and not just a team.
- c. Flint- December 22nd will be 30th anniversary of LAHA. More information to come on activities, etc.
- d. Flint- Clarification sought on parent code of conduct and proper procedure for follow up.

Meeting adjourned: 8:47pm

Board met in executive session.

Next OSHA Meeting:

February 2, 2020 in Eugene

Next LAHA Meeting:

December 3rd, 6:30 pm at The Rink Exchange

Lane Amateur Hockey Association

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

June 2019 - May 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
Donation Income		500.00	-500.00	
General Donations	12.48		12.48	
Scholarship Donations	4.98		4.98	
Total Donation Income	17.46	500.00	-482.54	3.49 %
Fundraising Income		1,000.00	-1,000.00	
Amazon Smile Income	18.35		18.35	
SquadLocker Income	640.53		640.53	
Total Fundraising Income	658.88	1,000.00	-341.12	65.89 %
Grant Income		1,000.00	-1,000.00	
Ice Cup Tournament				
Hotel Commissions		500.00	-500.00	
Program Ad/Player Note Sales		650.00	-650.00	
Raffle Ticket Sales		2,000.00	-2,000.00	
Sponsorships		100.00	-100.00	
Team Registration Fees	17,385.00	28,000.00	-10,615.00	62.09 %
Vendor Sales Commissions		1,000.00	-1,000.00	
Total Ice Cup Tournament	17,385.00	32,250.00	-14,865.00	53.91 %
Interest Income	24.31		24.31	
Registration Fees				
1. 8U	7,712.50	15,000.00	-7,287.50	51.42 %
2. 10U	15,923.75	21,700.00	-5,776.25	73.38 %
3. 12U	23,570.64	26,720.00	-3,149.36	88.21 %
4. 14U	34,782.94	41,360.00	-6,577.06	84.10 %
5. 18U	23,035.00	23,100.00	-65.00	99.72 %
6. 18U T2	36,576.76	49,500.00	-12,923.24	73.89 %
Registration Late Fees	293.30		293.30	
Registration Service Fees	450.00		450.00	
Total Registration Fees	142,344.89	177,380.00	-35,035.11	80.25 %
Skills Clinic Income				
Skills Clinic Registrations	4,113.90		4,113.90	
Total Skills Clinic Income	4,113.90		4,113.90	
Tryout Income				
18U T2 Tryout Registrations	1,170.00	975.00	195.00	120.00 %
Total Tryout Income	1,170.00	975.00	195.00	120.00 %
Total Income	\$165,714.44	\$213,105.00	\$ -47,390.56	77.76 %
GROSS PROFIT	\$165,714.44	\$213,105.00	\$ -47,390.56	77.76 %
Expenses				
Advertising/Promotional	2,228.34	5,000.00	-2,771.66	44.57 %
Coach/Volunteer Expenses				
Background Checks		1,000.00	-1,000.00	

