



# EPHA BOARD MEETING

January 12, 2026

Call to order at 6:09 p.m.

## ROLL CALL

**Invited:** Barry, Day, Engelstad, Hedlund, Heggstad, Hilden, Huestis, Kiecker, Langaard, Martin, Nguyen, Persian, Pike, Richards, Rochford, Sarazine, Steidl, Walters, Waltman

**Absent:** Langaard, Sarazine, Nguyen, Persian

## MINUTES

Last month's Board Meeting and Gambling Committee minutes were approved and posted to the EPHA website.

**Motion by Huestis, second by Day; all approved.**

## HIGH SCHOOL COACHES REPORT

## NOTES

Girls Coaches Report // Persian

Boys Coaches Report // Nguyen

- Absent. No updates at this time.

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## PRESIDENT'S REPORT

## NOTES

<b>Charitable Gambling:</b>	<ul style="list-style-type: none"> <li>● <b>Monthly Financial Update</b> // was presented and is available for all board members and EPHA membership to review in detail.             <ul style="list-style-type: none"> <li>○ Pull Tabs: \$360k in gross receipts from</li> <li>○ Total Net Receipts: \$47k                 <ul style="list-style-type: none"> <li>■ Etab: \$14k</li> <li>■ Bingo: \$2k</li> </ul> </li> <li>○ Total Net Loss: \$3k</li> <li>○ Checking account balance: \$58k</li> <li>○ Maintained our 4 of 5 star rating</li> </ul> </li> </ul>
<b>President</b>	<ul style="list-style-type: none"> <li>● HDC is working with high school level staff to develop and implement a development framework.</li> <li>● D6- Equipment reminders, mouthguards must be worn. Goalies mouthguards don't need to be tethered. Skater mouthguards need to be tethered.</li> </ul>

## OLD BUSINESS

	<b>NOTES</b>
<b>Succession Planning</b>	<ul style="list-style-type: none"> <li>● Board position planning:             <ul style="list-style-type: none"> <li>○ Ross Hedlund elected President</li> <li>○ Joe Martin elected Vice-President</li> <li>○ Patty Walters elected to additional year as Secretary to open EC role</li> <li>○ Jessica Engelstad elected to Director of Volunteers</li> </ul> </li> </ul>



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DIRECTORS REPORTS	NOTES
<b>Home Tournaments: Heggestad</b>	<ul style="list-style-type: none"> <li>● Squirt C &amp; PeeWee C Tournament is full. Schedules to go out to team managers and Dibs this week.</li> <li>● Working on finding one more team for the 10U A tournament. Waiting to hear back from a team that is interested.</li> </ul>
<b>Ice Scheduler: Barry</b>	<ul style="list-style-type: none"> <li>● Continuing work on outdoor ice schedules.</li> </ul>
<b>Vice President: Richards</b>	<ul style="list-style-type: none"> <li>● Player reviews sent out</li> <li>● Player development follow up and initial planning started</li> <li>● Initial team size and leveling analysis started</li> </ul>
<b>Treasurer: Hedlund</b>	<ul style="list-style-type: none"> <li>● FY 2025 Audit Ongoing</li> <li>● Coach Reimbursements will be processed shortly (closed the window for requests on 1/9/26)</li> <li>● Gambling wages increased from \$11.25/\$12.25 to \$11.50/\$12.50 due to new minimum wage of \$11.41</li> <li>● Employee handbook created for gambling employees. Being distributed currently. This is to meet compliance with insurance requirements.</li> <li>● Paid Family Leave notice for gambling went out in December</li> <li>● Checking on pricing for Commercial Directors and Officers Liability Insurance with HUB</li> <li>● 2024-2025 Financials Snapshot shared with Board on 12/18/25</li> <li>● Balance of BUSM funds applied towards goalie subsidy</li> </ul>
<b>Registrar: Rochford</b>	<ul style="list-style-type: none"> <li>● All Travel coaches have completed all required training and are all rostered.</li> <li>● A few Mite/8U coaches missed CEP training due to lack of availability in CEP classes. Some are seeking temp cards (\$150).</li> <li>● I continue to work on next year's registration. If you have ideas. Please reach out.</li> <li>● Working on team projections for next season.</li> </ul>
<b>Coaches: Sarazine</b>	<ul style="list-style-type: none"> <li>● Pushing last of the coaches to finish mid-season evals</li> </ul>
<b>Sponsorship: Huestis</b>	<ul style="list-style-type: none"> <li>●</li> </ul>
<b>Growth: Engelstad</b>	<ul style="list-style-type: none"> <li>● Termites is done as of Saturday. Very successful season!</li> <li>● Winter Rookie Camp started on Sunday. We have 42 participants as of Thursday.</li> <li>● 3rd Try Hockey for Free was on Saturday. 43 participants signed up as of Thursday.</li> <li>● Sent Mite Day information to Termite participants</li> </ul>
<b>Player Development: Day</b>	<ul style="list-style-type: none"> <li>● No updates</li> </ul>
<b>Communications: Steidl</b>	<ul style="list-style-type: none"> <li>● Routine email communications.</li> <li>● Working through tourney socials posting.</li> </ul>
<b>Commissioners &amp; Volunteers: Pike</b>	<ul style="list-style-type: none"> <li>● We have enough hours to cover all remaining volunteer needs and requirements. (about 800 remaining hours to cover all tournaments and needs)</li> <li>● Sigrid has pro-actively volunteered to support Eagle pride at our tournaments and is designing plans for making this sustainable and awesome. She piloted a couple of things during the past tournament and is set to expand the experience to be more involved for our final remaining tournaments.</li> </ul>
<b>Mites: Martin</b>	<ul style="list-style-type: none"> <li>● mite day this weekend. Need volunteers. HS boys and girls are set to help</li> </ul>
<b>Girls Director: Waltman</b>	<ul style="list-style-type: none"> <li>● Mid-season TB with Girls coaches, support for 10U and 12U, Trophy case re-vamp, help at THFF, prep for Mite day.</li> </ul>



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<b>Equipment &amp; Apparel: Hilden</b>	<ul style="list-style-type: none"><li>● Starting to talk to GS about jerseys next year</li><li>● New vendor option, cheaper and a 10 day turn around.</li><li>● \$48/jersey compared to this years \$55 laces can be added for no additional cost</li><li>● \$14 per pair of sublimated socks compared to \$24 a piece</li><li>● Reversible mite jerseys would be \$58 compared to this years \$70</li></ul>
<b>Travel Tournaments: Langaard</b>	<ul style="list-style-type: none"><li>● No updates.</li></ul>
<b>Secretary: Walters</b>	<ul style="list-style-type: none"><li>● Managing and responding to a steady stream of player, parent and coach grievances.</li><li>● Prepping for 2026-2027 Board elections.</li><li>● Ongoing communication support.</li></ul>

**Motion to adjourn by John Pike at 7:18 pm, second by Huestis; all approved.**

Next meeting is 6:00 p.m. on February 9, 2026.