

Bismarck Hockey Boosters Board Agenda
Tuesday, March 14th, 2023 @ 5:30 PM
Capital Ice Complex

Present:

Brad Thompson
Mikayla Jablonski Jahner
Savannah Cattleberry
Dustin Goetz
Jeff Hruby
Heather Welle
Jacqueline Ressler
Kaine Martell
Matt Butz
Kyle Leftwich
Carlyle Scot
Joe Gusaas
AJ Empter
Ian McDonald
Alyssa Backes

Absent:

Call to order

1) Parks and Rec Update – Dylan Thiem

- a) VF2 – down to concrete. Very close to rubble – they are wasting no time on VF3.
- b) Thanks to the Board for another great season. Overall, great success.
 - i) Reminder: 2nd invoice is due April 12th to receive program support.
 - ii) End of year Wrap Up before next board meeting with BHB, BPR and Kaine
 - iii) Ice contracts are being worked on now and will send them over ASAP.
 - iv) April 2nd – Wachter and Schaumberg offline
 - (1) Wachter will be back April 24th
 - v) October 16th and 23rd – Schaumberg and then VF2 to be back online.
 - vi) VF1 will come out ASAP. April/May are iffy.
 - (1) Tent – End of April to be out.
 - (2) Back online Sept 1.
 - vii) Summer Ice will be 1 sheet. Wachter
 - (1) Going forward it will be VF2 and 3 in the future (1 spot and 1 group of staff)

2) Old Business

- a) Approval of 2/13/23 board meeting minutes
 - i) Savannah motions to approve the minutes
 - ii) Heather seconds
 - iii) Motion passes
- b) Approval of 2/15/23 special board meeting minutes
 - i) Alyssa motions
 - ii) Savannah seconds
 - iii) Motion passes
- c) President Appointed - Ian McDonald – interim treasurer was introduced
- d) Preston Brown – gaming liaison was introduced
- e) By-Laws Discussion
 - i) Purpose was to restructure the board, additional comments received will be for later edits.
- f) Update on Contingency Planning
 - i) No progress made on that.

- ii) Are we able to get a line of credit
 - (1) Yes, we are
- iii) Money market to invest some cash
 - (1) Yes, we are able
 - (2) Why not make interest on the amount that we have in cash.
- g) Update on Audit/Legal Review
 - i) Mikayla has visited with AGs office and Eide Bailey
 - (1) AGs office – said we are not on a list, got this in writing. We are not a target
 - (2) Gaming site manager and gaming manager – spoke to AGs office. AG said that they looked into things but see no issues at all.
 - (3) Eide Bailey – said it is so new that no one does gaming audits yet. They are working on it. Received an email from Eide they are hosting a summit with gaming for non-profits.
 - (4) Spoke to attorneys along the way – no gaming experts
 - (5) Due to getting in writing from AGs office, we feel comfortable where we stand and do not need to continue searching for an audit.
 - (6) Someone should attend the Summit Eide is putting on.

3) Gun Raffle

- a) Wasn't a great year
 - i) Getting tickets out
 - ii) Collecting tickets
 - (1) We don't have any ramification when members don't turn them in.
 - (a) 1 family who refuses to communicate
 - (b) Families who never even picked up their tickets
 - (c) Mikayla will take the names and the skater will not get a jersey or sign up for tryouts.
 - (2) We have guidelines and we need to follow them.
 - (3) If they don't turn in tickets or sell tickets, the skater needs to be taken off the ice.
 - (i) Everyone is on board – coaches, off ice, etc.
 - (4) Can we add something to registration
 - (5) 170 books not sold.

