

OREGON HOCKEY MEETING MINUTES

May 23, 2022

9:00 pm- Mulligans



Board Members/Attendees: This chart reflects the board vote regarding new positions on 5/23/22. Details below

Attended	Name	Position (2022-2023)
X	Justin Brooks	President
X	Keith Lehnherr	Vice-President
X	Becky Rothering	Secretary
X	Keith Lehnherr covering until filled	Treasurer
X	Joe Mueller	Registrar
	Jim Conklin	Fundraising Director
X	Matt Gerlach	LTP
X	Mike Noonan	6U
X	Nick Shtaida	8U
X	Nick White	Squirt
X	Mike Jochman	Peewee
X	Tom Grice	Bantam
X	Amy Cameron	High School
X	Kelly Sullivan	Tournament Director
X	Tracy Taszarek	Volunteer Dibs
NP	Jack or Christian	Hockey Director
	Not yet assigned	Safety/COVID/Concussion Coordinator

Discussion of Closed Items:

- No closed session

Positions:

Kris Sweeney resigned as President and OYH board member via email on 5/18/22

Justin Brooks was nominated by Becky for President. Second by Nick S. All in favor. None opposed. Board approved.

Keith L self nominated for Vice President. Second by Nick White. All in favor. Non opposed. Board Approved.

Per Bylaws, Justin will contact TJ Whyte, who had the next highest numbers of votes to ask if he would like the open board position. If TJ is not interested, Justin will contact Andrew Lederer.

New Business:

Tonight's meeting was called after a phone call between Keith and Ben C as well as an email exchange between Justin B and Ben Cowan.

On May 18, 2022, Ben Cowan co-owner of On Ice Promotions and rink owner sent a lengthy email with 13 questions that he wanted answered by the OYH board before agreeing to sell the youth program ice for the 2022-2023 hockey season. At the end of the email he wrote "You have until Wednesday, May 25th at 5pm to answer the above questions. If we do not receive adequate responses we will be forced to discontinue any further relationships with OYH."

Discussion Items:

-Amy asked if OYH will get the opportunity to ask OIP questions before signing a contract.

-Kelly offered issues that should be a part of that discussion:

- When can we sell ice back to the rink?
- What happens when ice is ruined? (Example from last season when the zamboni melted the ice and impacted an OYH tournament)
- How can OYH book a home tournament when they have to schedule around the Tradesmen?

-Matt stated that both sides have valid questions. Do we use professional mediation to open the lines of communication? This would eliminate emotion and may allow a compromise.

-Amy offered that we have used mediation in the past including Craig Stenvenson and Dan Hefty, without positive results.

-Keith states that during his conversation with Ben C. and Ben stated he does want OYH to still exist. He stated that he knows it is important to the high school program.

-Mike Noonan acknowledged that, but stated that Ben C's actions have had a negative effect on OYH including practice times at 3:45pm for U6 and U8, where parents and skaters are unable to get there on time. This negatively impacts those two programs which are essential for growth. OIP also created a program that directly impacts OYH, by utilizing ice time and pulling skaters from OYH to Southside Saints.

-Amy states that Ben C has repeatedly gone to WAHA trying to start up a team that would directly compete with OYH. What are our options? Buy ice outside of Oregon, dissolve the program or pay for mediation?

-Mike N. asked if a co-op was an option? Or does the program dissolve?

-Matt asked if working with Village Board or the Oregon recreation department might help offset costs? the Oregon Soccer Club does not pay for their fields. Oregon Youth Baseball does not pay for diamond maintenance. Can we ask the community to invest in OYH to help with the financial strain of ice fees? Jeff Rau would be the contact for this.

-Kelly stated that there was an agreement when the rink was built that whoever ran the rink needed to build an outside rink. Amy reports that the outdoor rink was attempted multiple times without success.

Below is the rough draft completed by the board members present:

1) Q: How are you going to fix the lack of financial transparency?

a. It is correct that the financial details of the organization were not discussed to the level of detail that the membership deserves. Moving forward, a thorough review of the financials and printing of all materials will be available for all membership at any general membership meeting. In an effort to provide the financial data to the members, an email was sent on Friday, May 6 which detailed all the finances. With respect to the “double” comment, we believe the phrase higher than any other in Dane County was mentioned but we as a board no this to be false. All OIP ice cost were negotiated before the budget and accounted for in the budgeting process prior to the season starting.

2) Q: How are you going to fix the lack of transparency regarding the numbers of skaters, growth, or direction of the program?

a. Covid resulted in many families choosing not to enroll their children in athletics, resulting in a decline in membership. Going forward we are hoping to lure some of those families back. At any point, any member can have access to the number of skaters we have budgeted for, the number of skaters we have in the program, and can attend any board meeting of their choosing. There are plans to increase membership, including more streamlined fundraising efforts and increasing membership at the most critical area, the LTP and 6u/8u programs.