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Coach Training	2,009.20	2,000.00	9.20	100.46 %
Coach Uniforms		5,000.00	-5,000.00	
Total Coach/Volunteer Expenses	2,009.20	8,000.00	-5,990.80	25.12 %
Credit Card Expenses				
Processing Fees	5,391.73	7,500.00	-2,108.27	71.89 %
Total Credit Card Expenses	5,391.73	7,500.00	-2,108.27	71.89 %
Discounts/Refunds Given	2,149.50		2,149.50	
Equipment				
Coach/Team Equipment	3,075.64	1,750.00	1,325.64	175.75 %
Dryland Equipment	1,184.75	1,750.00	-565.25	67.70 %
Total Equipment	4,260.39	3,500.00	760.39	121.73 %
Ice Cup Tournament Expenses				
Tournament Awards		1,500.00	-1,500.00	
Tournament Ice Rental		14,250.00	-14,250.00	
Tournament Misc. Expense		500.00	-500.00	
Tournament Officials		4,000.00	-4,000.00	
Tournament Printing		1,000.00	-1,000.00	
Tournament Sanction Fees	225.00	75.00	150.00	300.00 %
Tournament Team Proceeds		2,250.00	-2,250.00	
Tournament Team Swag & Snacks		2,500.00	-2,500.00	
Total Ice Cup Tournament Expenses	225.00	26,075.00	-25,850.00	0.86 %
Ice Rental				
Coaches Training	660.00		660.00	
Donated Ice		1,320.00	-1,320.00	
Girls Clinics		990.00	-990.00	
Goalie Practices	220.00	1,907.40	-1,687.40	11.53 %
Regular Season Games	3,630.00	36,795.00	-33,165.00	9.87 %
Regular Season Practices	15,070.00	58,446.30	-43,376.30	25.78 %
Special Hockey Practices	220.00	1,851.30	-1,631.30	11.88 %
Total Ice Rental	19,800.00	101,310.00	-81,510.00	19.54 %
Miscellaneous Expense	235.11	500.00	-264.89	47.02 %
Officiating				
Game Officiating		7,700.00	-7,700.00	
Total Officiating		7,700.00	-7,700.00	
Operating Expenses	1,021.28		1,021.28	
Food/Meals	252.90		252.90	
League Connect	149.00	750.00	-601.00	19.87 %
Office Supplies	61.34	100.00	-38.66	61.34 %
PO Box Rental	92.00	100.00	-8.00	92.00 %
Postage		25.00	-25.00	
Taxes & Accounting	755.00	1,000.00	-245.00	75.50 %
Team Snap	137.67	400.00	-262.33	34.42 %
Total Operating Expenses	2,469.19	2,375.00	94.19	103.97 %
Scholarship Awards		2,500.00	-2,500.00	
Skills Clinics Expenses				
Skills Clinic Food/Meals	141.00		141.00	
Skills Clinic Ice Rental	495.00	2,475.00	-1,980.00	20.00 %

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Total Skills Clinics Expenses	636.00	2,475.00	-1,839.00	25.70 %
Tournament Fund				
State Tournament/Jamboree Entry Fees		1,500.00	-1,500.00	
Team Tournament Entry Fees	11,283.73	31,450.00	-20,166.27	35.88 %
Total Tournament Fund	11,283.73	32,950.00	-21,666.27	34.25 %
Travel Expenses		2,500.00	-2,500.00	
Lodging	116.62		116.62	
Total Travel Expenses	116.62	2,500.00	-2,383.38	4.66 %
Try Hockey for Free		250.00	-250.00	
Tryout Expenses				
Tryout Food/Meals	435.02		435.02	
Tryout Ice Rental	660.00	990.00	-330.00	66.67 %
Total Tryout Expenses	1,095.02	990.00	105.02	110.61 %
Uniforms		7,650.00	-7,650.00	
Total Expenses	\$51,899.83	\$211,275.00	\$ -159,375.17	24.57 %
NET OPERATING INCOME	\$113,814.61	\$1,830.00	\$111,984.61	6,219.38 %
Other Expenses				
FY 2018-19 Expense	12,480.00		12,480.00	
Reconciliation Discrepancies-1	-1,315.00		-1,315.00	
Total Other Expenses	\$11,165.00	\$0.00	\$11,165.00	0.00%
NET OTHER INCOME	\$ -11,165.00	\$0.00	\$ -11,165.00	0.00%
NET INCOME	\$102,649.61	\$1,830.00	\$100,819.61	5,609.27 %