4) Public Comment

- a) Background: Any public comment on a non-agenda item needs to be added to be approved by a BHB board officer with materials/topic provided ahead of meeting unless it is already listed. Please limit comment period to 5 minutes per speaker. If a board response is needed it will be provided prior to at the next board meeting.
 - i) Hockey Director Coaching:
 - (1) Public Comment:
 - (a) Are you going to voting if Kaine should coach in the future?
 - (b) Will you have steps in place?
 - (c) Wasn't it going to go into Contract that he would coach the Bantam AA?
 - (d) Other Top Person of their hockey program are coaching around the state. When will this be a part of his contract and not a discussion of the board?
 - (e) This guy knows a lot about hockey and has done a great job.
 - (f) Is there any other coach in the program and not have another job? Why can't Kaine have his Hockey Director job and coach?
 - (2) Board Comments:
 - (a) Heather Welle – doesn't remember the terms of his contract, there was discussion that he would be a coach. He coached Peewee B. Has always been a discussion that he would coach, but not a decision as to what team. As board members it's looked at – can Kaine spread his time to coach and then be available for the rest of the program. There has not been one time that Kaine has missed a tournament or anything significant because of coaching. Scheduling 6 am practices made it so he could be present in the evening. Kaine should be able to coach.
 - (b) Jeff Hruby– he is not going to say yes or no. Kaine should be able to decide if he can accomplish both tasks. There are whispers and gossip around this. Let's have open communication. Not our role as a board member to vote on this.

- (c) Alyssa – 100% agrees with Jeff. She feels Kaine has been targeted. Every board meeting has been uncomfortable. People joined this board to make this happen. She is over this topic as it has gone meeting after meeting.
 - (d) Savannah Cantleberry– we have been talking about this and had decided it was ok along time ago. But it keeps coming up. Kaine is the hockey director, and he can determine who is qualified
 - (e) Carlyle Scott – He thinks Kaine should continue to – the counterpart is that Kaine is coaching Bantam AA when I have a termite or other level.
 - (f) AJ Emter – counterpart – your top coaches are coaching the top performing team. If he coached a termite team – other teams would complain he doesn't coach them.
 - (g) Joe Gusaas– would this be a discussion if he was coaching Bantam B team? Well then it would not be a concern of the board either. We need to give these players the skills. He will be putting a motion out there for on ice director.
 - (h) Heather Welle – as a board we have tried to grow the hockey. We brought on a hockey director and how would it feel if someone told you how to do your job every day. This board is here for business and let Kaine do his job. We need to go back to positive. Our members look for us to do good things and she doesn't think we have been success this year.
 - (i) Jeff Hrubby – he doesn't think anyone wants to do bad here. We said we are not going to talk about it. It was brought to the board by the public.
- (3) Hockey Director Comment - If he is the hockey director and he directs hockey, why is it not fitting for him to choose the team he coaches? Second – he come to the meetings and told that he gets to make the decisions. But now the board is telling him what he can and can't do. Coaches are on the ice and then the board – they are combining the two. He has met with many coaches, and all were positive except for 1. What has he done wrong that has caused this rift? What has he done wrong other than missing the termite first week. When he got here our players were 3 or 4th lines. Now we are producing top line players.
- (4) Jeff makes a motion to leave it up to the hockey director if he will coach and what team. Create what the strategic vision is for this program 1,3,5 years with off ice and on ice.
- (a) Savannah seconds
 - (b) Motion passes

5) New Business

- a) April Meeting Location and Date Change – Capital Ice Complex – April 17th
- b) Upcoming Elections – Treasurer, President Elect, 2 - At Large Members (2-year Terms)
 - i) Contact Brad with a brief bio and why they want to be on the board
- c) Concessions Continuation Discussion
 - i) Great numbers and stability
 - ii) Looks like we almost tripled income.
 - iii) Background:
 - (1) Heather looked at what was selling – what she bought and increased pricing.
 - (a) What can make a profit
 - (2) Heather was smart with utilizing employees
 - (3) Closed between games (4-hour gap) – didn't want food sitting, DIBs shift (etc.) We won't have one Bantam AA tourney again.
 - (4) Heather is not ready to make a decision if she will stay on.
 - (a) Lost in 10,000 to 7,000 dollars due to games being cancelled.
 - (b) We will be crazy to not bid on this.
 - (c) Our concession stand is cost effective.
 - (d) We should not give up a revenue generator.
 - (e) Dib incentives are never used for concessions
 - iv) Alyssa motions to rebid the contract for concession
 - (1) Heather seconds
 - (2) Discussion:
 - (a) Joe – I was skeptical, but the numbers look great.
 - (b) Heather – the manager it is a lot of running and work. It will take someone to stay on top of it.
 - (3) Motion passes.

