

Eugene Jr. Generals

Lane Amateur Hockey Association
P.O. Box 50211, Eugene, Oregon 97405
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Board of Directors April Meeting

Tuesday, June 03, 2025, 6:45 p.m. to 8:45 p.m.

Zoom Call

Phone: (669) 900-6833

Zoom Meeting ID: 928 20141681

Passcode: 023144

Online: <https://zoom.us/j/92820141681?pwd=LzNF0HBkSVNwZXZtYkplZGp1VHI2U0t09>

1. Roll Call Board of Directors: Sarah Chambers, Jessica Bott (not present), Ashlee Dixon, Jason McCaslin (via Zoom call), Tina Tague

Guests: Tina Phifer (via Zoom), Katie Stiles (via Zoom), Christy McCaslin (via Zoom), Carrie Stewart (via Zoom), Aaron Olson (via Zoom), Libby Carpenter (via Zoom), Jenny Cooley (via Zoom), Kanoe Bunney (via Zoom), Tiffany, Heilman (via Zoom), Jeff Flesher (via Zoom), Jodi Taylor (via Zoom), Eric Sucre (via Zoom), Noah Slackman (via Zoom), Corey Moreno (via Zoom), Tiffany Flesher (via Zoom), Shannon Reilly (via Zoom), Daniel Gomez (via Zoom)

1. CALL TO ORDER: 6:52 pm
2. MEETING MINUTES: May meeting minutes were reviewed with no changes. Ashlee makes a motion to approve, Tina seconds. All are in favor - the motion passes.
1. REPORTS: (75 minutes)
 - a. **President (Sarah) –President’s report:**
 - i. We are in the process of reviewing and revising the 2025/26 guidebook. We’ve met twice now, and are more than halfway through.
 - ii. We are waiting on an ice contract with rates for next season. We have been asked to anticipate up to an 8% increase in our rates. We are going to try to get more info in the next week or so. If we are unable to obtain rates soon, we are going to have to proceed with an 8% increase on the budget. We are also anticipating an increase in the cost of officials. If we can get those finalized, it will make budgeting much easier so that we can get it all ready for a vote for the July meeting. After those things happen, registration will open.
 - iii. OSHA board meeting -
 1. The next OSHA Board meeting is scheduled for June 16th, and there is a Rules Committee meeting tonight.
 - b. **Treasurer (Jessica) - Treasurer’s Report:**
 - i. Jessica is not present, but Sarah reports that she is going through and wrapping up our end-of-year report. Our fiscal year ended on May 31st. We will have a full report at the July meeting.
 - ii. 14U and 18U refunds were sent out, and a few families donated their refunds to the scholarship fund.
 - c. **Registrar (Tina) - Registrar’s Report:**
 - i. Nothing to report at this time.
 - d. **Committees:**
 - i. **Safe Sport (Katie Stiles) - SafeSport Report:**
 1. Nothing to report at this time, but we will be connecting Katie with the state SafeSport coordinator.
 - ii. **Tournaments (Onalee Edwards) - Tournaments Report:**
 1. Once we have ice costs solidified we can talk about hosting the Ice cup again this year
 - iii. **Volunteers (Tina Tague) -**
 1. Nothing to report at this time.
 - iv. **Social Media (Jodi Taylor/Ashlee Dixon)-**
 1. Ashlee reports that we are working to increase social media presence and interaction.
 - v. **Select Team Committee (Joel Dunham) -**
 1. Joel is not present. Steve Budke and Joel Hazen are present, and Jeff Flesher is in attendance via Zoom. Steve reports that the committee has been working on this for the

past few months, and that tonight's presentation is not to address A/B teams, because it is clear that we simply do not have the necessary numbers to proceed in that direction at this time. Tonight's presentation is presented as a middle-ground compromise- all benefits without negatives. It will make additions to the achievement culture, but doesn't hurt players who maybe don't want to try out, or who do not make the team on their first try. If the program is successful, the hope is that it will sort of quench the desire for more that people have.

