

Meeting Minutes for November 1, 2010

Members Present: Bob McDonald Sr., Todd Monge, Jennifer Fink, Larry Snedden Jr., Maria Zingler, Darren Rubo, Rodney Sternhagen, David Cox, Wendy Ebert, Bob McDonald Jr.

Member Absent: Jason Boxrucker

Others Present: Larry Hunt, Glenn Schiffmann, Barb Kroschel, Karen Kolodiej, Brett Miller, Mike Sanborn, Jason Foster, Deb Foster, Amy McCormick, Heidi Neis, Peter John, Emily Rhode, Gene Wilkins, Don Czar., Leo Horant, Tom Saltenberger

Meeting called to order at 6:34 pm by President Bob McDonald Sr.

Meeting Minutes for October 18th, 2010. Motion to accept by Todd M., 2nd by Maria Z. Motion carried.

Meeting Minutes ~Emergency Board Meeting for October 26, 2010. Motion to accept as corrected to not specify A/B teams by Maria Z., 2nd by Larry S. Jr. Motion carried.

Treasurer's Report:

No treasurer's report to present.

Pro Shop RFP:

Todd reports that he has received one proposal from Patrick Schmidt. He managed ice rink as a youngster, played college hockey, has experience and connections. Does not want it for his primary source of income, but he is committed to being here. He wants to build a drop box for sharpening.

Todd also states that Dave Christiansen has expressed interest, but he wants to know how we want it to be run. Todd expressed concerns with separating Dave the employee to Dave the entrepreneur.

Motion to accept Patrick Schmidt lease pro shop was made by Maria Z., 2nd by Larry S. Jr. Motion carried.

Squirt B Coach Request:

Dan S. has submitted a letter to Bobby requesting consideration for the head coaching position.

Public Input:

Mac would like to go around the room and give everyone the opportunity to give their thoughts.

Heidi N. – Regarding the PW splits, hesitates to say it is not fair, but had a chance to see PW hockey in Waunakee over the weekend, and the 4 teams averaged between 13 & 16 skaters. It does not matter to her what team Andrew is on, think it is awesome for sq to play up, but would feel bad if they would get hurt. This may be a learning experience for everyone here at ERRRA. Last year may have soured us on having a big team, but nice to see fresh lines.

Jason F. – Would like to advocate coach for SQ coach Dan S. and maybe a combo of Larry and Dan, even though Larry has no child on the team, could move Brady up.

Deb F. – Thoughts in letter, challenge to write. Felt awkward asking when she knows nothing of hockey. Sees Dan as option, but that puts Dan in awkward situation when he cannot be there because of other team (U12). Looking at Mites, she sees that Brady is 14 days shy of age limit, would be excellent option to move if Larry were willing to move up with his child, then no pressure for Dan, understands that it is a challenge to make a decision.

Amy M. – Wondering if a decision has been made if Syrus will double roster or move up to PWB.

Karen K. – Wrote letter to Jason about refund. Thinks it is unfair the way that it came out at EM on Tuesday, parents wrote in had concerns, that is how it was stated. Should have put concerns in writing and spoke at meeting. Did not need Todd to speak for others. If it had been handled differently, this would have never happened to them, stated that she wasn't attacked, it was personal attack about background and knowledge. Very sad that a group would do to volunteers, treat other people that way – hurt, attack, humiliate. She came here to give her best and volunteer & does not think she has ever done anything to other people - people should address their own concerns, respect Foster's for coming and expressing feelings. Where is everyone else?

Mac – Not an attack, do not take it as a personal attack, appreciate you coming here. It is not an attack at you as a person or lady. No coaches have been named as a board, maybe we could have handled it differently, but we apologize, we're doing the best we can, won't always be right. Could have handled it differently.

Barb – Not trying to insult or offend anyone about fees. It is a delicate, hard and sad situation. She has the right to know – has received 2 different answers. Todd's response to her was 2 weeks after day start skating – no decisions have been made if they are choosing not to have Zachary play hockey, the problem has escalated, but she is not trying to insult anyone. Apologize if she did offend anyone.

Gene W. – 2nd Deb Foster

Glenn S. – Is here to listen, does not have a child affecting SQB situation. He does 2nd Deb Foster. Does not hurt to try to make people happy here. Rules get changed and modified to accommodate situations. Board could hold firm. Multiple people are willing to move to help balance teams, with and without kids to do what is best for kids. Board has opportunity to make 99% of association happy, does not have to be policy, maybe this is how we look at it this year. Every year is different story. Please be open.

Brett M. – Here to listen.