6) Off-Ice Coordinator Updates

- a) Termites – Dustin Goetz

- i) No update
- b) Mites – Joe Gusaas
 - i) No update
- c) Squirts – Carlyle Scott
 - i) No update
- d) Peewees – Matt Butz
 - i) No update
- e) Bantams – Alyssa Backes
 - i) No update
- f) Girls – Jeff Hruby
 - i) No update
- 7) **Hockey Committee Update** – Joe Gusaas
 - a) Skill Development Program
 - i) EdgeBoss Hockey – 2 full rinks
 - (1) Cost: \$7,749.18 (we will own it.
 - (2) Minot uses it. Its great quality and has our names built into it.
 - (3) Competitor Price: \$9,800 and we would rent it.
 - ii) Joe Motions to give Kaine approval of up to \$9,000 to spend on EdgeBoss Hockey
 - (1) Carlyle seconds
 - (2) Discussion:
 - (a) It would be set up on the ice, built in stations, while moving as fast as a skater can move.
 - (b) Kaine liked PEP but they don't own it. We would always be paying more fees. Customers who have PEP say that it breaks often.
 - (c) Minot likes their EdgeBoss and will be adding more to their system. It comes with diagrams for training too.
 - (d) The vision is that on power skating days we would have and half in a practice. Can be added to normal practices too.
 - (e) This would be for squirt and above. May start halfway through mite season too.
 - (f) Would like it here before preseason (July/August timeframe)
 - (3) Motion Passes
 - b) Level Coordinator
 - i) New on-ice positions
 - ii) Fargo has a hockey director that then has a level director. Weekly/bi-weekly meeting. Fargo director is not on the ice as he is the Davies Coach.
 - iii) What we would need:
 - (1) 2 at Mites, 1 for PeeWee, 1 for Bantams and 1 for girls
 - iv) The job descriptions would be posted, interested people will apply and there will be interviews.
 - (1) This would be a large time commitment.
 - v) Incentive Discussion:
 - (1) Parent - would give them a stipend
 - (2) Non-parent – could fall under non-parent coach pay of \$3,000 plus expenses.
 - (3) On Ice Coordinators were paid more than coaches. It was \$600 more.
 - vi) Next Steps:
 - (1) Kaine will prepare realistic guidelines, job descriptions and the dollar amount to the May meeting.
 - c) Kaine is working on blur prints for Termites through Bantams
 - d) Hockey Committee will be a part of tryouts and evaluations
 - i) A parent can not evaluation while their player is on the ice.
 - e) Squirt Tiering is being worked on
 - i) Tiered at tryouts and then decided
 - ii) Travel/Rec is determined in December
 - f) Board members are invited to attend the Hockey Committee meetings.
 - g) Hockey Committee would like to do high level advisory
 - i) Joe would like the committee members to bring topics or ideas
 - ii) There are no term limits now, maybe should switch to 1-year terms.
- 8) **Hockey Director Update** – Kaine Martell
 - a) Monthly Update

- i) End of Year Jamboree – donuts and Medals were a hit. Will do less glazed.
 - ii) Squirt Rec end of year was great and competitive games.
 - iii) Travel teams 15U took 3rd, 12A took 2nd (loss 4 OT)
 - (1) 75% of the games were 1 score games
 - iv) 12B team lost last 2 games by 1 goal in OT.
 - (1) Tough go with the Refs – more experiences refs for certain games
 - v) Bantam AA last week – was a good tournament for hockey.
 - (1) Attendance wise – awful
 - (a) Should not host Bantam AA solo again.
 - vi) Pee wee Super State – getting it the next time (not 2023/2024 season)
 - vii) Mike and Kaine are doing end of season coaches’ meetings – team side, schedule, ice time, goal robber, trench, benefits to it all.
- b) State discussions: - revamping the format is discussed often.
- i) 2 Tier format across the state – proposal
 - ii) Revamp state tournaments – 16 teams are a lot.