2. What is a select team?
 - a. It's a team in addition to, not instead of. It is composed of more advanced players, who want more competitive practices and tournaments and game play. Players are held to higher standards with conduct.
 - b. The focus is development and skill-building.
3. Why a select team?
 - a. Enhance development - more pressure, players learn the value of striving for excellence to achieve selection. This will help LAHA by reducing turnover, motivating players and parents, and fostering accountability.
 - b. Less cost increase and scheduling challenges compared to an a/b model.
 - c. No adverse impact for players who don't make the team
 - d. Opportunity to recruit players into the program from other organizations who may be seeking a middle ground. Might even attract, or attract back, players that want more than a middle ground, but are willing to accept select because of the better cost value and location.
 - e. You still have the same exact thing that LAHA would have already had if you don't make the team or don't want it.
 - f. Incentive for good player/parent conduct as an opportunity to earn or lose. Also an opportunity for players to earn more significant roles on the team with specialty lines, playing time, etc.
 - g. Having a team like this can increase program pride which will help us market the program. Change can be scary when we're in the middle of a program that does a lot of things really well, but good is the greatest enemy of great. We don't want to fail to evolve. How are we doing? We're doing well. However, Klamath Falls' population is 20K with 5k kids, Eugene is the second largest metro area in the state with more than 380K, not including other areas that we draw from. We have more than quadruple the kids, but we don't have even half the number of kids registered for hockey that other associations do. We have an opportunity to grow this program for a demographic that we may have neglected in the past.
 - h. This stands to benefit more than 70% of the kids at the 14 and 18U level. More than half of the program. It leaves very few people out.
4. Team selection-
 - a. Tryouts in the Fall with a target roster of 15 players+2 goalies as a maximum.
 - b. Both players and their parents must be in good standing with LAHA, and attend all non-select team practices/events.
 - c. The evaluation process will consist of on-ice evaluations, essays from players (why do you want to make the team, etc.), and interviews with prior-season coaches.
 - d. The team will be built on the premise that a good team isn't just made from the BEST players, but instead, the RIGHT players.
 - e. There will be feedback, and selection criteria will be based on skill, work-ethic, attitude, sportsmanship and coachability.
5. Code of Conduct -
 - a. It will be critically important to have a higher standard of conduct. Being selected to a tryout team makes them a "standard-bearer".
 - b. Attendance, sportsmanship, prioritization of hockey over other sports, and travel requirements including out-of-state and international play.
6. Practice schedule -
 - a. The regular season has 3 practices a week. The target for the select teams would be 3-4 extra practices per month, not necessarily full-ice, and some might be on the mini-sheet. It will vary based on ice availability, and state team schedules. Some might be Zoom-based for video review.
7. Practice jerseys