Eugene Jr. Generals

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

December MINUTES

Board of Directors Meeting
The Rink Exchange
Tuesday, December 3rd, 2019

1. PRESENT: Dan Trent, Joy Pendowski, Flint Doungchak, Sarah Chambers, Joel Dunham, Jenn Nyberg, Lanae Falls
ABSENT: Kara Minchin
GUESTS: April Bernacki, Amy Cecchini, Barb Arena-Crandall, Bryan Sandling, John Miller, Daniel Gomez, Lori Vinti, Jon Miko, Megan Beverly
2. CALL TO ORDER: 6:37pm
3. MEETING MINUTES: Approval of November minutes — Motion to approve by Joel, seconded by Dan. Minutes for November are approved.
4. REPORTS:
 - a. President: (Joy)
 - i. LAHA -
 - ii. OSHA - Statewide girls expos (Bend and Eugene) events will be combined all in one on March 7th in Eugene.
 - iii. OHOA - 18U house will have 3 officials instead of 2. 18U tier 2 will have 4 officials instead of 3. We already planned for 4 but now it is officially designated.
 - b. Treasurer: (Dan) See report. Notes: 70% of income for fundraising. 65% of fundraising for the ice cup. 93% of income for season. Exceeded budget amount (121%). Several bills have not yet been received or paid (ice, uniforms, refs, etc)
 - c. Registrar: (Sarah) 112 confirmed players in LAHA.
 - d. Committees:
 - i. Coaches Committee: (Joy/Flint) Coaches university goalie clinic for December. January coaches university week of board meeting at practice on Monday night. Questions to answer: What is our 3-5 year plan going forward? As LAHA grows how can we continue to build our program within the State of Oregon?
 - ii. Discipline Committee: (Jenn) Nothing to report.
 - iii. SafeSport: (Kara) We need to have locker room monitors for all times that players are in the building for practice. Goalie practice must have locker room monitors for those players. Need to address players leaving ice early and entering locker room without monitors. Head coaches ultimately responsible for what occurs regarding SafeSport policies.
 - iv. Marketing/Website Committee: (Joy) Follow up: Human interest stories for the

website, Joy will reach out directly. Artwork on Dasher boards going up this month. Trifold brochures printed. Need to distribute.

- v. Fundraising: (Joy) Follow up: Lanae to put some thought into a Bingo fundraiser. Lanae is currently researching. Possible Bingo fundraiser for LAHA families? Bingo license is needed. More research needed. Report next month. Squadlocker still #1 source for funds.
 - vi. Communications: (Lanae/April) Combine Nov/Dec newsletter. To come out before Christmas break. Reach out to goalies for profile in newsletter. Add to newsletter a need for pictures from all teams.
 - vii. Ice Cup: (Mara/April) Ice Cup registration looking good. 12U needs one more team to be full. Two openings at 14U. 10U is full. Ice Cup meeting occurred where committee leads were assigned to spread the work load. Looking for USA Hockey affiliated sponsors. Donations for game snacks. Follow up: Announcement of players on PA system for playoffs and championship games? Alex Brown possibly DJ and announce for games?
 - viii. CIC Report: (Flint) Thursday goalie clinics with Christian. Encourage coaches to reach out to Christian to come out for practices. LAHA's accepting culture has contributed to overall growth. We need more dryland coaches. Look at dryland as a whole other set of coaches. Need more parents to step up and get involved whether it is on-ice or off-ice especially as we look at preparing for our projected growth. Selecting an academic player and hockey player of the month important for overall Jr. Gens family culture. Recognize players at the end of the year banquet? Select a coach of the year? Do we post scores or not post scores? (Social media and scoreboard, we opted to not post scores)
- e. Team Reports:
- i. 8U - Bryan. Parents are content and happy. Questions about Medford game times and possible Bend trip. Possibility of mini jamboree with 8U.
 - ii. 10U - Jenn. Great first tournament. Got to play as one team, no separation. Development, quantity of puck touches, and quality of touches were great. Oregon teams met in final. Oregon development is clearly doing well. Question from parents: ADM rules currently state full-ice at national level, why do we play half-ice? Half-ice has been adopted for the pacific district.
 - iii. 12U - John (Gold) Played Medford, Bend, Rose City, each other. Competitive in all games. Players and parents are gelling. More parent volunteers. Dan (Blue). Need more parent volunteers. Players transitioned very well to full-ice.
 - iv. 14U - Gold (Lori). Parent questions: Spring hockey, goalie uniforms? First tournament coming up. State tournament vs. Spring Break. Date cannot change due to other associations schedules. Help for Christian? 12 goalies on ice, not very many shots for each goaltender. Constructive feedback for Christian as a first year coach. In future, have Christian visit other practices for goalie development. Blue (Jon/April). Tournament in Lynnwood was great. Good team bonding happening off the ice. Positive season so far.
 - v. 18U - Barb. Reached out to parents. Nothing to report from parents. Playing with tier 2 team is very beneficial for player development. Daniel. Play Bend this weekend, then play in Klamath, Canada at the end of the month. Played Southern Oregon and Bend in November. Need to understand how to use teammates better.

