



# UTAH AMATEUR HOCKEY ASSOCIATION

## Board Meeting Minutes



<b>Meeting Date:</b>	7 April 2025
<b>Meeting Location:</b>	Maverik Center Ice Arena Conference Room
<b>Chaired By:</b>	Chuck Dorval
<b>Minutes By:</b>	Don McFarland
<b>Minutes Status:</b>	Approved

Agenda Item:	1	Topic:	Roll Call / Quorum Confirmation		
Name	Representing	Present	Name	Representing	Present
Executive Board Members					
Geoff Fisher	UAHA President	Y	Chuck Dorval	Exec. Vice President	Y
Adam Bailey	Treasurer	Zoom	Don McFarland	Secretary	Zoom
Cody Madsen	VP Adult / Disabled	Y	Anna Erickson	VP High School	Y
Jacob Hickman	VP Youth	Y	Bryce Mannek	VP Discipline	Y
Melissa Mossberg	VP Girls	Y	Tim Odell	VP Tier	Y
Steve Picano	VP Growth	Y	Quorum Achieved (Requires X)?		X
Board Appointed Staff					
Vacant	Webmaster	N/A	Mandi Berim	Safety Coordinator	Y
Wendy Radke	SafeSport Coordinator	N	Robyn Eyre-Long	Utah Registrar	N
Michael Strahan	CEP Rep / ADM Coord.	N	Reid Jacobson	Goaltending Dev.	Zoom
Tim Tate	Utah Referee in Chief	N	Andy Van Wagoner	President WIHOA	N
Other Attendees:					
Kathleen Smith	RMD Director	Y	Angela Steinbach	Utah Lady Grizz	Zoom
Frank Monestere	Utah Lady Grizz	Zoom	Jeff Kite	Jr Grizzlies	Zoom
Nikki Jones	Wasatch Wild / PC	Zoom	Josh Anderson	Oval	Zoom
John Howe	PC Ice Miners	Zoom	Dave Monson	Parent	Zoom
Gabriel Gauthier	Candidate	Zoom	Jon Solomon	Ogden Jr. Mustangs	Zoom
Angela Maas	Ogden Jr. Mustangs	Zoom	Jeremy Ady	DCYHA	Zoom
Kristi Taylor	UHOA	Zoom	LC	Unknown	Zoom
Mackenzie Weeks	Candidate	Zoom	Ken McKinney	Candidate	Y
Will Freigang	Candidate	Zoom	Mariko Rollins	Ogden	Y
Sara Doutre	Candidate	Y			

Agenda Item:	2	Topic:	Review of March 2025 meeting minutes				
Presented by:	Geoff						
Discussion(s):	Reviewed Minutes						
Approval:	Motion By:		Jacob		Second By:	Tim	
	For:		All	Against:	0	Abstain:	0

Agenda Item:	3	Topic:	Publicly formalize UAHA reserves transfer into USAH growth fund, as a part of USAH site review recommendations
Presented By:	Adam		
Initial Discussion:	<p>This was passed around the board by email and there was only 5 votes received, so this needs to be reviewed in public and a vote finalized.</p> <p>As background, this was a potential opportunity that came from the USA Hockey Site Review. They have a higher return fund that many affiliates are</p>		



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	using, which is sponsored by USA Hockey. This is a much higher return than the avings . The prospectus included in the agenda is not the same fund that Adam is recommending.					
Motion:	Motion By:	Adam		Second By:	Chuck	
	Motion:	Approve utilizing up to \$200K in the USA Hockey Fund				
Discussion(s):	The motion was clarified for an amount up to \$200K in the account, given the goal of having a minimum of 1 year of operating capital within the USA hockey fund.					
	Anna asked about the budget performance reporting. Adam clarified that there is live updating and the balances will be included on the monthly P&L reporting.					
	Tim asked about the investment profile. This is 65% stock and 35% bonds, with daily liquidity. The foundation pays the management fee of 2.5% of the investment.					
	Jacob asked how much it would cost to pull money out of the account. Adam clarified that this account will be accessible, but the purpose of keeping 1 year out of the account is to protect against market volatility, but the growth will be higher overall in the USA Hockey fund. This has no restrictions like a certificate of deposit account.					
	There was no further discussion.					
Approval:	For:	All	Against:	0	Abstain:	0