- a. would like to consider multiple color practice jerseys, assigned temporarily, to help with on-ice organization, with separate colors for defensive pairs consistent with other programs.
8. Games and tournaments -
 - a. Home/home series against local programs fielding similar teams as available to schedule - maybe Jr. Hawks.
 - b. Target of 3 separate tournaments per season: Fall, Winter, Early Spring - balance competition level with travel distance and expense.
 - c. Travel will be out of state, and international travel may be required. Passports mandatory for international tournaments.
9. Uniforms and distinguishing characteristic -
 - a. Create positive bias for select players during tryouts and games, badge of honor for selected players
 - b. White helmets encouraged, gold pant shells (unique to the team and easily removable for state-play, inexpensive-yet creates a different look with the same jerseys, it keeps us current with other programs), gold 3rd jersey and gloves. Among suggestions received- tracksuit (recommended for all teams, but would be included in fees for select team), helmet stickers (logo)- you are representing a team with a higher standard of conduct and visibility. Earning something like this is important. Even in a graduation we distinguish - in marching bands we distinguish. Change takes time, we aren't trying to go overboard, but we do want to make this team stand out.
10. Fundraising -
 - a. Team fundraising is allowed for all LAHA teams, provided all money raised is evenly distributed among all players at the team-level for each specific team. Benefits are that it will reduce financial strain and reduce the cost barrier to participation on an additional team for families that can't afford it. It's a positive lesson to players by involving them in contributing to the cost mitigation. It brings in revenue that otherwise wouldn't come into the program. Spreading money out reduces meaningful impact. Team managers can organize fundraising efforts, with a potential future board-appointee to oversee LAHA-wide fundraising.
11. Cost -
 - a. Rough breakdown and approximations - ~\$1500/players
 - i. Pant shells, 60
 - ii. Ice time 300
 - iii. Tournament fees - 600 (3 tournaments)
 - iv. Track suit \$150
 - v. Custom helmet stickers -
12. Program Success -
 - a. The lesson is the journey and pursuit of achievement. The goal is to allow athletes to continue striving. It's important to grow. A 5k runner wouldn't stop running just because they wouldn't qualify for Boston. Use the word "yet", a lesson to offer our young athletes whose levels do not offer a select team currently, or players who do not make the team - yet. This model offers a more competitive program within LAHA. Adhering to LAHA values in ensuring that everyone plays, while facilitating the development of more advanced players is not mutually exclusive.
13. Follow-up discussion -
 - a. Daniel Gomez comments that recruitment is not the same as retention. In considering the overall health of our program as it relates to growth, growth at younger levels is not achieved by having higher level teams. Player numbers matter - our 10U team has 11 kids, while Root Beer League had 60 players, of which only 8 were LAHA players. Travel is too much at the younger ages. He strongly urges us to consider that 12U travel hockey is not something that we want to pursue. He feels it will decimate our association. We should tally up all of the things like track suits etc., and evaluate if it is worth the cost. Do the tier 2 Jr. Sharks wear the same uniform? Jr. Kings do. How you carry yourself is determined by your coaching staff etc.,. Does that cost really add to the playing experience? Steve responds- on retention that the committee is not saying retention **instead** of growth. It's a multi-pronged approach. This is addressing growth up. The areas are not mutually exclusive. More robust growth at the

younger ages as well is something that needs to be addressed. As far as 12U goes - the committee's presentation was not a pitch for 12U, he heard it was wanted, but that was not even discussed. Regarding uniforms, it would be ideal to have a distinguishing element, maybe not all of the above. It doesn't have to be the whole gamut. Daniel clarifies that he is behind the idea, but wants to be clear about how/why we're doing it.

- b. Sarah sees this being able to be a net-zero program, and the budget is not the biggest issue.
- c. Jodi Taylor comments that "what we have been doing hasn't necessarily been working". When we talk about these new things, she expresses frustration that there is always a reason why they can't happen, and very little flexibility in exploring new directions - which she feels our association has been asking for.
- d. Jason asks how the high school team will affect selects - Aaron Olson answers that we have to make the decision based on what's best for our organization. He mentions that he saw how focusing on growth at the higher levels can hinder growth at the younger ages
- e. Sarah questions the selection process - outside evaluators? Steve responds that the committee does not want the select team to just be a skill-based team. They would like the selection process to be heavily based on character etc. They don't want this team to detract from other players, and the fastest way to make it do that, is to have players not treat their state teammates well. Everybody can't care only about selects. No coach wants someone else to pick their team for them, but it's hard to pick a team and will take work. The committee wants to get players involved in the process by asking them to write an essay addressing why they want to be a part of the select team. Sarah says currently the board approves all team splits at the end, and would intend to have the same oversight for selects as well.
- f. Board needs to talk about a refund policy regarding if players don't make their code of conduct etc. Would they be refunded if another player took their slot?
- g. Eric Sucre asks about exceptions for unforeseen illnesses or injury. Sarah responds that in our bigger budget for state-play teams, we can absorb that kind of circumstance and issue refunds. In a select team, it's built at a zero-net, so there would not be refunds for select team structure. Zero-buffer is important to retain to keep costs low. Tina adds that TeamSnap does offer insurance for this type of thing as well, and should be encouraged for this model.
- h. Harper Stiles mentions that his buy of pant shells could be used for selects. Everyone CAN have them, but selects MUST have them.

