

West Fargo Hockey Association Board Meeting

Board Meeting Minutes: Monday, June 21st, 2021 at 6 p.m.

West Fargo Sports Arena 520 32nd Ave W West Fargo, ND

Board Members:

Present: Alex Aughinbaugh, Josh Benson, Scott Haider, Sarah Elkins, Kelly Kisell, James Cailao, Seth Rehm, Kayla Goebel, Ryan Thayer (via TEAMS Meeting), Brent Kuehne, Kristen Cigelske, Eric Nelson

Absent: Jareb Raan

Others Present:

Hockey Director: Jason Gregoire

Operations Manager: Shana Wilson

Assistant Hockey Director: Zach Feltman

Charitable Gaming Manager: Jason Campbell

Members Present: None

PROCEEDINGS:

Meeting called to order at 5:59 p.m. by President Alex Aughinbaugh.

Minutes Approval

Aughinbaugh

Benson made a motion to approve the May 17, 2021 Regular Board Meeting minutes as provided to the board of directors. Motion was seconded by Kisell. Approved by all; motion was passed without dissent.

Hockey Operations

Gregoire/Kisell

Gregoire provided a current overview of the regular hockey operations activities to the board. Summer camps are in progress for the first session scheduled in June and players have completed the first two weeks of skills. July registration numbers show positive increase over the June camp registrations and appear to be improving for the August sessions as well. Options for Fall Hockey Camps will be provided to the membership after the regular season registration opens.

Regular season registration for players is created and will go live on July 1st. Registration costs will continue to be tiered in pricing throughout the window for the 2021-2022 season. Discounted pricing will be offered from July 1st to the 15th as an incentive to complete early registration. Registration will close on August 15th with late registration fees being assessed the last week of registration. Fees for the 2021-2022 season will remain the same with the exception of the Pee wee AA, Bantam AA and 15U teams. The extra fees assessed are due to an additional travel tournament and breezer covers for team members. The prior year no extra fees were assessed in regards to changes resulting from COVID-19.

Benson made a motion that Gregoire, Wilson and Feltman dictate the 2021-2022 registration fees with increases not to exceed 20% above the 2020-2021 season registration costs with the exception of the additional fee assessments for Pee wee AA, Bantam AA and 15U teams; registration costs and changes in fees are to be reflected in the registration budget line item for 2021-2022. Motion was seconded by Haider. Approved by all; motion was passed without dissent.

Gregoire introduced Zach Feltman to the board. Feltman assumed the role of the Assistant Hockey Director at the end of May and provided a brief background of his prior experience with West Fargo Hockey. Feltman is beginning his 8th season with the organization.

Gaming Operations

Campbell/Nelson

Campbell provided a brief update on the outlook of gaming for the past month. The current gaming numbers are showing to be consistent with past summer seasons where a slight slowdown typically occurs. Comparing to the gaming income from May there has been a slight taper in business which is expected. Aughinbaugh requested a brief update on the new gaming site in Argusville. Campbell reported that to date the site has been profitable and appears to be a positive addition to the gaming repertoire.

Old Business: Executive Director Search

Aughinbaugh

Aughinbaugh gave a brief overview of the search process to the board in preparation for the closed session to meet the final applicants selected by the hiring committee. The committee consisted of Cigelske, Haider, Cailao, Benson and Aughinbaugh. WFHA received a total of 50 applicants from which 5 were selected for first round interviews. Of those 5 interviews the committee chose 2 final applicants to meet the staff of WFHA and be presented to the board for final interviews. Interviews with the board will take place in a closed session after the conclusion of the regular board meeting on June 21st, 2021.

Old Business: Tournament – The Winter Classic at The Lights

Benson/Aughinbaugh

Aughinbaugh presented the status of the Winter Classic tournament and provided current information in the planning process. Wilson has updated the WFHA website with information on the tournament for membership and prospective teams. The tournament will be able to host 12 teams at the Peewee B1 and Bantam B1 levels. Aughinbaugh encouraged the board to share the information with any other teams and organizations that may be interested. Wilson, Gregoire and Feltman have been collaborating to match the vision of The Lights staff which included streamlining the creative end. Registration is open, the registration cost appears to be comparable with other tournaments and the team is ready to include support from the potential Executive Director, the staff at The Lights and project planning with WFPS personnel when appropriate.

