

Questions for the SYHA Board-Submitted on Sunday, February 8, 2015.

1. Coaching evaluations have not been completed for several years. Will evaluations be done this year? If so, when?
2. Coaches were told that there would be meetings scheduled throughout the season. Why has this not occurred?
3. As everyone is aware there were serious issues with the coaching selection process this season. We are submitting the following questions regarding the coaching selection process:
 - a. Most coaches were not notified of what team they would be coaching for the 2014-15 season until the night before we were scheduled to take the ice. Per past precedence, when possible, coaches were informed of which team they would be coaching several months before the season started. Will the club return to this practice so coaches have adequate time to prepare for the season in 2015-16 (ie, USA Hockey Modules, appropriate practice plans for the right age, etc)?
 - b. Per past precedence, coaching candidates were not allowed to participate in the coaching selection process since this presents a conflict of interest. Board members, including the DOHO, can be coaches, but were required by the President to recuse themselves from the selection processes. Will SYHA return to this practice for the 2015-16 season?
 - c. Per past precedence, current coaches were informed if the club would be interested in retaining them for the next season. This communication occurred prior to the end of the current season. This gave SYHA the opportunity to retain qualified coaches, recruit new coaches in the event a coach had decided not to come back, or was a common courtesy to volunteers that would not be retained. Will SYHA adhere to this practice in the new season?
 - d. Per past precedence, non-parent coaches were given first selection for the age level and team level that they would like to coach. The club has always tried to recruit and retain non-parent coaches. Will SYHA return to this practice for the 2015-16 season?
 - e. Per Article 1 of the club guidelines for coaching selections: "Before the end of the season, the DOHO, through the ALD and Team Rep, shall solicit the names of club members interested in serving on the Coaches Committee for the following season. The Coaches Committee should have a representative from each age level".
 - i. What is the status of the coaching committee for the 2015-16 season?
 - ii. If a committee has been formed who is on it?
 - f. Per the club guidelines all coaching candidates must be approved by a Board vote. Did this occur for the 2014-15 season? If not, why?
 - g. There is a strong belief that Carl Helmich was willing to continue in the role of the coaching committee chair, but did not feel welcome by the current board. After the issues that occurred over the past year, has the current board considered reaching out to Carl to find a way to bring him back into the club?
4. As everyone is aware, there were serious issues with tryouts this past season, we are submitting the following questions regarding tryouts:

- a. Under the guidelines for “Team selection” Article 6 clearly states that “Coaches within an age level will work together to select teams using the uniform grading system. Coaches from other levels may assist in the selections if requested by the age level coaches. Each coach will evaluate each skater within the age level. Each coach within an age level will meet with the ALD to explain team selections prior to the final announcement of teams. It is the responsibility of the ALD to coordinate skater notification of team placement”.
 - i. Will SYHA follow this guideline for the team selection process in 2015-16 by allowing coaches to participate in team evaluations?
 - ii. Will SYHA follow this guideline for the team selection process in 2015-16 by not involving the coaching committee in the final team selections? The coaching committee is slated to mediate any grievances that may arise from tryouts. Having them involved in team selections is a conflict of interest since they need to mediate from a position of neutrality.
 - b. Per the precedence, goalies were identified and allowed to participate in the tryouts as goalies at the Pee Wee and Bantam levels. Will SYHA follow this practice for the team selection process in 2015-16?
 - c. There is a rumor going around the rink that a committee was formed to evaluate the try-out process for SYHA.
 - i. Does this committee in fact exist?
 - ii. If so, who is serving on this committee?
 - iii. If so, why were the coaches in the club not asked to provide input?
5. Is there any way to get our teams on the ice earlier in the season? Most area clubs are starting a full month before SYHA.
6. There is a great deal of concern regarding who will assume the role as club President after Wade Rewey completes his term.
 - a. Has the board been actively recruiting strong candidates to assume this role?
 - b. Now that there can be two non-parent board members, we would like to offer a recommendation that the club contact Bart Quale to run as a candidate for the SYHA board with the sole intention of assuming the role of club President. Bart Quale was one of the most successful Presidents in club history and is open to this option. Will the current board consider reaching out to Bart Quale?
7. It has been past SYHA precedence that when a fund raising chair or concession stand manager steps down that position will be open to anyone in the club. Interested candidates would submit their qualifications in a letter of intent. All candidates would be reviewed by the board and a vote would be taken to accept the most qualified candidate.
 - a. Was the concession stand manger position advertised to the entire club?
 - b. If not, why?
8. Why are the SYHA Board meeting minutes no longer posted online? Club members should have access to these notes so that they can stay involved with the events that will impact their skater. As part of the non-profit status, board minutes are required to be accessible to the public.

9. Per the Miscellaneous section of the club guidelines, “A Grievance Committee and/or Disciplinary Committee may be set up to resolve any disputes or issues of discipline within the club. This committee is to be made up of the President, DOHO, Secretary, Treasurer (if the matter involves finances), and the Age Level Director of the affected family. In all cases an SYHA Incident Report must be filed with the SYHA board of directors. The incident report must be completed by the ALD representing the effected age group”.
 - a. Was this process followed with the incidents that occurred on the Squirt B team this season?
 - b. Was an incident report filed in the club records for future reference?
 - c. The link to the SYHA Incident Report document on the SYHA web site is down. Can we get this document posted online?
10. Are the club By-Laws posted online? If so where? If not why?