vi. Coaches Committee/CIC Report: (Daniel/Flint) –

- 1. Nothing to report at this time.

vii. Discipline: (Jason) –

- 1. Nothing to report at this time.

viii. Scheduler (open position) -

- 1. Nothing to report - we are looking for a volunteer for this position.

ix. LAHA Growth Coordinator (Colin Phifer) –

- 1. Tina reports that she has nothing to report on Colin's behalf.

x. Sneakers to Skates (Dan Trent) -

- 1. Dan is not present.

e. Team Reports:

- i. Team reports are suspended until October

1. OLD BUSINESS: (15 minutes)-

- a. No old business

2. NEW BUSINESS (3-minute time limit per items not added prior to the meeting)

- a. Tina Tague and Mandy Hazen have volunteered for the scheduler position for the upcoming season.

- b. Fundraising - Ashlee has offered to coordinate a committee

- i. Tina Phifer, Katie Stiles, Colin Phifer, and Eric Sucre volunteer for the committee

- ii. e-mail Ashlee or Sarah if you are interested in helping

- iii. Eric Sucre comments that it would be good to look at tournaments more in advance - will there be a sub-committee? Sarah said that if he wants to work with Tina and Mandy, we can start working on looking at that. She can work with the three of them and Elizabeth will come back to help with that. Some tournaments have switched to a lottery. We also need to be aware of what level of

tournaments we're looking at. There are a lot of C tournaments out there, but not as many A and B tournaments. Steve adds that you can't have a one-size-fits-all rule here, because different teams at different age levels will have different skill-sets.

- iv. The Rink Exchange is doing youth hockey skating lessons for summer. It will be 8 weeks, focused on skating, agility, and lateral movements. Skating classes are aimed at individualized lessons, and are \$180 for 8 weeks. Age groups for root beer league will stay the same. The mini sheet is open, with breaks for the 4th of July, and Fair weekend. They intend to be open 365 days a year in some capacity.

Meeting Adjourned: 8:41 p.m. Motion to close made by Tina Tague, seconded by Ashlee Dixon, all in favor - the motion passes

Executive Session: no

Next LAHA Meeting: July 1, 2025@ 6:45 pm (Virtual)

Statement of Financial Position

Lane Amateur Hockey Association

As of May 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Assets	
Current Assets	
Bank Accounts	
Bottle Drop Account	1,118.92
Primary LAHA Checking	78,205.01
Savings	160,772.66
Total for Bank Accounts	\$240,096.59
Accounts Receivable	
Other Current Assets	
Total for Current Assets	\$240,096.59
Fixed Assets	
Other Assets	
Total for Assets	\$240,096.59
Liabilities and Equity	
Liabilities	
Current Liabilities	
Accounts Payable	
Credit Cards	
Other Current Liabilities	
Scholarship Fund	1,798.92
Total for Other Current Liabilities	\$1,798.92
Total for Current Liabilities	\$1,798.92
Long-term Liabilities	
Total for Liabilities	\$1,798.92
Equity	
Unrestricted Net Assets	188,520.45
Net Income	49,777.22
Total for Equity	\$238,297.67
Total for Liabilities and Equity	\$240,096.59

