

# Billings Amateur Hockey League

January 2022 REGULAR BOARD MEETING Minutes

Tuesday, January 18, 2022, 6:00 PM

## Call to Order:

Board Members present: D Tillery, Kristin Piccioni, Desarae Detling, Mark Goldy

Board Members present via Zoom: Mark Loeding, Margaret Stiles, Kristi Laib, Jason Heimer, Derek Hammermeister, Brenna Yarina

Board Members absent: none

User Group/Rink Liaisons: Shaun Seedhouse via zoom, Megan Davis

1. Individual, Guest, Member Comment:
  - a. Brendon Hanser with Montana Mammoth Jr. Team- Brendon was unable to join the meeting tonight as another business meeting came up. At this time, the board will wait for Brendon to reach out to revisit the Montana Mammoth Jr and a proposal for playing at CIA.
2. Board Liaison Update
  - a. Adult Hockey League
    - i. Nothing to report. Everything is going smoothly.
  - b. New Rink Update
    - i. Shaun had asked the executive committee about having a restricted account for donations for a new sheet of ice. This account would be to show that we are fundraising partners for a possible new rink. Jason asked Shaun to come to the board with a formal request, which Shaun is doing tonight. Now that Jason has the "formal ask" he will talk to our bookkeeper, Connie Murphree and legal counsel Chris Edwards to make sure we are staying within the legalities of our nonprofit status. He hopes to have this information in the next week. Shaun asked if he could get an answer to his "formal" request by February 8<sup>th</sup>.
    - ii. The board will wait for Jason's research before making a formal motion and voting. Several questions arose during the discussion and will need to be explored more once the board has more information. These questions and the answer that are currently known are as follows:
      1. Is it a conflict of interest to have an account set up to raise money for a new facility?
      2. Can we fundraise for two places at one time? Can we keep fundraising to maintain Centennial, while we fundraise for a possible new facility?
      3. Have we asked the membership for their support/want of a new facility/sheets of ice? If no, when will we? *The membership has not formal voted on support of new facility. Information will be presented to the membership once a formal proposal is given to the board.*
      4. Have we, as a board made a formal vote to support a new rink? *In the past, when a new facility was proposed, it was voted on and approved by former boards. Those projects never came to fruition therefore a vote will be made once we get more information, a proposal and talk to our members. Loeding pointed out that we cannot vote on supporting anything until we know more information.*
      5. What happens to CIA if the B AHL leaves? *The county will take the land back according to our lease agreement. We will need to review the lease.*
      6. What exactly does the lease between CIA/B AHL and Yellowstone County say? *A copy of the lease will be emailed to the board.*

7. Is it plausible to consider CIA staying open in addition to a new facility?
  8. How will the TIFF money influence the structure of a new rink and its effect on the B AHL?
- c. Curling
  - d. Figure Skating
3. Minutes Review and Approval
    - a. Motion by Kristin to approve December 2021 minutes. Second: by D. All in Favor, none opposed. Motion passed.
  4. Acknowledgment of the following Email votes
    - a. *Allow Apex to fix the major mechanical and other issues with entry doors as noted in their bid for work. 1/7/22*  
 Motion: Jason Seconded: Kristi  
 Yes: 6 No: 0 Abstained or No Response: 3 Motion passed.  
 Update: The work is schedule for 1/24/22
    - b. *Allow the Varsity team (18U) to roster additional skaters from non-B AHL organizations a non MAHA tournament in Idaho Falls. 1/4/22*  
 Motion: D Seconded: Kristi  
 Yes: 6 No: 0 Abstained or No Response: 3 Motion passed
  5. President's Report
    - a. Succession Planning
      - i. Four members of the board are completing their terms (Mark Loeding, Jason Heimer, D Tillery and Derek Hammermeister). We need to begin planning for the next board. Loeding asked the board to start thinking about who is interested in being the next president. He asked that anyone interested in positions for next year, to please contact the executive committee.
  6. Vice Presidents Report
    - a. Looking forward
      - i. D spoke about the goals of programing going forward. He is encouraging the board to make decisions regarding programing to not just accommodate the low end or high end of the membership. Programming decisions need to be made to hopefully accommodate as much of the membership as possible.
  7. Treasurer Report
    - a. Old Business:
    - b. New business
      - i. December Financials
        1. Jason reviewed the financials. The rink has had some big expenditures this past year ie purchasing the new cooling tower, new siding, new roof. The cash reserves are not as high as previous years, but that is to be expected due to recent purchases, maintenance items that have come up that come with costly repairs etc. The rink is still in a good spot financially, but we need to be mindful of expenditures.
        2. Connie is going through the financials and delinquent accounts are being sent to collections. It was asked how long individuals are 'marked' in the system if they have not paid their fees. To be removed from delinquent status, the account needs to have a current payment plan, or be paid in full, or if the member has aged out of the program. At this time, there is not an identified

time frame that the debt would remain on the books and that is being looked into. Ideally, that debt after a certain period that debt would then be written off as bad debt. The issue is that members that are not in good standing due to bad debt are not allowed to register for BAHL programs. Therefore, if their debt is written off there needs to be discussion about what happens if the member wants to register for another program. How will that be categorized and flagged?