- vi. 18UT2 - Lanae. Played Tri Cities two weekends in a row. Came away with one win in tournament. Didn't play to full potential. Split the next weekend 1-1. This month we play Seattle, Tacoma, Seattle, Colorado Springs. Big month.
- f. Special Hockey: (Megan) About 10 players per year. Company Sponsorship for \$1,000 has been awarded to Special Hockey program. Could possibly receive \$5,000 grant. Recruitment for younger special hockey players has begun in 4J through flyers. Players register through USA Hockey.
- g. LAHA Elections: (Joy) Now is the time to start the process for the elections coming up in March. Jenn, Sarah and Joy are up for re-election.
March 3rd will be our Annual Meeting.
Nominations and bios are due 45 days prior, so no later than Jan 18th.
Ballots distributed 30 days prior to the annual meeting, so no later than Feb 2nd.
Team Votes due to the Board no less than 10 days prior to the annual meeting, so no later than Feb 22nd.
Our bylaws do not define who may be nominated for the board.
Because Jenn, Sarah and Joy are up for re-election, another board member or individual will need to oversee this process. Joel/Dan/Kara?
- h. LAHA Player/Parent Survey: (Joy) Based on feedback at our last meeting from team representatives, the board would like to send out a mid-season survey to do a temperature check on how things are going. This way we can hopefully address any issues before it's too late. We will still do the end of season survey, this would be in addition. Send out by mid-month.
- i. Try Hockey for Free: (Joy) Leading up to the event, we had very few registrants up until the last couple of days prior. We ran Facebook ads which helped to significantly boost the numbers. We had 31 pre-registered and 26 walk-ins for a total of 57 registrants. 19 participants were female. A follow up email was sent from LAHA to all families. Contact info was shared with the rink for their own outreach as well.
Lots of helpers which was great.
Next event in February we may want to look at a little differently and give more structure to the player helpers.
- j. Girls Hockey: (Joy) Only a few all-girls teams in Portland. As a State, trying to raise awareness to this fact, provide more in-season support for female hockey players, and support associations so they can recruit more female players. Recently hosted Rose City 12U and 14U girls teams. Games went really well. Portland teams had fun. Held first of 3 girls clinics which went well. The intent is to retain our female players.
- k. Uniforms: (Joy) So far, positive feedback on this year's uniforms. Because it took forever for these to arrive, I would like to look at an alternate arrangement for how LAHA secures its uniforms so they are here at the beginning of the season.
One idea is to pre-purchase blank jerseys and socks in the spring and have the rink do the customizations at the start of the season.
This would mean LAHA would carry the inventory and expense up front but we hopefully would not be in the same situation as this season.
Next steps on this would be to research vendors and get samples, estimates, etc.

OLD BUSINESS:

- a. Spring Hockey Planning - (Jenn) 3 tournament possibilities on the table (12U & 14U). Follow up from November discussion - 12U not enough interest. 14U has 12 families willing to travel

and have passports. Info to parents at 14U soon. Send last reminder to 12U to see if they are interested. Coaches for Spring Hockey? Jenn? Other coaches for 14U? Daniel?

- b. Non-Parent Reimbursement Policy - (Joy) Proposed policy: Individuals assigned to coach a team where they do not have a player participating will be eligible for reimbursement on travel-related expenses for hotel stays, meals, and gas mileage. Receipts and mileage reports must be submitted in order to receive reimbursement. Limit on reimbursement is \$140/hotel night including taxes, \$0.58/mile, and \$40/day for meals. Airfare to be considered on a case-by-case basis.

Estimated expense per coach ranges between \$3,888 and \$4,248

Basis: 2 out-of-state tournaments, 4 in-state game exchange trips — 10-12 hotel nights, 10-12 days for meals, and approx 3600 miles.