Statement of Activity

Lane Amateur Hockey Association

June 1, 2024-May 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Income	
Donation Income	0
General Donations	600.00
Scholarship Donations	2,733.58
Total for Donation Income	\$3,333.58
Home Tournaments	0
Hotel Commissions	270.00
Raffle Ticket Sales	2,445.17
Team Registration Fees	14,612.50
Total for Home Tournaments	\$17,327.67
Interest Income	392.32
Registration Fees	0
1. 6U	4,491.67
2. 8U	12,655.30
3. 10U	21,567.58
4. 12U	46,242.54
5. 14U	41,187.60
6. 18U	86,515.72
6. Special Hockey	600.00
8. 18U T2	5,505.00
Registration Late Fees	450.00
Total for Registration Fees	\$219,215.41
Sticker/Water Bottle Income	158.00
Tryout Income	1,140.00
Total for Income	\$241,566.98
Cost of Goods Sold	
Gross Profit	\$241,566.98
Expenses	
Coach/Volunteer Expenses	0
Background Checks	150.00
Coach Training	445.07
Total for Coach/Volunteer Expenses	\$595.07
Equipment	0
Coach/Team Equipment	369.88
Total for Equipment	\$369.88
Home Tournament Expenses	0
Tournament Awards	1,026.62
Tournament Ice Rental	8,906.25
Tournament Officials	2,024.00
Tournament Printing	248.70

Statement of Activity

Lane Amateur Hockey Association

June 1, 2024-May 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Tournament Sanction Fees	250.00
Tournament Team Proceeds	2,103.13
Tournament Team Swag & Snacks	1,093.08
Total for Home Tournament Expenses	\$15,651.78
Ice Rental	0
Girls Clinics	36.63
Goalie Practices	1,425.00
Regular Season Games	10,833.75
Regular Season Practices	111,309.38
Special Hockey Practices	1,425.00
Total for Ice Rental	\$125,029.76
Officiating	0
Game Officiating	9,060.00
Total for Officiating	\$9,060.00
Operating Expenses	0
Food/Meals	252.09
Office Supplies	1,208.90
PO Box Rental	182.00
Postage	49.75
Taxes & Accounting	1,288.20
Team Snap	1,081.00
Total for Operating Expenses	\$4,061.94
Scholarship Awards	2,250.00
Senior Night Expenses	491.24
Tournament Fund	0
State Tournament Entry Fees	9,600.00
Team Tournament Entry Fees	19,226.70
Total for Tournament Fund	\$28,826.70
Travel Expenses	0
Mileage	294.00
Total for Travel Expenses	\$294.00
Tryout Expenses	1,749.39
Uniforms	0
Jerseys	3,725.00
Socks	-315.00
Total for Uniforms	\$3,410.00
Total for Expenses	\$191,789.76
Net Operating Income	\$49,777.22
Other Income	

Statement of Activity

Lane Amateur Hockey Association

June 1, 2024-May 31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Other Expenses	
Net Other Income	0
Net Income	\$49,777.22

Lane Amateur Hockey Association

Budget vs. Actuals: Budget_FY25_P&L - FY25 P&L

June 2024 - May 2025

	TOTAL		
	ACTUAL	BUDGET	OVER BUDGET
Revenue			
Donation Income			
General Donations	600.00	250.00	350.00
Scholarship Donations	2,733.58	2,500.00	233.58
Total Donation Income	3,333.58	2,750.00	583.58
Fundraising Income		200.00	-200.00
Home Tournaments			
Hotel Commissions	270.00		270.00
Raffle Ticket Sales	2,445.17		2,445.17
Team Registration Fees	14,612.50		14,612.50
Total Home Tournaments	17,327.67		17,327.67
Interest Income	392.32		392.32
Registration Fees			
1. 6U	4,491.67	4,800.00	-308.33
2. 8U	12,655.30	15,000.00	-2,344.70
3. 10U	21,567.58	30,000.00	-8,432.42
4. 12U	46,242.54	50,600.00	-4,357.46
5. 14U	41,187.60	36,400.00	4,787.60
6. 18U	86,515.72	67,200.00	19,315.72
6. Special Hockey	600.00		600.00
8. 18U T2	5,505.00		5,505.00
Registration Late Fees	450.00	300.00	150.00
Total Registration Fees	219,215.41	204,300.00	14,915.41
Skills Clinic Income			
Skills Clinic Registrations		2,250.00	-2,250.00
Total Skills Clinic Income		2,250.00	-2,250.00
Sticker/Water Bottle Income	158.00	250.00	-92.00
Tryout Income	1,140.00		1,140.00
Total Revenue	\$241,566.98	\$209,750.00	\$31,816.98
GROSS PROFIT	\$241,566.98	\$209,750.00	\$31,816.98
Expenditures			
Advertising/Promotional		3,500.00	-3,500.00
Coach/Volunteer Expenses			
Background Checks	150.00	300.00	-150.00
Coach Training	445.07	2,000.00	-1,554.93
Coach Uniforms		5,000.00	-5,000.00
Total Coach/Volunteer Expenses	595.07	7,300.00	-6,704.93
Equipment			
Coach/Team Equipment	369.88	1,500.00	-1,130.12
Total Equipment	369.88	1,500.00	-1,130.12
Home Tournament Expenses			
Tournament Awards	1,026.62		1,026.62