8. Coaches Committee/Player Safety (Derek/Goldy)

a. Old Business

b. New Business

- i. The Varsity team manager asked the board to allow the varsity team to bring non-BAHL players to a non-MAHA tournament in Colorado Springs over Presidents Day weekend. This is the second request from the Varsity team for the board to allow non BAHL players to be roster on a BAHL team to attend a tournament. The first time was due to kids being injured. The second request was due to some players playing with their adjunct hockey team instead of their BAHL team. The JV coach did not want the cross rostered kids to play in the tournament because the JV tournament was the following weekend. LuAnn reported to the board via email that Bozeman had said they would let players from their organization attend with the BAHL varsity.

1. Discussion

- a. There were concerns that this was the second time that the varsity team had to ask for players to attend a tournament.
- b. It was mentioned that BAHL players need to put their BAHL teams first as our handbook states.
- c. Mark explained the history of how and why the tiered teams needed to play on what used to be black out weekends. In the past, the tiered teams needed to get their games in to qualify for Nationals. Out of respect for the players that made the tiered team, they were allowed to play in these tournaments. These players were not to miss MAHA games or events due to these tournaments. With MAHA not recognizing any weekend as a blackout weekend this year, it has caused issues with players missing games and/or tournaments with their BAHL teams (both MAHA and non-MAHA). This problem is not unique to just the BAHL, most organizations are experiencing this to some degree.
- d. Kristin expanded on Mark's tiered teams and black out weekend history. She agreed that during black out weekends, MAHA games were not to be scheduled. But teams could still decide to play in non-MAHA tournaments and players were expected to play on their BAHL team before playing on the adjunct hockey team.
- e. Mark informed the board that MAHA is looking into this problem and wants to have a resolution in place for next season.
- ii. *Allow the Varsity team (18U) to roster additional players from non-BAHL organizations (Bozeman) to attend a non MAHA tournament in Colorado Springs, CO over President's Day weekend 2022.*

Motion: Kristin Second: Des All in Favor, none opposed. Motion Passed

iii. Magic City Youth Hockey League: alternative to our current competitive teams

1. The coaches committee and Megan are brainstorming program ideas for next year. One idea that they are strongly looking into is what was temporarily named Magic City Youth Hockey League. This would be a noncompetitive 3v3 league comprised of 10U, 12U, and some 14U players. Number of participants

would dictate structure of the age levels playing together. It could be a viable option for players coming out of LTP but aren't ready for the level of play on a MAHA team. It could also be an option for new players or players that don't want to travel.

2. Questions brought up by the board:
  - a. *Will players be forced to play in Magic City 3v3 league even if they would like to travel?* Megan stated that any player that would like to participate on the MAHA competitive teams will still be allowed to do so and would not be forced to play in the 3v3 noncompetitive league.
  - b. *Is this a rec league?* At this time the classification or naming of this league has not been decided. Loeding pointed out that for players to play down with younger age groups, it would need to be called rec otherwise everyone would need to play within their age group
3. The previous rec league and issues associated with it were brought up. Loeding recommended Megan speak with Pete Leenheers about it since the rec league was during Pete's term as president. Overall, there was initial support for a league like this to happen but Loeding stressed that planning is critical and looking at past mistakes/pitfalls is a must or this program will fail as the other rec league did.

iv. Coaching Issues

1. There are currently three coaches (2 Bantam and 1 squirt) within BAML that did not take their certification class for the season. These coaches are redlined until they can make an appeal to USA Hockey. They have contacted Pete Kamman, MAHA Coach in Chief and are in the appeal process.
2. There was a nonofficial complaint about the players and coaches of a BAML PeeWee team at a home game. Loeding reports that he has talked to Al Bloomer and Pat Picicci, North Plains District Referee in Chief at length. At this time the complaint was not filed formally. Pat is going to handle it and will keep Loeding in the loop if things change.

v. Player Safety

1. Goldy reports that Kari Riley, MAHA Safe Sport rep, has sent reminders that all associations need to continue to follow SafeSport policies, this especially applies to locker room policies.