If adopted, then when we assign coaches to teams, this expense will need to be factored into the LAHA budget.

Board will review and discuss and vote on at a later date.

- c. Updating Bylaws and Board Size - (Joy) Follow up: Sub-committees could be a great way to distribute the workload and train possible new board members. Make a plan for succession.
- d. Mid-season LAHA celebration would help families understand you're joining an organization and not just a team.
- e. December 22nd will be 30th anniversary of LAHA - (Flint). More information to come on activities, etc. Follow up from November discussion. Daniel reported. Starts at 6pm. Expecting 400-500 people. 7:30pm everybody on ice for photo.

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

- a. None presented

Meeting adjourned: 9:10pm

Board met in executive session.

Next OSHA Meeting:

February 2, 2020 in Eugene

Next LAHA Meeting:

January 7th, 6:30 pm at The Rink Exchange

Lane Amateur Hockey Association

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

June 2019 - May 2020

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Income				
Donation Income		500.00	-500.00	
General Donations	16.64		16.64	
Scholarship Donations	6.65		6.65	
Total Donation Income	23.29	500.00	-476.71	4.66 %
Fundraising Income		1,000.00	-1,000.00	
Amazon Smile Income	26.71		26.71	
SquadLocker Income	690.53		690.53	
Total Fundraising Income	717.24	1,000.00	-282.76	71.72 %
Grant Income		1,000.00	-1,000.00	
Ice Cup Tournament				
Hotel Commissions		500.00	-500.00	
Program Ad/Player Note Sales		650.00	-650.00	
Raffle Ticket Sales		2,000.00	-2,000.00	
Sponsorships		100.00	-100.00	
Team Registration Fees	21,007.50	28,000.00	-6,992.50	75.03 %
Vendor Sales Commissions		1,000.00	-1,000.00	
Total Ice Cup Tournament	21,007.50	32,250.00	-11,242.50	65.14 %
Interest Income	32.14		32.14	
Registration Fees				
1. 8U	9,006.25	15,000.00	-5,993.75	60.04 %
2. 10U	20,133.24	21,700.00	-1,566.76	92.78 %
3. 12U	28,163.45	26,720.00	1,443.45	105.40 %
4. 14U	38,227.32	41,360.00	-3,132.68	92.43 %
5. 18U	27,736.00	23,100.00	4,636.00	120.07 %
6. 18U T2	46,679.87	49,500.00	-2,820.13	94.30 %
Registration Late Fees	443.29		443.29	
Registration Service Fees	685.00		685.00	
Total Registration Fees	171,074.42	177,380.00	-6,305.58	96.45 %
Skills Clinic Income				
Skills Clinic Registrations	4,871.29		4,871.29	
Total Skills Clinic Income	4,871.29		4,871.29	
Tryout Income				
18U T2 Tryout Registrations	1,170.00	975.00	195.00	120.00 %
Total Tryout Income	1,170.00	975.00	195.00	120.00 %
Total Income	\$198,895.88	\$213,105.00	\$ -14,209.12	93.33 %
GROSS PROFIT	\$198,895.88	\$213,105.00	\$ -14,209.12	93.33 %
Expenses				
Advertising/Promotional	2,649.54	5,000.00	-2,350.46	52.99 %
Coach/Volunteer Expenses				
Background Checks		1,000.00	-1,000.00	