Proposed Bylaw Updates

Aughinbaugh

An overview of the proposed bylaw changes was presented to the board by Aughinbaugh and Haider. Updates include the addition of the Executive Director role, addition of the Assistant Hockey Director and changing the title of the Gaming Manager to Gaming Director in order to be in alignment with the other position titles with the WFHA staff. Before proposed changes can be adopted, they will be presented to the membership at least 30 days prior to voting in accordance with current bylaws. Aughinbaugh will communicate the proposed changes to the membership within the next two weeks for potential feedback.

Coach Compensation, Reimbursement Changes and Referral Bonus

Gregoire

Gregoire presented proposed changes to the compensation and reimbursement of non-parent and parent coaches for the 2021-2022 season. The compensation for a head non-parent coach will double from the previous year. This provides for a competitive salary that will entice and recruit more applicants to our coaching staff. Increases in the pay are comparable to the earnings offered in Minot and Bismarck and more attractive than those currently offered in Fargo, Moorhead and Grand Forks. These changes will be reflected in the 2021-2022 budget for the upcoming season. Compensation packages, pay and reimbursement were presented for parent and non-parent coaches at the Squirt/10U, Peewee/12U and Bantam/15U levels. The overarching goal is to recruit and retain quality coaching staff with an aim of having mostly parent coaches at the Squirt/10U level and 2 non-parent coaches with 1 parent coach at the Peewee/12U and Bantam/15U levels in the future.

A referral bonus structure was also shown as an incentive that can be provided to members that are able to help recruit non-parent & non-member coaches in upcoming seasons. Training bonuses will be provided to the coaching staff that attend the bi-weekly Sunday night meetings hosted by Gregoire. Kuehne asked Feltman for his perspective on the recruitment, retaining and pay during his past 8 seasons with WFHA. Feltman expressed that these changes would positively impact the direction of coaching staff with what he has observed over the course of his time with the

association. Discussions among the board also suggested that a tiered system could be implemented for coaches with a monetary incentive to return in consecutive years. Final decisions on the pay will be made by Gregoire and reflected in the 2021-2022 budget.

WFHA 2021-2022 Handbook Approval

Wilson/Aughinbaugh

Wilson presented a summary of changes to the handbook for the 2021-2022 changes. These changes were applicable to registration discounts, fundraising clarifications, locker room policies of travel and non-travel players as well as team group tryout clarifications for youth and girls. Other minor changes will be reflected in updates to the board of directors, new positions, staff title changes, tryout and team selection processes and cell phone policies.

2021-2022 Financial Budget Overview

Aughinbaugh/Benson/Raan

An update to the status of the 2021-2022 budget creation was provided to the board by Benson and Aughinbaugh. This item will be moved to the July meeting date in order to allow input from the future Executive Director before final presentation and approval will be sought from the Board of Directors.

WFHA 2021-2022 Season: Key Dates

Feltman

Feltman presented a tentative working document to the board for season 2021-2022 key dates. Tryouts will be tentatively be held in early October for Bantam, Peewee, 15U and 12U. Practices will begin in late October with games commencing in early November. Squirts and 10U teams will experience changes to align with upcoming modifications that are being implemented in Minnesota. At this level tryouts will be held in October with a month of in-house play and tiered levels of teams. Final team placements and composition will be determined at the end of that month with practices and travel beginning in November allowing for new players at the Squirt level to become accustomed to full ice before league games. All season dates will be available online in the coming week for membership to view and utilize in planning for the upcoming season.

Adjournment

Aughinbaugh

Benson made a motion to close the meeting. Motion was seconded by Haider. Approved by all; motion passed without dissent. **Meeting closed at 6:42 p.m. by President Alex Aughinbaugh.**

Meeting was adjourned at 8:45 p.m. by President Alex Aughinbaugh.

Board of Directors

Alex Aughinbaugh, President

Josh Benson, Past President

Scott Haider, Executive Vice President

Jareb Raan, Treasurer

Sarah Elkins, Secretary

Kelly Kisell, Director of Hockey Operations

James Cailao, Director of Tournaments

Seth Rehm, Director of Compliance & Safe Sport

Kayla Goebel, Director of Membership & Recruitment

Ryan Thayer, Director of Business Operations

Brent Kuehne, Director of Facilities & Equipment

Kristen Cigelske, Director of Communications & Marketing

Eric Nelson, Director of Fund Raising & Gaming