9. Facility/Maintenance Update (Megan/Kristi)

a. Old Business

i. Sparx/Blade Master

1. The Sparx machine is working well. Megan has not heard of any complaints. Jason asked if she is proactively ordering the grinding wheels for sharpening and Megan confirmed that she was.
2. Megan has done some initial research of the market value the Blade Master, all associated accessories and stands. We have had interest and one offer. Unfortunately, the offer was well below market value and was not accepted. The offer remains on the table to revisit if we are unable to find another interested party to purchase it. Last week another potential buyer sent a representative to look at the Blade Master. They are very interested and will get back to us about pricing.

ii. Volunteer Training

1. Volunteers are being trained for the Zamboni, but it is a slow process. Some of the obstacles have been limited available ice time, and the volunteers

schedules. This training is helping to work out the kinks and map out how future training will go i.e. how much time is needed to train individuals, what exactly they need to learn, and how the training should go. Looking ahead, Megan would like to have a process in place for this training by the time ice is laid. Preseason training is a must as once the season starts ice time and schedule become a factor again.

- iii. Property & Liability Walk Through
  - 1. Megan has not heard anything back from the walk through.
- iv. Scoreboard
  - 1. As of 2 weeks ago, the scoreboard is in production and is on schedule to arrive mid-February.
- v. Cooling tower fan/Electrical Issues
  - 1. There have been no major issues this month. It was determined that a breaker was tripping due to electrical issues that seem to be plaguing the rink. It was also determined that the cistern pump was freezing as it is uninsulated. With this freezing, no water was going to the cooling tower or the compressors which most likely was also contributing to problems with the cooling tower. Once the cistern problem was identified it has been wrapped in heat tape which has seemed to help with it not freezing. The shelter it sits in does need to be insulated. Jason asked Megan to get a bid from Apex when they are here to fix the doors.
- vi. Garage Door in Zam Room
  - 1. The garage door in the zam room is being rebuilt. The cost will be between \$500-\$1,000 depending on the scope of the work. Right now it looks like the door framework, tracks and belts all need to be realigned.
- b. New Business
  - i. School Fundraiser
    - 1. We had our first school fundraiser, and it was better than expected. Hiland Elementary School had about \$100 people come. The school got 35% of the proceeds which totaled about \$345. Megan thinks this will be a good way to market skating as quite a few kids that came to the fundraiser have now signed up for LTS. There is not a lot of ice time available this year, but Megan is hoping we can do more of these fundraisers next year.
  - ii. CPR/First Aid Training for staff
    - 1. Megan reported that at a recent public skate, there was an incident in which a skater fell and broke their leg. That incident reinforced the idea that our staff should be trained in First Aid and CPR. Goldy agreed and will work with Megan to get the training set up.
  - iii. Safety Concern
    - 1. Goldy reminded everyone that although it is unfortunate that a patron of CIA broke their leg on the ice rink, it is a good reminder that accidents can and do happen especially in the winter. We have to make sure that the ice and snow is being removed from the front of both entrances, as well as the steps and wheelchair ramp. Ice and snow build up creates a safety issue for patrons, user groups and employees. Goldy mentioned that volunteers could also be utilized in cleaning and shoveling capacities.

iv. Employee Handbook

1. ChemNet Policy Changes

- a. As of 1/1/22 Marijuana is legal for recreational use. ChemNet suggested that due to its legalization, we should remove the random drug test form our drug and alcohol policy. Our policy will have preemployment, post-accident and reasonable suspicion drug testing.

2. Employee Handbook

- a. Kristi and Megan had previously sent out the revised employee handbook. Megan would like to get it approved tonight so she can give it to the employees. Margaret asked if anyone other than board members had proofed the handbook such as an employment lawyer to ensure we are following employment laws. It was determined that only board members and not an employment law attorney had looked that the handbook. Margaret also mentioned that having spoke with the attorney on multiple occasions this fall, that lawyer advise the BAHL to include/incorporate what USA Hockey says we have to abide by since we are a USA hockey affiliate. At the present it does not look like there is such verbiage. It was agreed to have Shane Coleman or another employment law attorney take a look at the employee handbook before a motion is made to approve the handbook. Megan will contact Shane Coleman to have him review the current version and to incorporate USA Hockey verbiage on what is expected regarding employment practices.
- b. Loeding asked if Brenna had ever contacted an HR group as it was talked about back in October or November. It was reported that HR groups were contacted but they were very expensive and also wanted to take over all aspects of our HR including payroll vs just consulting.
- c. Goldy wanted to discuss whether CIA is alcohol free or not. Our player handbook under the section of Centennial Ice Arena Facility Policy, it states: *5. General alcohol use is prohibited within Centennial Ice Arena and any associated property without a licensed insured vendor and prior approval of the BAHL Board of Directors.* Not following CIA policy sets CIA up for liability. Goldy is not against adult members consuming alcohol at appropriate events, but our handbook and CIA policy should reflect that. Loeding stated that we should review what the current policy. Being a CIA policy, it falls under facilities. Megan and Kristi are to review verbiage. If our current policy is not being followed and we need to make modifications, we will need to work with Seedhouse and/or another adult representative and make a proposal to the board.