Agenda Item:	4	Topic:	Elections		
Presented By:	Chuck				
Initial Discussion:	<p>There was discussion, based on some concerns that came up through the nominating process and not sure what is to be done. Chuck wanted to entertain a motion, based on the conversation from the closed session that ran 20 minutes long.</p> <p>There was confusion on the March 31 due date, for the solicitation of bios being received. Additionally, there was a change with someone’s nominated position from what they were originally nominated for. Tim mentioned that he’s never seen this many people interested in nomination for the board.</p>				
Motion:	Motion By:	Tim	Second By:	Steve	
	Motion:	“Extend nomination and bio due date period, to next Monday (14 April). This allows new candidates to be nominated and for existing candidates to update their bio and / or switch to another position. Then next Wednesday, 16 April, will have a zoom meeting to meet the candidates to review the bios. Propose to have election one week later than originally posted (26 April), during the same time slot.”			
Discussion(s):	<p>Chuck opened the floor.</p> <p>Ken McKinney asked if action was needed for any candidate that was in a</p>				



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“grey space”. Tim clarified that no action was needed, for any approved candidate, unless they want to supplement their bio or switch to a new position (be nominated for a new position).

Geoff mentioned that there was a lot of closed door discussion tonight, about having the candidates come out tonight, but believe this to be important, to ensure a fair and impartial opportunity for getting elected without getting picked apart later on. Want to make sure the process is fair and transparent. While this is not meeting our requirement for 30 days for notice of position election, Geoff believed this to be the lesser of the evils, since the election is required in April.

Chuck clarified that the board is not unanimous on this approach and asked the audience for their input. Chuck asked if the deadlines being pushed back “pulls back the curtains on shenanigans behind the scenes.” Randy quickly lamented, “yes.” He also clarified that he doesn’t understand why deadlines get changed and believed that the deadlines getting pushed back is an admittance of a mistake. When Chuck asked if extending everything by a week would make this more transparent, Randy said, “I don’t know.”

Sara commented about the timeline, because she was nominated and received an email on 31 March asking for her bio and it was received on 1 April. She doesn’t believe that the call for nominations was clear on when bios were due.

Chuck clarified that the all of the bios for the existing slate of candidates have now been received, although there were some board members concerned about the lack of bios being received by the 31<sup>st</sup>. Chuck commented that the nomination was clear on the nomination being due by the 31<sup>st</sup>, but that nomination as not clear on the due date for the acceptance and bios, so it was not due, in his opinion.

Geoff spoke about the Rocky Mountain District Election for district direct, where the election was picked apart and the national office got involved. Geoff wanted to ensure that our process is fair and impartial, with every candidate given the same opportunity as everyone else, in order to protect our affiliate. This extension helps to ensure “buddies” are not being given an unfair advantage in the process.

Tim re-read the call for nominations, with the discussion about due dates. Jacob commented that this has never been a past practice and Kathleen responded that precedence should not be taken into consideration and we need to revert to bylaws. Jacob reiterated that the bylaws are silent to this, the call for nominations was not clear and the previous actions were all considerations in saying there is not a consistent and clear way for this to be done.

There was a belief that nominations could absolutely occur until 4:59 on the day of the deadline, where the requested documentation would not be



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submitted, because the candidates were nominated by others. Tim confirmed that there were a few instances of this happening.

Ken mentioned that this is a volunteer opportunity, to give your time away, and shouldn't be interpreted like the tax code.

There was more discussion about this, which reiterated the ambiguity in the wording. Chuck clarified that there are options to leave as is or to accept Tim's proposal.

Gabe Gautier commented that there is no guarantee that he will be able to make the newly proposed dates and that he planned out tonight for the meeting. Chuck commented that this was a good point and proposed an amendment to the motion, to permit the candidates who are in attendance to give their speech tonight. This was seconded by Jacob.