Lane Amateur Hockey Association

Budget vs. Actuals: Budget_FY25_P&L - FY25 P&L

June 2024 - May 2025

	TOTAL		
	ACTUAL	BUDGET	OVER BUDGET
Tournament Ice Rental	8,906.25		8,906.25
Tournament Officials	2,024.00		2,024.00
Tournament Printing	248.70		248.70
Tournament Sanction Fees	250.00		250.00
Tournament Team Proceeds	2,103.13		2,103.13
Tournament Team Swag & Snacks	1,093.08		1,093.08
Total Home Tournament Expenses	15,651.78		15,651.78
Ice Rental			
Coaches Training		730.00	-730.00
Girls Clinics	36.63	1,460.00	-1,423.37
Goalie Practices	1,425.00	2,519.09	-1,094.09
Regular Season Games	10,833.75	37,525.00	-26,691.25
Regular Season Practices	111,309.38	85,025.00	26,284.38
Special Hockey Practices	1,425.00	2,519.08	-1,094.08
Total Ice Rental	125,029.76	129,778.17	-4,748.41
Officiating			
Game Officiating	9,060.00	8,460.00	600.00
Total Officiating	9,060.00	8,460.00	600.00
Operating Expenses			
Food/Meals	252.09	700.00	-447.91
Office Supplies	1,208.90	500.00	708.90
PO Box Rental	182.00	176.00	6.00
Postage	49.75		49.75
Printing		250.00	-250.00
Taxes & Accounting	1,288.20	1,920.00	-631.80
Team Snap	1,081.00	1,200.00	-119.00
Total Operating Expenses	4,061.94	4,746.00	-684.06
Scholarship Awards	2,250.00	2,500.00	-250.00
Senior Night Expenses	491.24	500.00	-8.76
Skills Clinics Expenses		2,325.00	-2,325.00
Tournament Fund			
State Tournament Entry Fees	9,600.00	5,000.00	4,600.00
Team Tournament Entry Fees	19,226.70	38,400.00	-19,173.30
Total Tournament Fund	28,826.70	43,400.00	-14,573.30
Travel Expenses		1,000.00	-1,000.00
Mileage	294.00		294.00
Total Travel Expenses	294.00	1,000.00	-706.00
Try Hockey for Free		1,000.00	-1,000.00
Tryout Expenses	1,749.39		1,749.39
Uniforms			
Jerseys	3,725.00	4,780.00	-1,055.00
Socks	-315.00		-315.00

Lane Amateur Hockey Association

Budget vs. Actuals: Budget_FY25_P&L - FY25 P&L

June 2024 - May 2025

	TOTAL		
	ACTUAL	BUDGET	OVER BUDGET
Total Uniforms	3,410.00	4,780.00	-1,370.00
Total Expenditures	\$191,789.76	\$210,789.17	\$ -18,999.41
NET OPERATING REVENUE	\$49,777.22	\$ -1,039.17	\$50,816.39
NET REVENUE	\$49,777.22	\$ -1,039.17	\$50,816.39