Peter J. – 16 kids at PW level. Mike S. could coach team, Dan S. to SQ and everyone is happy. What is point of busting up Mite A's? Karen is a nice lady, she is trying. Help her learn to coach. Set rules for coaching. Need 3 lines for PW, 8 kids on a team is a stretch – going to get smoked at both levels – what is the point?

Tom S. – Here to see what the options are and listen.

Leo H. – Nothing to say, just listening.

Wendy E. – Agree with Peter John. Not moving kids makes sense.

David C. – This is not easy. Everyone is against the board. Problem started with a computer! If you don't say to face, don't type it. Criminal to people spoken about, people with unfair shake, unfair to board members – we do not have time to think. Have experience on seeing everyone's side. Reason for a lot of things that happened. Need rules, see chaos in 2 years. Sad part of Karen's situations and for Barb, is that Zach wants to play. The board cannot make everyone happy – other way would have been same thing. Board becomes the bad guy. Give solutions instead of creating a problem. Does not even want to comment in minutes because in a few years it will come back to hurt us. There may have been a closed meeting vote, but it is not there. If there was a situation, it was the best decision made at the time. Glad that there was a vote that was recorded to go back to reference. For evaluations, Bobby goes to independent committee. Nothing is perfect. Tell us what you want – if kids are upset, kids need to work it out themselves. Parents need to be parents – scold for bragging in LR.

We didn't create the problem. We did create the PW issue with splits. We made best decision at the time. Thinking of the kids effected – not just making 5-6 parents happy.

Todd M. - One word – accountability. Us as a board, to the association. We amended old bylaws, created P & P manual so it is writing. We have become communicative by website, and posting schedules. We are all members. Karen – if we would have waited until today, we would not have had a SQ team. Come to us with solution, we ask for a solution. We are doing the best that we can do. It is all about the kids. 10 years ago, the same arguments about fairness, moving, etc took place. Everyone has a right to an opinion. It is about the kids playing hockey. Back in Madison when he was growing up, it was all about politics. Kids made AA teams because of their dads and dads friends. What we teach them today is what they will learn today.

Darren R. – The time spent on SQ and Karen – it was not an attack. Regarding the PW, no matter what decision we would have made, would have been the wrong decision to people. Schedules are in place, Wendy has worked hard. Splitting 2 teams is still right decision, if we have to meet again and combine the 2 teams then that is easier.

Maria Z. – Listened to all sides, removed herself because of Michaela. Michaela had asked why she could not play hockey with boys. There was no specific answer, went out and tried. People do have issues, but she is proud of her for trying. This is not an easy place to be on the board. We do have options, she believes in group decisions to come to best decision.

Larry S. – Avoided the board for 15 years, wishes he waited one more! He has seen a lot, experienced a lot. It's not easy, there are hurt feelings. He is willing to move to SQ, if board decides, but he's not lobbying for that. It is a slippery slope to move coaches. Wants to do what is best for the kids.

Rod S.– He has played hockey since he was 8, always looked forward to this time of year. Everyone on board is here for their kids. Now, he dreads this time of the year, with people complaining about everything. We are trying to do what is best. Dan S. approached him about being SQ B coach, letter with Bobby. He challenges everyone to go out and make it better. There are hours and hours of work here. It's frustrating to see people sitting around while people are working – want to complain? Look at other websites and see what other associations charge for their fees!

Bobby M. Jr. –Apologize to Karen for being “on trial” – thanks for volunteering. Mike S. thanks for stepping up to volunteer for PWB coach. Bobby would be willing to help Karen coach, but he cannot. He voted against PW splits. Bobby has been involved with big and small teams – easier to coach in big teams. Karen has been unfairly judged, been with good coaches through the last few years thought they would have passed along more knowledge.

Mac – May have overlooked or bent a rule in the past. He has coached big and little teams. As a coach, do with what they give you. We have good coaches, because many have come through our program. We are fortunate to have this program in this little town. If he answers, he'd give it. Bear with us.

Jennifer F. – Apologize to Karen and Barb, for how this all came about. Thank you for your time volunteering. Hope that you will strongly consider keeping Zach in the program. It is not easy making these decisions, because whatever way we would have went, parents would have been unhappy. It is about the kids. I have a child that would be affected if Larry moved to SQ, but it is not only about my son. It is about every one of our kids in this room as well as the association. We have to make decisions that we feel are the best for all of the kids. We are here for the kids. Thank you to everyone for giving us your thoughts, please have trust in us to make the best decisions possible.

David C. – Syrus was first request to move. Mike S. would take Syrus.

Mike said Dan is leery of giving anyone to double roster. There are 11 skaters and 1 goalie on SQA. 8 skaters is tough, 9 would work.