9) **Executive Director Update** – Mikayla

- a) Monthly Update
 - i) Introduced Jamie to the board
 - ii) End of year survey
 - (1) Broke into sections to help
 - (a) Board Comments/Discussion
 - (i) AJ Empter
 - 1. Coach survey looked great
 - 2. Questions 8 and 9 – will it give us good data (do parents look at this?)
 - 3. Practices plan and rate satisfaction with hockey director
 - 4. Membership should not be asked about hired staff (rate)
 - (ii) How are you going to use this data
 - 1. We need to hear the members
 - 2. Question 40 – make another box
 - 3. Question 1 – select more than one box.
 - 4. Ask people to be specific (level wise)
 - (iii) How do we get the data?
 - 1. Charts
 - 2. Can we get it in excel
 - iii) End of Year Video:
 - (1) Usually, it is for those who have phased out of the program (no longer allowed to play in the season).
 - (a) Let’s show some respect to those who have spent the years in the program.
 - (i) Mikayla will send out email to let all know that they are leaving the program can submit the photo.
- iv) Financial Update – Mikayla/Ian McDonald
 - (1) \$1,000,000 is a non-cash expense. It is \$100,000 a year, but it has to show the full \$1,000,000.
 - (a) We will not see it the next 9 years.
- v) DIBS –
 - (1) Locker room and team manager – 20 hours, so should not need to do the additional 2 hours.
 - (a) Yes, these are wiped.
 - (2) If a member of the tournament committee or board member asks you to do something – you have to do it.
 - (3) Cancellations – no DIBS given
 - (a) Kaine – anything that can be rescheduled
 - (4) Floaters – goes away 4 in the box again
- vi) Spring Meeting – Grand Forks – Kaine and Mikayla are going
- vii) Hiring Consultants to come in and gain our foundation and structure –
 - (1) They will help with:
 - (a) Strategic planning
 - (b) Mission
 - (c) Where are we going?

- (d) We can get bet practices from these consultants
- (2) Cost:
 - (a) HR Part:
 - (i) \$10,000 for 22 job description and salary structures, evals
 - (ii) There are 4 positions so should be less
 - (b) Strategic Planning Company
 - (i) Cost: \$10,000, succession planning \$3,000 and travel \$2,000 - \$15,000
 - 1. Went through process
 - 2. Lengthy proposal already sent over
- (3) Savannah motions to approve up to \$10,000 for HR planning with a 3rd party vendor at of Mikayla's discretion.
 - (a) Kyle Seconds
 - (b) Motion approves

10) Rink Committee Update – Kyle Leftwich

- a) Working on the grant to cover all upfront costs
- b) Discussing 1 sheet with the plans for a second
 - i) Could save the \$4 million to spend more later?
 - ii) What is the benefit of ever adding the second, it won't bring any extra money.
- c) Do we want this to put something out to the membership
 - i) Not owned by BHB
 - ii) Lead by BHB
 - (1) Investor owned

11) Gaming Committee Update – Kyle Leftwich/AJ Emter – No Update – Preston joined. Anything over \$5,000 have been tabled.

- a) Approved Recently:
 - i) Heart transplant for a Mandan child
 - ii) Local youth sports
- b) Gaming Liaison – Preston Brown –
 - i) Job Responsibilities
 - (1) Keeping relationships well with Alec, Susan and the bars.
 - (2) Tracking bills during session
 - (3) 5-10 hours a month
 - ii) Inventive Discussion
 - (1) Registration for his kids this next season
 - iii) Kyle motions to waive all registration for players and DIBS
 - (1) Carlyle seconds
 - (2) Discussion: This position is consistent and is the face for our club with these owners.
 - (3) Motion passes

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

12) Advertising Update/Fund Raising/Apparel – Savannah

- a) Working through advertising
 - i) Several signs to go up
- b) Melt Down is well on its way
- c) Last Jersey hand in is the 21st
 - i) Kaine is taking jerseys to Interstate laundry

13) Concessions and Tournament Update – Heather

- a) Monthly Update
 - i) Concessions – reducing inventory mode
 - (1) State Tournament PeeWee B – couple issues
 - (a) Tournament committee did well

- (b) Took credit card and cash
 - (c) Taco bar each weekend
 - (i) Not beneficial
 - 1. Snack table is more used
 - (d) Program Books
 - (i) Go electronic next year
 - (e) 62 comments on the Northwood game
 - (i) A lot less problems with parents
 - (f) Quite a few players and coaches ejected.
- 14) Additional Board Actions outside of the meeting via email:
- a) Savannah Cantleberry motions to approve the meeting minutes.
 - i) Matt Butz seconds
 - ii) No discussion
 - iii) Motion passes

FOR THE GOOD OF THE ORGANIZATION