



**STAHA Annual Board Meeting
April 21, 2015**

Board Members Present: Chris Proctor, Jim Kennedy, Candy Sullivan, Traci Kennedy, Rani Calderon, Cheryl Cannon, , Donovan Calderon, Van Oleson, David Craig, Glen Steinkopff, Paul Sullivan, Christina Proctor, Louie Trio

Board Members Absent: Allie Broadhurst, Jennifer Stafford

Also Present: Jerry Jensen, Chrissy Robertson, Michael Findorff, Harper Dial, Shane Rosmos, Pete Sonntag, Carol Sonntag, Jeremy Wright

Called to order: 6:15PM PST

Next meeting: May 19 ,2015 6:30PM

Introductions – Guests

Circulation of Previous Minutes

Old Business:

Spring Team Update-Rani

By-Law Update – critical piece is conflict of interest. Talked to 2 attorney’s that will review when we have a draft. Using CAHA’s agreement as a reference. New Bylaws committee.

Dave will lead – Jim, Tyler, and Christina Proctor nominated for committee.

New Business:

Coaching Director Committee Report – Cheryl Cannon

Committee met and discussed roll and duties of coaching director

Hiring and staffing coaches

Overlooking modules completed by coaches

Bridge between coaches and parents

Need to make sure vision and philosophy is seen with focus on development

Will work side by side with Michael to carry out our general belief

Keep all coaches on the same page.

Dave Craig nominated Paul Sullivan to fill position. Paul has a list of names that they would like to approach. Will use our tryouts as a way to determine who would be a good fit for the position. Need to be available at least one of our tryouts.

Guest Lecturer for Athlete Development – Tracy Kennedy

Rob Robinson – A lecturer that tours and educates parents and players on the process of what coaches are looking for and what recruiters are looking for. Next Tuesday he will give a presentation and would like both, but at least one parent present. At Barton 6:30-8 4/28/15. If we make it available to all of STAHA, charge \$400-500. Traci will email info to Donovan, Michael, and Chris. Would like him to address Bantam and Midgets after practice on Saturday.

Reports and Presentations:

Treasurer – Jim Kennedy

- Voting – Will do the same process this year as last. VP of Travel is up this year. Thanked Glen for his
- End of Year Financial Report
 - Have a surplus from grant money and MLK. Have \$26,965. Had tried to carry forward \$5000 forward. Motion to increase reserve from \$5000 to \$10000. Dave Craig 2nd. Passed Unanimous
 - Rani Motion to spend up to \$5000 on STAHA sponsored stick times until next season starts. Stick times would be once a week. Michael will track with a sign in sheet. Jim will use grant funds to pay for portion of cost. Louie 2nd. Passed Unanimous.

Director of Player and Coach Development – Michael Findorff

- 2015-2016 Development Model and Coaching Program
 - Skating is our weakest area – will focus on that
 - Want to be consistent on NOT shortening our bench
 - Feels this was a very strong year and want to grow our philosophy of skill development.
 - Spring has been great. We haven't done it before. Fresh group of parents that are interested in coaching. May actually have too many coaches, which is a good problem.
 - Focusing on skating and playing the game at a high pace
 - Brought back many kids that have left, but they are coming back and it is looking good to them. It has been a great opportunity to have kids on the ice together that haven't played together in a long time.
 - Has been exciting and had been relaxed and laid back at the same time
 - We are adamant about ADM and skill development and it has paid off. We want to compete the right way in practice and games and cannot shorten the bench again. Integrating all of our players teaches them to play the game the way it should be played.
 - Teach competition with one on ones, two on two's and three on three's.
 - Cannot stress enough not shortening the bench. Have to grow the players' confidence. Those who previously weren't played, were relied on and made big plays for us because of their confidence.
 - He believes systems do not work for developmental hockey. Systems compensate for skills we don't have. They will not develop by telling them to only make a certain play. Will work on skills consistently. Did not work on power play or penalty kill drills all season because we taught simulated games regularly with your head up and feet moving. This teaches the kids to make plays in every situation. Use the entire 1.5 hours of ice in a very beneficial way.
 - Have worked on this year was having a positive attitude. Yelling and belittling does not teach them. Teaching is what we focus on. Feels we did a great job this year, let's continue to grow.

- We need to understand what level we are playing. A/B level is developmental. When we move into tier, we will learn more competitive. What do we want to get out of it for our kids?
 - Exercise
 - Team work
 - Being coachable
 - Developing skills – won't compete by have one line that's great and 2 lines that don't play.
 - Different understanding of what is expected in a tier player. A/B is recreational. Since we are working toward tier, we need to understand what is expected in both.
 - We be on the ice at all level practices to make sure philosophy is consistent throughout all levels. Will not be on the bench. Coaches will have meetings either once a week or every other week in order to stay on the same page.

Vice President of Recreation – Van Oleson

- State of the Rink and Hockey Program Review
 - Presentation by Van showed the vision and goals of the rink.
 - Shared investment and income

President – Chris Proctor

- End of Year Program Review-Need to thank all of our coaches:
 - Mites-Louis and Mark Bucci made strong progress with this program.
 - Squirts-Paul, Brodie, Jake, RD had a great year and excellent record.
 - PeeWees-Chris, Nick, Sully, and Paul really made amazing progress.
 - Bantams-Michael, Donovan, Glen, Sully for taking the Bantams to a good place. Made the Playoffs!
 - Looking back over the last year, we have grown. Need to thank all of the board members over the years that have paved the way for us. (Phil, Tyler, John, Frankie G.) Reviewed 2014 president platform and will still need to hold CP accountable to follow through. Need to have inclusion for all and have done well. Collaboration – working with Van has been important. This has been done with passion with rink and STAHA. Would love to spread the “managing up” message. We need to back each other up and quickly dispel mis-information. Focus on minimizing negative or hurtful communication.
 - There has also been turbulence. Resignations can be a sign of poor leadership and CP feels responsible. Was able to only do one exit interview. Will follow up with the others. He is wants people to have differences of opinions to make sure we sustain our organization. Must continue to create an environment that allows for a different viewpoint of difference of opinion without exclusion or ridicule.
 - Promise to members – surveys are important. Wants to institute surveys to get feedback on coaches, board members, and players. Must have player ratings for kids so we know where their strengths are. Need to inform parents where their players stand.

- Communication is important. Hopes that Michael will have weekly meetings with the coaches. Will keep everyone on the same page.
- Training here no matter what level or what team they play for is important to sustainability of STAHA.
- Implement a focus on dry-land player fitness for 2015-16.
- Need to create parent mentors – need to help all of the new families understand what the process is and what to expect. Family Onboarding.
- Thanks to Louie for all he has done for MLK. Glen thanks for all your hard work. All past board members. If you see them around, thank them.
- Van thanked Chris for the professionalism and leadership.
- Louie echoed Van's thanks. Admitted he was worried about direction under Chris. Last year he didn't say anything negative, but didn't say anything positive. This week he had other opportunity to manage up for Chris.
- Jim thanked Van. Wants STAHA to step up and take action. We need to jump in and get involved and act now. Competition is coming and we need to get involved.

Approve Previous Minutes Change to have 2nd Tryouts on or before June 1st. Cheryl to approve Glen 2nd.

Adjournment Donovan, Cheryl 2nd. 8:57PM

✓ Approved by Board Vote on May 19, 2015

Christopher Proctor, President