3) Since bylaws were not followed even at the general membership meeting what checks and balances are being put into place so this never happens again?

a. We are developing a code of conduct for all Board members to adhere to that will include items such and language that would be deemed detrimental to the overall well being to OYH and to OIP. With regards to Riley, technically, she did not age out, as she had Bantam Eligibility. With that being said, it is now on the agenda for future meetings to define what we as an organization deem to the word Eligible to be i.e. Should there be a different definition for boys vs girls?

4) How are you going to restrict board members from following and participating in favoritism in scheduling, player evaluations, and player movements?

a. Last year, a process was put in place where 3 independent evaluators, including high school coaches, former parents and a former parent evaluated all players and based on their feedback, the teams were created. While there were situational modifications that were made to the teams within 1 week of full-team practices beginning, it was brought to the board and approved. Board members have no input to player evaluations and must approve player movements based on coaches feedback and requests. It is not a perfect process and we are working on making the process more efficient and a better overall experience for all of our participants.

5) What structure is in place for volunteer fulfillment and how is the payment for those hours tracked and/or charged to other organizations?

a. The board considers multiple avenues for fulfilling volunteer hours. Unfortunately, since OIP has made the OCSA a for-profit entity, volunteering at the rink is a violation of the Fair Labor Standards Act according to the US Department of Labor. “Under the FLSA, employees may not volunteer services to for-profit private sector employers.” At no point was OYH compensated from the Soccer Club.

6) How are you going to adhere to your current policies?

- a. (Locker Room Monitoring) There were situational issues that resulted in an additional focus on enforcing current policies that are in place. Ensuring compliance was the focus of many board meetings and will be a critical component to the success of the membership moving forward.
- b. (TRANSFERS) OYH will grant a financial release for a skater under WAHA rule when a skater is moving to a higher classified organization as long as they are in good financial standing. Though the transfer rule is always under consideration, a transfer has never been denied and the transfer policy is currently under review and on the agenda for future meetings.

7) What are the steps for holding board members accountable for slandering OYH families and OIP?

- a. As discussed in a previous question, we are developing a code of conduct for all Board members to adhere to that will include items such and language that would be deemed detrimental to the overall wellbeing to OYH and to OIP.

8) How are you going to govern accountability for coaches/board members who have had complaints against their aggressive or harassing behavior?

- a. All coaches and parent volunteers have all been safesport certified, the proper certifications and have all passed the proper background checks. We have also agreed as a membership to start holding parents and coaches accountable with our new code of conduct policy that all member will have to adhere to. As in the past, parents, kids, other coaches all have the opportunity to file a formal complaint to the board. We are working on helping define the proper channels to file such complaints as we want to make sure that the entire membership understands the process.

9) How are you going to hold board members, i.e current president for spreading false information about the program, families within program, and facility operations?

- a. Once again we are creating a BOD Code of conduct as discussed above.

10) What is the vetting process for hiring an outside company as hockey director?

- a. Since the hockey factory program is a spring program, it is not competing with Oregon youth hockey and therefore is not a conflict of interest. While having a hockey director actively participating with the players and coaches was a welcome change from previous individuals that held the hockey director position, a review of USA hockey certifications will be completed if they continue to be on the ice with players.

11) How do you ensure that all pertinent board positions stay filled?

- a. As of the general membership meeting, all board positions were filled. One board position is now vacant and will be filled according to the organizational bylaws.

12) How is OYH going to protect its confidential member information?

- a. Once again, our new Code of Conduct should be a barrier for both misinformation and confidential information from spreading.

13) If the information that was disclosed was not about a family/player, why has the board been having closed sessions regarding information that should be available to the general membership?

- a. The only closed sessions have involved a specific family/player.

Action Items:

- The above questions and answers will be emailed out to board by Justin for editing and approval by 5/25/22. Justin will then email them to OIP.
- Nick White and Matt Gurlach will contact Jeff Rau regarding financial support for OYH

Items for Upcoming Agenda:

- Discussion regarding treatment of referees and adding a culture keeper
- Communication plan between board, general members and website
- Schedule board meeting dates for the remainder of the year
- Organize a timeline for events ex. budget discussion, ice scheduling, fundraisers, open registration
- Fundraising
- Budget
- Respond/ act as needed to the response from OIP to the board's answers (above)
- Discuss a communication tool such as Google Hangouts or Workpace to take the place of board emails. (Joe states that there is free Workspace for nonprofits)

Next Meeting:

- Sunday June 5th, 7pm at Mulligans (Plan moving forward will be 4th Sunday of the month)

Adjourn:

- Motion to adjourn by Mike J. Second by Kelly. Approved by Board.
 - Meeting Adjourned at 10:41 pm.