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Coach Training	2,009.20	2,000.00	9.20	100.46 %
Coach Uniforms		5,000.00	-5,000.00	
Total Coach/Volunteer Expenses	2,009.20	8,000.00	-5,990.80	25.12 %
Credit Card Expenses				
Processing Fees	6,508.19	7,500.00	-991.81	86.78 %
Total Credit Card Expenses	6,508.19	7,500.00	-991.81	86.78 %
Discounts/Refunds Given	2,734.50		2,734.50	
Equipment				
Coach/Team Equipment	3,610.63	1,750.00	1,860.63	206.32 %
Dryland Equipment	1,184.75	1,750.00	-565.25	67.70 %
Total Equipment	4,795.38	3,500.00	1,295.38	137.01 %
Ice Cup Tournament Expenses				
Tournament Awards		1,500.00	-1,500.00	
Tournament Ice Rental		14,250.00	-14,250.00	
Tournament Misc. Expense		500.00	-500.00	
Tournament Officials		4,000.00	-4,000.00	
Tournament Printing		1,000.00	-1,000.00	
Tournament Sanction Fees	250.00	75.00	175.00	333.33 %
Tournament Team Proceeds		2,250.00	-2,250.00	
Tournament Team Swag & Snacks		2,500.00	-2,500.00	
Total Ice Cup Tournament Expenses	250.00	26,075.00	-25,825.00	0.96 %
Ice Rental				
Coaches Training	660.00		660.00	
Donated Ice		1,320.00	-1,320.00	
Girls Clinics	330.00	990.00	-660.00	33.33 %
Goalie Practices	550.00	1,907.40	-1,357.40	28.84 %
Regular Season Games	10,230.00	36,795.00	-26,565.00	27.80 %
Regular Season Practices	22,330.00	58,446.30	-36,116.30	38.21 %
Special Hockey Practices	550.00	1,851.30	-1,301.30	29.71 %
Total Ice Rental	34,650.00	101,310.00	-66,660.00	34.20 %
Miscellaneous Expense	235.11	500.00	-264.89	47.02 %
Officiating				
Game Officiating	820.00	7,700.00	-6,880.00	10.65 %
Officiating Surcharges	60.00		60.00	
Total Officiating	880.00	7,700.00	-6,820.00	11.43 %
Operating Expenses	241.28		241.28	
Food/Meals	252.90		252.90	
League Connect	149.00	750.00	-601.00	19.87 %
Office Supplies	61.34	100.00	-38.66	61.34 %
PO Box Rental	92.00	100.00	-8.00	92.00 %
Postage		25.00	-25.00	
Taxes & Accounting	755.00	1,000.00	-245.00	75.50 %
Team Snap	221.59	400.00	-178.41	55.40 %
Total Operating Expenses	1,773.11	2,375.00	-601.89	74.66 %
Scholarship Awards	3,020.00	2,500.00	520.00	120.80 %
Skills Clinics Expenses				
Skills Clinic Food/Meals	251.75		251.75	
Skills Clinic Ice Rental	990.00	2,475.00	-1,485.00	40.00 %

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Total Skills Clinics Expenses	1,241.75	2,475.00	-1,233.25	50.17 %
Tournament Fund				
State Tournament/Jamboree Entry Fees		1,500.00	-1,500.00	
Team Tournament Entry Fees	17,969.20	31,450.00	-13,480.80	57.14 %
Total Tournament Fund	17,969.20	32,950.00	-14,980.80	54.53 %
Travel Expenses		2,500.00	-2,500.00	
Lodging	116.62		116.62	
Mileage	208.80		208.80	
Total Travel Expenses	325.42	2,500.00	-2,174.58	13.02 %
Try Hockey for Free		250.00	-250.00	
Tryout Expenses				
Tryout Food/Meals	435.02		435.02	
Tryout Ice Rental	660.00	990.00	-330.00	66.67 %
Total Tryout Expenses	1,095.02	990.00	105.02	110.61 %
Uniforms		7,650.00	-7,650.00	
Total Expenses	\$80,136.42	\$211,275.00	\$ -131,138.58	37.93 %
NET OPERATING INCOME	\$118,759.46	\$1,830.00	\$116,929.46	6,489.59 %
Other Expenses				
FY 2018-19 Expense	12,480.00		12,480.00	
Reconciliation Discrepancies-1	-1,277.71		-1,277.71	
Total Other Expenses	\$11,202.29	\$0.00	\$11,202.29	0.00%
NET OTHER INCOME	\$ -11,202.29	\$0.00	\$ -11,202.29	0.00%
NET INCOME	\$107,557.17	\$1,830.00	\$105,727.17	5,877.44 %