3. Emergency Action Plan:

- a. Tabled

10. Marketing

- a. Old Business  
b. New Business

11. Learn To Play

- a. Old Business  
i. LTP Session 3  
1. Things are going well. Megan had to shut off registration because there would be too many players on the ice since LTP shares their ice time with mite.
- b. New Business

- 12. Fundraising
    - a. Old Business (Megan)
      - i. Old Bulls Jersey Fundraiser
        - 1. Currently, the jerseys are being offered to Bantams (were previously offered to Varsity and then JV). In about a week, the jerseys will be opened to peewees and then the general public,
      - ii. Sponsorships
        - 1. Megan reports that we have about 10k in sponsorships coming in. 2 sponsorships of the scoreboard have been sold at \$4,475 each for 5 years. The sponsorships will sit below the scoreboard, similar to how they do now. One outside board sponsorship and one glass sponsorship have also been sold.
        - 2. Kristin asked if there was any conflict of interest in selling sponsorships to the scoreboard since user groups donated money to it. Megan stated that the money used for the scoreboard was specifically termed as donations and not sponsorships, therefore we can still sell the sponsorships.
      - iii. Raffle
        - 1. Tickets have been printed and are being distributed. Not all managers have picked up their tickets.
    - b. New Business
      - i. Golf Tournament
        - 1. Kristin and Brenna are going to start working on the summer golf tournament in the next couple weeks
13. Program Growth (Brenna)
  - a. Old Business
  - b. New Business
    - i. Brenna asked that from a program growth perspective future planning should try to have the program times at a consistent time so parents can easily remember and plan.
14. Tournaments
  - a. Old Business
  - b. New Business (Megan)
    - i. 8u Magic City Meltdown
      - 1. Annual Mites tournament scheduled for March 11-13, 2022.
      - 2. Two teams have already registered.
    - ii. 12U Tournament Team
      - 1. Mark asked that Megan and the coaches committee get together and figure out a plan and present the details to the board.
    - iii. 10U Team 1 MAHA Jamboree
      - 1. Asked MAHA permission to plan this jamboree with items that can generate monies like a raffle etc. MAHA approved this request.
    - iv. Varsity State Tournament
      - 1. Billings Varsity is hosting Varsity State Tournament March 4-6, 2022. More information to come
    - v. BSSG
      - 1. Figure Skating- cancelled due to numbers
      - 2. Girls Hockey- Billings is hosting April 22-24, 2022. More information to come.
15. Misc
  - a. Jackets (Kristi)
    - i. Kristi is requesting that the league buy the 5 senior jackets with the outgoing logo. Jason stated he will talk with LuAnn and get a proposal.

- b. Reimbursement for Megan's children's fees as compensation for her work before she was hired (Kristi)
  - i. Kirsti asked if Megan could be reimbursed for her children's hockey fees as compensation for her work done as a volunteer in the director's office/role before she was officially hired.
    - 1. Loeding noted that board members cannot be compensated for any of their volunteer work. He noted that there were also other board members that put in a lot of volunteer hours behind the scenes during that time of transition and also during other times throughout the season. Loeding stated that Megan stepped up and put forth a tremendous amount of time and effort and the board and CIA membership greatly appreciate her efforts. Goldy agreed with Loeding on compensation issue and noted that although we cannot compensate Megan for her volunteer work during that time, it does not mean we are unappreciative; the BAHL Board thanks Megan for her service and dedication to the league during a time of increased chaos and turnover.

16. Tabled

- a. Old Business
  - i. Tabled items:
    - 1. Revised Website

**Motion** to Adjourn by D

Seconded by Kristin

All in favor, none opposed. Motion passed.

Next Meeting Tuesday, February 15, 2022

Meeting adjourned @2032

Minutes submitted by Margaret Stiles, BAHL Board Secretary