Mariko mentioned that there was concern about the timing, since the bios need to be shared with their org, in order to vote and that two days doesn't afford that time. Chuck confirmed that this is particularly challenging with the high school board, since the info has to be passed around to all ~35 trustees. This offers 2 days to read the bios and the 10 days to vote.

Chuck asked for further discussion on the amendment and called to question.  
For: All / Against: none / Abstain: none

There was a request to read back the motion, with the amendment.  
"Extend the nomination period to 14 April at 5:00 PM for all bios and nominations. Conduct the zoom call on Wednesday, 16 April at 6 PM to meet the candidates. And election occurs on Sunday, 26 April.

Randy asked if there are nominees for all positions. It was confirmed that there were candidates for all positions, with only the treasurer and VP Discipline having a single candidate for each. Randy suggested that we accept all the positions, unless there are shenanigans that came up.

Chuck mentioned that there are three of the board members (Geoff, Chuck and Don) who have access to the nominations listing and Don has nominated a number of people, toward the end of the nomination period. He doesn't believe that we should have the ability to nominate.

Jacob mentioned that this should not be viewed as nefarious, since the members mentioned have a disproportionate responsibility to find candidates that will participate. If we don't, the candidates will leave mid term and then we are forced to have a much less democratic election through the board.

Ken was appreciative of the effort to spend this much energy to make the process more transparent.



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	<p>The question arose if some nominees were given an unfair advantage by being given the advantage to change positions.</p> <p>Steve mentioned that he didn't know a candidate could change positions. Randy asked why a candidate couldn't be nominated and accept for two positions. It was clarified that we do not have a rule about it.</p> <p>Geoff also clarified that current rule prohibits the state board from having two current board members of an organization under the UAHA affiliate. There is also a rule that prohibits the President and the VP of Discipline from sitting on the board for any organization while in these positions.</p> <p>Jacob asked if the candidates believe this to be an overcorrection by the board. It was clarified that all nominations were submitted by 31 Mar deadline, but there were candidates who did not submit their bio / or accept the nomination by the 31<sup>st</sup>...all were done by 1 April.</p> <p>Don mentioned that I had nominated Mariko late in the process, but before the deadline.</p> <p>There was discussion about the correction not being appropriate to the fix the perception that the board is concerned about correcting. This seemed to be the overwhelming feeling from the candidates and that extending the deadline was more of an annoyance than anything.</p> <p>The board will need to address the election process that was perceived to be a concern. This will need to be addressed in the bylaws going forward.</p> <p>Jacob asked if there are any other nominees that would like to be nominated for another position than their originally nominated position. There was no response to this, over zoom or in person. Geoff reiterated that anyone can challenge the election outcome after the fact, based on these minutes.</p> <p>Chuck called to question, on the amended motion. (Motion fails, based on voting as noted below).</p>					
Approval:	For:	2 (Tim / Steve)	Against:	8 (All others)	Abstain:	0
Initial Discussion:	Jacob wanted to make a motion, to move forward with the election process.					
Motion:	Motion By:	Jacob		Second By:	Chuck	
	Motion:	<p><i>“unambiguously accept everything that came in and all documents that were submitting with the board agenda for today, which were received by 1 April.</i></p> <p><i>Chuck amended to validate the nominees, as confirmed on the diligence of Geoff, Chuck, Don and Robyn, for the purpose of slating the nominees for our ballot on 19 April”</i></p>				



