

**Bismarck Hockey Boosters Board Minutes**  
**Monday, January 9th, 2023 @ 5:30 PM**  
**First International Bank and Trust – 2<sup>nd</sup> Floor Meeting Room**

**Present:**

**Brad Thompson**  
**Mikayla Jablonski Jahner**  
**Savannah Cantleberry**  
**Dustin Goetz**  
**Jeff Hruby**  
**Heather Welle**  
**Jacqueline Ressler**  
**Alyssa Backes**  
**Matt Butz**  
**Dylan Thiem**  
**Kyle Leftwich**  
**Carlyle Scot**  
**Joe Gusaas**  
**AJ Empter**

**Absent:**

**Rick Geloff**  
**Kaine Martell**

**Call to order**

- 1) Parks and Rec – Dylan
  - a) December was tough. Snow/Cancellations/Postponements
    - i) Staff is better – Zamboni drivers,
    - ii) Still working to find clean up staff
  - b) Wachter went down, Schaumburg scoreboard went down and Zamboni at VFW
    - i) Got the ice back up in 4 days, chip is back in,
  - c) Need first half of the invoice Mite/termite help to include detailed report due 1/18.
    - i) Second half due in April
  - d) McKayla thanked the BP staff for working the holiday to get the ice back up – 4 days!!
    - i) Keith is so great! He is going above and beyond.
  - e) Discussion on the scoreboard at VF1 for 1:30 penalties

**2) Old Business**

- a) Savannah Motioned to approve the previous meeting minutes
  - i) Alyssa Seconded
  - ii) No further discussion
  - iii) Motion passed

**3) New Business**

- a) Presentation on player development – Joel Roloff
  - i) Mission Statement
  - ii) US Hockey 4 practices on ice and 2 off ice.
    - (1) 3/1 practice to game ratio.
      - (a) We are running 1/1 ratio
    - (2) 5 games a month UA Hockey
      - (a) We have 9 games a month.
    - (3) We have a 33% winning. We are losing 2 out of 3 games.
  - iii) Accountability
  - iv) How are we defining success

- (1) Mikayla commented that her report echoes some of these same sentiments.
- v) Parent Comment – Kids have changed over the last several years. Test Scores show this.
  - (1) Does our area/families/parents put in more time than the 3 practices a week.

#### 4) **Off-Ice Coordinator Updates**

- a) **Termites – Dustin Goetz**
  - i) No update
- b) **Mites – Joe Gusaas**
  - i) Concerns on getting our kids for the next level
    - (1) Consider puck drop after goals
    - (2) More games than practices
      - (a) Consider changing Sunday games to practices
        - (i) Discussion should happen with the Hockey Committee
- c) **Squirts – Carlyle Scott**
  - i) Parent current concerns
    - (1) Valley City Teams
      - (a) Previous games had Boarding and punches being thrown.
      - (b) Players and coach kicked out.
    - (2) Concerns over lack of notification for new games being added to the schedule
  - ii) Squirt B is looking great and playing well
  - iii) Some Squirt teams are adding outdoor practices
  - iv) Rec league is doing really well and the kids are growing at their own pace
- d) **Peewees – Matt Butz**
  - i) He is not hearing things except 2<sup>nd</sup> hand.
- e) **Bantams – Alyssa Backes**
  - i) No Update
  - ii) Parent Comment –
    - (1) Concern:
      - (a) Uneven creation of Bantam B teams
        - (i) 1 Bantam B team appears to be a private travel team
        - (ii) The other does not compare in skill level.
          - 1. Bantam B teams played and the score was 11-2.
      - (b) Lack of Leadership
        - (i) Would prefer to see the Hockey Director helping all teams rather than coaching one
    - (2) Mike explained for evaluations they are done by people from the hockey community, high school coaches. They do not know who the kids are.
      - (i) After evaluations to create the teams they do a snake draft – top goes to one and the second place to go to two.
        - 1. A little trading at the end to make sure there are enough coaches for each.
- f) **Girls – Jeff Hruby**
  - i) Teams are competitive other than one but all the players, parents and coaches are happy.
  - ii) 10U girls make the playoff round and did really well

#### 5) **Hockey Director Update – Mike Dora**

- a) Monthly Update
  - i) Termites and Mites – commitment with the bobcats to help at practices, but we haven't seen any. Trying to bring out some high school players.
    - (1) Parent Comment – Can Bantam players come to help at practices
      - (a) Yes, absolutely
  - ii) Attendance and participation during the holidays – should we combine practices or take 2 weeks off.
    - (a) Same for Squirt Rec.
  - iii) Squirt Rec – looking for some out-of-town games
    - (a) 3 v 3 tournament
  - iv) Coaches meeting –
    - (1) Good turnout and conversation
    - (2) Nate from Goal Robber did a great presentation

- (a) Goalie positioning and demonstrating
- v) Game tape review may build the hockey sense.