Larry S. Jr. – As far as double rostering, the team they are on is first priority. Asked if Glenn and parents are willing to DR – Glenn said it is up to parents.

Heidi N. - What about checking? Are they going to have to practice – playing with 2nd year PWB could really hurt them.

Peter J. – 15 or 16 kids last year for SQ was ok, why not okay this year? Isn't moving up a kid creating a problem?

Rod explained we are trying to avoid train wreck – trying to create more ice time.

Gene W. – Do Ramesh's want to go to girl's team? If we make a decision tonight it could affect their decision.

Glenn S. - my opinion is, if Mike is willing to take more skaters, move Syrus to PWB and give Eric Saltenberger the option. Whatever it requires, then it makes coaches happy, Brady can move up to develop his skill if Larry wants and possibly Rod too. He has heard that SQ 2000 parents do not like double rostering. Larry Hunt will not DR Tyler. Johnsons jumped ship and did not give the board time to come up with a solution. If you do not move up a mite, cannot move Syrus.

Heidi N. – Cannot make everyone happy. Talking about moving so many people, is a lot of shuffling kids.

Round Table:

Todd – Wondered if a Thank you has gone to Mulrooney for donation. Mac said we have not yet.

Larry – The property appraisal was to cost \$1700. We were charged \$1200, and a check was sent back to ERRA for an in kind donation of \$450 from Appraisal North – Kyle Zastrow.

Bobby – Should we order new jerseys for Mites if we are going to ADM format recommended by USA hockey next year and next year mites will not play competitively? Change order to SQ and PW. Will be collecting all medical kits and Dr. Pusateri will refill them up. Keep cases of USA pucks from pro shop to give coaches.

Darren – Juliana has quit registrar position, said Deb Foster would be happy to take over registrar position. Wendy can help get Deb on track. Need rosters submitted to WAHA soon. Regarding the ADM – look in to traveling for mite games next year. USA hockey does not want full ice games. Let's get ideas from other teams on what they are doing.

David – Open hockey on Friday 9-11, Rod will run and 4:30-5:30 Don Czar. Kurt Hartwig needs sticks for the goalie. In past we have bought one stick a year. One mite b stick was bought last year only. Both girls & pw need sticks this year. Mite A will not need one, may need 4 sticks total. Letting Kurt purchase sticks he needs.

Wendy – Dara Maillette has submitted a letter to have Michael move up move up to mites . She would like to have him skate with mites, see if he could do drills and capable of handling it. Then with Coach Leo, they will make a decision after seeing him skate. If a skater misses tryouts, automatically on B's. Mac says its fine.

Jennifer – Tournament update – Bantam and PWB tournaments are full. PWA is filling as well as both SQ teams. Both girls' teams are having a fair amount of entries. Concerned about Mite A's but will keep trying.

Closed Session: (Final Coaching Approvals)

Motion to move into closed session at 8:23 pm was made by Bobby M. Jr., 2nd by Maria Z. Motion carried.

Motion to move into general session at 9:13 pm was made by Todd M., 2nd by Maria Z.

A motion to appoint Dan Sauvola as Squirt B head coach was made by Maria Z., 2nd by Darren R. Motion carried.

A motion to appoint Leo Horant as Mite B head coach was made by Todd M., 2nd by Rod S. Motion carried.

A motion to appoint Larry Snedden as Mite A head coach was made by Rod S., 2nd by David C. Motion carried. Larry S. abstained from vote.

A motion to appoint Glenn Schiffmann as Squirt A head coach was made by Jennifer F., 2nd by Larry S. Motion carried. Coaches committee recommends Karen Kolodiej.

A motion was made to appoint Mike Sanborn as Pee Wee B head coach by Darren R., 2nd by Todd M. Motion carried.

A motion was made to appoint Larry Snedden Sr. as Pee Wee A head coach by Darren R., 2nd by Jennifer F. Motion carried.

A motion was made to appoint David Cox as Bantam head coach by Jennifer F., 2nd by Larry S. Jr. motion carried. David Cox abstained from vote.

A motion was made to appoint David Eibner as U12 head coach by Wendy E., 2nd by David C. Motion carried.

A motion was made to appoint Darren Rubo as U14 head coach by David C, 2nd by Todd M. Motion carried. Darren Rubo abstained from vote. Coaches committee recommended Dan Sauvola.

A motion was made for all skaters will remain on their current teams, including Pee Wee A & B move up requests by Larry S. Jr., 2nd by David C. Motion carried.

Head coaches will pick their own assistants.

Adjourn:

A motion to adjourn at 9:45 was made by Todd M., 2nd by Darren R. Motion carried.

Next meeting will be at 6:30 pm on November 15, 2010.

Respectfully Submitted by Jennifer Fink.