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	<i>This amendment was accepted by Jacob, and put forward.</i>					
Discussion(s):	<p>Don also proposed that the motion be amended that we task a board member to resolve the issues in the by-laws, for the purpose of preventing this in the future. Kathleen mentioned that she believed this to be an admission of wrong doing in the election and was concerned that this was not a good look, so this was withdrawn by Don.</p> <p>It was believed that this was need</p> <p>No further discussion, so this was called to question and the amended motion carried.</p>					
Approval:	For:	All others	Against:	2 (Tim / Steve)	Abstain:	0
Initial Discussion:	<p>Chuck now ran through all candidates, with 2 min intro and up to 3 candidates total. The order for introductions was alphabetical by last name, with any sitting board member going last:</p> <p><u>VP Discipline</u> – Bryce Mannek – Ceded time, because running unopposed</p> <p><u>Treasurer</u> – Adam Bailey – Left, so time was ceded</p> <p><u>VP Growth</u>:</p> <ul style="list-style-type: none"><li>- Sara Dautre – looking for opportunity to help share professional experience in growing the hockey. Works with Utah High School Activities Association and would like to help further the growth of other orgs and the progression, along with mentorship of new organizations.<ul style="list-style-type: none"><li>o Jacob asked about the process for getting approved and Sara believes this is 10 years out, but has the relationships to get us there.</li><li>o Steve asked about Sara’s connections with the other programs and she clarified that she is the current scheduler for Logan and works with the new youth league, so she believes to be connected.</li><li>o Geoff asked if she isn’t elected, would she be willing. Sara’s answer was yes.</li></ul></li><li>- William Friegang<ul style="list-style-type: none"><li>o Was not on the call, but will come back if he is able to join after getting off the ice. Came back to Will after Jordan.</li><li>o Played youth hockey in Utah, along with a few other locations. Recently got back into coaching. Saw what hockey did for his life and wants to give back. Wants to streamline learn to skate, from try hockey for free to the next steps, and to increase conversion and retention. Help them to find a team and coach for them.<ul style="list-style-type: none"><li>▪ Steve asked where he is coaching now. He answered that he coached 2 teams with the Jr. Mustangs and then North Girls High School.</li><li>▪ Bryce asked where he is at right now and he responded that he is coaching a skills and mental clinic</li></ul></li></ul></li></ul>					

at Ogden and just got off the ice.

- Robert Pomahac
  - o Grew up in southern Ontario and played AA and AAA levels. He is a physician and working on study for spine / concussion health with hockey players. Looking at what makes a good player, with potential for growth of local kids to compete on national level
    - Steve asked about USA Hockey background. Robert said he is coaching for 5 years, but prior to that was 16-18 year olds. Prior to that, he was coaching juniors in Canada.
    - Geoff asked if he would be interested in other roles. Robert said that he is interested in player safety roles.
    - Kathleen asked if he is still coaching and there were no conflicts known.
    - Jacob asked about comment in the bio for growth ideas and Robert talked about engaging parents
- Jordan Stone
  - o Grew up in Colorado during the hey day of the avalanche. Played Utah Outliers and 3 years with the Utah Grizz. Currently coaching 10 – 14U hockey at Ogden and helping with the UHC learn to play events. Helping to bridge the gap from rinks to the parents and players, to help grow the game. Spoke about the girls side of the game, with the advance of the PWHL.
- Steve Picano (incumbent)
  - o 1.5 year in the position. Working with each rink, each program and USA Hockey for the THFF events. Try goalie events (10 in country, with 2 in Utah). Try hockey for girls events in SL were conducted, along with try sled. Held session for parents. Working with many camps for region and national camps.
    - Jacob asked about transition from learn to play. Steve believes this depends on the commitment and parents and then education for the parents. Wanting to know what the intermediate should be to jump from 150 for learn to play for 8 weeks, then up to \$2500 for the 7 month season. Believes this is where travel B should offer.
    - Jeremy Ady (DCYHA) asked what can be done to help orgs with the limited amount of ice. Steve commented that he believes rinks need to be creative, with increased but more efficient model for ice use.

VP Tier:

- Gabe Gauthier
  - o Covered bio with experience in Nevada, with tier 2 starting and then moving into the NAPL, then competing in the Anaheim Ducks league. From there, it was starting a AAA team, with 95% of the kids being from Nevada. Believed it to be important to build the team and apply a status. There are



currently 2 HS teams and then the Jr. Golden Knights. From Southern California, but had to leave to play prep school. would like a developmental model from 8U to 18U, with path for developing talent as they grow.

- Tim asked about currentl location and Gabe commented that he is in southern Utah.
- Randy asked about G28 athletics. Gabe clarified this is his last name an playing number. He is currently working in Southern Utah for an adult skills clinic, which will become a majority of their coaching staff for the coming youth season.
- Jacob asked if there are currently too many tier teams. Gabe commented that this should be based on the registered number of players and honest evaluations.