6) **Executive Director Update** – Mikayla

a) Monthly Update –

i) Tap In Discussion –

(1) Next steps

(a) Finding a manager

- (i) 2 year employee that wants to become manager
- (ii) 4-5 others who are interested
- (iii) Logan would like to help with interviews
- (iv) Salary
  - 1. \$35,000 - \$40,000

(b) Who oversees the manager

(c) Set up a new entity

- (i) Quinn Filling said he will do that pro-bono

(2) Carlyle motions to form a LLC to purchase the Tap in Tavern

(a) Kyle Seconds

(b) No further discussion

(c) Motion passed

(3) Ad hoc committee to work with Dean and Quinn to organize the LLC for purchase, hiring, organizational structure.

(a) Carlyle motions to create the ad hoc committee to organize the LLC for purchasing, hiring and organizational structure. The committee to include Kyle, Brad, Rick and AJ

- (i) Jeff seconds
- (ii) No further discussion
- (iii) Motion passes

ii) Gaming

(a) Legislative Session:

- (i) Rep Nathe has asked if there is anything we want changed with gaming that could help us
- (b) New Issue – the Pier might be sold to Western Distributing.
  - (i) 3<sup>rd</sup> highest ranking for our gaming
- (c) Bar owners are looking to create a charity to change gaming to help benefit the bar owners or completely shut it down.
- (d) Gaming provided \$1.289 million to our Net Income
- (e) Opportunity – Share gaming sites with another non-profit

(2) Alignment/Accountability/Vision of the Future

(a) What is our mission and vision

- (i) Mikayla will work to create and start this

(b) New Org Chart

- (i) Business side and hockey side
- (ii) Off ice coordinator don't need to be on the board
- (iii) Hiring Operations Assistant
- (iv) Rick makes a motion to hire operations assistant, board update monthly on the implementation of the organizational chart. Completion of the transition by June 30, 2023.
  - 1. Amended the motion to assume the organizational chart proposed minus the bar manager.
    - a. Kyle seconds
    - b. Discussion
      - i. Any objections to the operations assistant job duties.
      - ii. One verbiage change
      - iii. Salary is dependent on experience
    - c. Where does Girls Hockey Committee fit?
      - i. Included as the overall Hockey Committees
  - 2. Motion passed

(c) Reminder – Be mindful of how we speak and what we say about the club

b) Gaming Update – Update provided earlier in Mikayla’s report

-As a reminder – our current gaming partners are:

1. Lucky’s Bar
2. Tap In Tavern
3. The Pier
4. Blarney Stone
5. Our Place Tavern

7) **Rink Committee Update** – Kyle Leftwich

- a) Meeting this week (Thursday) to get an update.
- b) Kyle will send an update after the meeting

8) **Gun Raffle Committee Update** – AJ Emter

- a) No update

9) **Advertising Update/Fund Raising/Apparel** – Savannah

- a) **Advertising** – working through the renewals
- b) **Fundraising/Events** – meltdown committee met and they have a good plan on who they will ask for donations for auction items.
  - i) Email to membership for auction items
  - ii) Online auction a few days before
  - iii) Fundraising Ideas like 50/50 raffles
  - iv) Retro Jersey with presales – may be too late, but next year possibly

10) **Treasurer Update** – Rick

- a) Financial Report –
  - i) Waiting to receive the October financials
  - ii) We are tracking to be up in gaming this year to about \$29 million – which is \$1.3 to the bottom line.

11) **Concessions and Tournament Update** – Heather

- a) Monthly Update
  - i) Squirt Tournament – ref complaints – reminded Jeff we should try to have a adult/youth ref.
    - (1) Kids had fun
  - ii) Bantam B tournament this weekend
  - iii) Coke to Pepsi transition has gone really well.
  - iv) Staff group is going great
  - v) Girls Tournament and State will be here before we know it.
  - vi) Working with Jerry in Mandan with Peewee B.
  - vii) Incentives – we offered this past weekend. This weekend we are looking good
  - viii) Next year we should look at how we handle DIBS when events are cancelled due to weather or issues outside of our control.

12) **Board Action Outside of the Meeting:**

- a) Email received 2/7 - In working to hire an Operations Assistant discussion started over offering a stipend for benefits.
  - i) Other Full Time employees are offered a yearly stipend.
    - (1) Rick motioned to offer a \$5,000 stipend per year for this position.
      - (a) Matt seconds
      - (b) No further discussion
      - (c) Motion passes

**FOR THE GOOD OF THE ORGANIZATION**