- Tim Odell

- Serving the last 4 years and lived here for the last 15. Was from Minnesota prior to that. Played high school and into adult league, before moving to Utah. Tim is proud of the working relationships among the tier orgs, for the betterment of the state, and the collaboration through monthly tier meetings. Level 4 coach and looking for the opportunity to serve again.
  - Jacob asked about the metrics. Tim answered that be believes these to include culture, numbers, the orgs feeder system and the winning record, with the caveat that we don't not restrict a player's ability to move around to follow a coach, so this is a tough one to penalize. Without community-based hockey, this needs to be a 5 year review.
  - Robert Pohamac asked how to get kids qualified and Tim commented that his kids are doing things to enhance their skills off ice. He doesn't believe that other states are better athletes.
  - It was brought up that the Ogden Jr Mustangs 14U Tier 2 team won the national championship.

VP Girls

- Ken McKinney

- Mapped out girls registered in the state, based on the 393 registered girls. As an engineer, he recognized that there was diversity in geography. Ken has learned to play, skate and coach. He commented that he has coached for 4 years and doesn't have the experience that others do, but he isn't afraid of running toward the more difficult problem.
  - Steve asked about approach and Ken mentioned that the data is showing that girls hockey is growing in older ages, compared to a study that shows contraction in youth sports as kids get older. As a result, Ken commented that his focus would be on



	<p>getting engagement from the younger ages to help make the older ages more competitive.</p> <ul style="list-style-type: none"> <li>▪ Steve asked about how we push the best girls on to the tier 2 and tier 1. Ken responded that pushing the really competitive girls together. This includes more THFF events to build the base of the pyramid and earlier on.</li> <li>▪ Cody asked about organizations. Ken has been coaching the Mustangs and serves as the trustee for North Girls High School.</li> </ul> <ul style="list-style-type: none"> <li>- Makenzie Weeks <ul style="list-style-type: none"> <li>○ Doesn't have the hockey experience, but is a first generation mom and serves as the manager for a few teams (14B Aggies, 12B Aggies, Lady Jr Mustangs and North Girls) <ul style="list-style-type: none"> <li>▪ Steve asked about plan to grow girls hockey. Makenzie mentioned that this needs to come from connecting with orgs and adding bodies, but also connecting with their minds.</li> </ul> </li> </ul> </li> <li>- Melissa Mossberg <ul style="list-style-type: none"> <li>○ Current VP Girls. Level 4 coach and works with multiple teams. Played AAA level. Run a salon with 17 employees. Have 2 girls playing. Working to shine a light on players and collaborate with orgs. Understands the game from multiple angles. <ul style="list-style-type: none"> <li>▪ Gave Melissa 20K for growth and she gets to decide on spending for clinics</li> <li>▪ Jacob asked about a girls division for the UAH. Melissa believed this should be a consideration for the youth league.</li> <li>▪ Geoff asked about Ideas on how to help attrition. Melissa commented that it is communication and ensuring that everyone has a place.</li> </ul> </li> </ul> </li> </ul> <p>Executive VP</p> <ul style="list-style-type: none"> <li>- Randy Abbey <ul style="list-style-type: none"> <li>○ Currently president of Jr Grizz and been on the board for last 4 years. Has been reelected for 2 more years. Kids have both played for Jr. Grizz and helped to get the Team Utah program launch again. Has level 4 coaching cert and believes that admin is now the focus, but doesn't really coach much any more. Has 6U to tier teams, but struggles to find the ice for fielding all of the teams. Believes the growth is the challenge, but believes in possibility. Has 12 and 14 year old kid playing. The feed cut out at that point, so it was not clear what else was said during this time. Tim rejoined after Chucks laptop died. <ul style="list-style-type: none"> <li>▪ Jacob asked a question about the P and P clarifications needed. Randy clarified that we need to follow the P and P, but the interpretation should be clarified by the board.</li> </ul> </li> </ul> </li> <li>- Mariko Rollins</li> </ul>
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	<ul style="list-style-type: none"><li>○ Moved here in 2001. Was told that Utah sends good players out of state. This is the first year that Mariko has wanted to participate, based on the culture of the board. She has 23 years of experience.<ul style="list-style-type: none"><li>▪ Steve asked why, at the list minute, she dropped the VP of tier and moved to the EVP role. Mariko worries that she has been difficult in the past and operated a very aggressive program, so others would not be willing to collaborate. Steve commented that his question was not answered and cut off both Mariko and Chuck when discussing this. He wanted to know why she switched positions at the eleventh hour. Mariko said that she was nominated for 2 positions and believed that she would be a much better fit for the EVP role, because she was told she had to pick one.</li><li>▪ Jacob asked what she can do to the P and P, to make this better. Mariko commented that revisions are needed to have less rules, that focus on putting players first, by letting the programs run the program their players want.</li></ul></li></ul> <p>It was reiterated that all nominees need to ensure they are able to accept the position, if they are on a board and another current member of the board is already serving on the organization’s board of directors.</p>						
	Motion:	Motion By:	N/A		Second By:	N/A	
		Motion:	N/A				
	Discussion(s):	N/A					
Approval:	For:	N/A	Against:	N/A	Abstain:	N/A	

Agenda Item:	5	Topic:	President’s Agenda				
Presented By:	Geoff						
Initial Discussion:	No additional topics for this month’s meeting						
Motion:	Motion By:	N/A			Second By:	N/A	
	Motion:	N/A					
Discussion(s):	N/A						
Approval:	For:	N/A	Against:	N/A	Abstain:	N/A	

UAHA Committee Section Reports		
Section	Owner	Discussions
VP High School	Anna Erickson	Girls all star game completed. Awards ceremony completed, with perpetual awards and all stars.
		Both teams to nationals finished 1-3 each.



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		Summer league is different, with draft style tournament, with schedule to be announced every 2 weeks. In the past, the trustees are managing this. With this style, the teams are individually drafted and it's a tough style. This was voted 15 against and 16 for, so it was split from the get go. :: Girls North was honored at Grizzlies game recently.
VP Girls	Melissa Mossberg	\$20K awarded by the NHL and Melissa didn't know. Also raised a ton of money for the girls to go to national. All star game for HS Girls
VP Adult / Sled	Cody Madsen	Nothing to report
VP Youth	Jacob Hickman	UAHL tournament is over. New season will make the league a true league. The goal is to have this approved through the board meeting and then introduced in the next UAHA meeting. Steve asked if the cost will change and it was confirmed that this will. The next meeting will reschedule from this Thursday, since Kristen is unavailable this week.
VP Tier	Tim Odell	Congrats to 14U Tier II Jr. Mustangs. Grizz 16U 0-3 , but were competitive. 18U Tier II Mustangs won 2-1. 14 played 2a and all others played 1A. The 14U Lady Grizz went 1-2. Kathleen confirmed that Ogden was the only team in RMD that brought home a banner.
VP Growth	Steve Picano	Girls camp had to adjust a few things with team Utah, with 9 girls registered. 1 May is the tryout, with registration pushed back.  1 girl who made the district camp and Steve's buddy is paying for everything to make one of the girls able to attend.
VP Discipline	Bryce Mannek	Good
Registrar	Robyn Eyre-Long	Nothing
CIC/ADM	Michael Strahan	Nothing
Goaltending Development	Reid Jacobsen	Camp went well, thanks to Steve, Alley, and Jordan. Looking forward to some development over the summer, with Jordan Parise and a goalie camp from the Sharks goalie, along with Garrett Metcalfe.
SafeSport	Wendy Radke	Not Present
Safety Director	Mandi Berim	Good
Webmaster	Vacant	N/A
Treasurer	Adam Bailey	N/A
Secretary	Don McFarland	Nothing else
Executive VP	Chuck Dorval	Thanks to everyone for the difficult election discussion
President	Geoff Fisher	Nothing additional.

### End Of Meeting: Closing

Next Meeting Date / Location:		5 May 2025 at 7PM / Maverik Center		
Adjourn Meeting:	Motion By:	Steve	Second By:	Geoff
	Discussion:	None	Time:	~9:30P