

Hastings Hockey Boosters Meeting Minutes

Meeting Date: April 7, 2019

Roll Call:

X	Tom Johnson (President)	X	Jamie Stevens (U8 Director)
X	Adam Hoffman (Vice President)	X	Dan Zgoda (Director of Bantams/Jr. Gold)
X	Jamie Schuster (Treasurer)	X	Jesse Viall (Director of Mites (Super & Mighty)
X	Dana McGree (Secretary)	X	Kristi Woodwick (Director of Girls Travel)
X	Jim Zgoda (Director of Operations)	X	Sean McCabe (Director of Peewees)
X	RJ Schriefer (Director of Hockey)	X	Steve Hagen (Director of Squirts)
	Shannon Callahan (Director of Volunteers)	X	Andrew Bergeson (Director of Ter-Mites)



Approval of Agenda: A motion was made, seconded, and carried to approve the April Agenda.

Approval of Minutes: March meeting minutes will be sent to board members to review before the May meeting. Adam will send minutes to Dana.

Topic	Discussion	Next Steps
New Business	<ul style="list-style-type: none"> • Recognition of outgoing Board members <ul style="list-style-type: none"> ○ Recognition plaques were presented before the end of the meeting. Thank you to Travis, Jamie, and Terry. Brooks and Bernadette not in attendance. • Approval of new Directors <ul style="list-style-type: none"> ○ New Director of Ter-mites- Andrew Bergeson, new Director of U8 (In House Girls) - Jamie Stevens, and new Secretary- Dana McGree . ○ A motion was made, seconded, and carried to approve new members. 	
Coordinator Reports	<ul style="list-style-type: none"> • Referee– John Klimek <ul style="list-style-type: none"> ○ June 1st for registration ○ We should put something on the website to recruit referees – especially past players. ○ D8 ref coordinator meeting is next Sunday. • Registrar – Shannon Callahan <ul style="list-style-type: none"> ○ Not in attendance • Technology – Randy Kruse <ul style="list-style-type: none"> ○ Will have data on all teams by end of month ○ Question regarding erasing registration information from the site as they would like to export termite roster. <ul style="list-style-type: none"> ▪ Pages may be hidden or deleted. Adam was sending detailed lists out. Jesse wanted information on current players from registration, learn to skate. Kristi would like this information too. • Tournament Director <ul style="list-style-type: none"> ○ Is it possible that we find someone willing to oversee all tournaments and then find individuals to coordinate individual tournaments? Example, four person committee per tournament. It might be difficult to recruit volunteers. We may need to give 8 dibs per person. We could try this approach. ○ Proposed process change - Overall tournament coordinator with committees for each tournament. 	<ul style="list-style-type: none"> • Send info to TJ and/or Randy • TJ has it so he will share with others • TJ will put together a proposal for next meeting and present at next meeting.

	<p>The coordinator would need to set up everything, t-shirts, brackets, registration, etc. Then committee would take over (with coordinator on-call). Requirement to be there was reason for stipend but could be Dibs instead.</p> <ul style="list-style-type: none"> ● Sponsorship – Terry Johnson <ul style="list-style-type: none"> ○ We need to start reaching out. It would be nice to have a letter to send but it also goes beyond letters. In addition to a letter, a personal connection, in person visit and/or phone call, would be best. ● District 8 – Adam Hoffman <ul style="list-style-type: none"> ○ Next season coming up will be discussed over the summer and if anyone is interested in running for a position. ● Goalie – Steve DeBus ● Recruitment- Josh Colvin <ul style="list-style-type: none"> ○ Trent Hanson working on development, recruiting and retention and has reached out to other principals about Hastings activity use council, sideline walking, etc. ○ Starting to see other sports coming out with same idea, when it's not their season, how can they help push outreach for other sports. ○ Numbers are in trouble <ul style="list-style-type: none"> ▪ Kindergarten - 275, next year 270 and numbers aren't growing ▪ We need to get current members to recruit. Suggestion to offering to waive dibs for a year if a family gets someone who's never played or away for at least a year to register and play. ▪ How can we get kids in second through fourth grade interested? ▪ Girl's high school team birthday cards – not guaranteed new coach will fund the cards (\$500). Discussed with Adam about doing something similar; may need up to \$1000 for recruiting needs. This should be a top priority ▪ Engagement needs to happen from the high school level 	<ul style="list-style-type: none"> ● Need additional help reaching out as well as new business to reach out to
<p>Officer Reports</p>	<ul style="list-style-type: none"> ● President – TJ Johnson <ul style="list-style-type: none"> ○ Jamie is moving out of her position as treasurer. Introduced Katie to the group. She is interested in taking on the treasurer position. ○ Currently working with RJ to review the survey comments. They are very interesting to read and have some good ideas there. There is hope that we can bring some to the table. ● Vice President – Adam Hoffman <ul style="list-style-type: none"> ○ Working through the numbers for the last few kids. ○ Would like to get things scheduled <ul style="list-style-type: none"> ▪ Little Wild – same time same weekends. Need to make sure this is communicated early. Let's make sure we blast that information out to our members; communicate it out weeks in advance with reminders the day before. ○ Fall schedule – same dates? Any objections? <ul style="list-style-type: none"> ▪ Travis – good ▪ Jesse would like to do mites one and two back to back one day a week 	<ul style="list-style-type: none"> ● Adam send times to Terry

	<ul style="list-style-type: none"> ▪ Kristi would like to push girls back so it is closer to try-outs ▪ Would like schedule down for in-house and communicate it out early in the season and create a flyer and share after directors approve it. ▪ High school game conflict – willing to move girls game on Friday of bantam tournament but need to confirm. <ul style="list-style-type: none"> • Worked okay last year – Big Chill – we had the rinks from 6 – 9; Saturday had the whole day • It was heard at peewee level that the East rink is iconic and had teams want to scrimmage because they wanted to play on that rink. • Possible to start the tournament on a Thursday night? Some tournaments are currently doing this. • It’s a fundraiser so we want it to be great but also want to support community • Advantage to a home tournament is not waking up early on a Saturday to play a game • Flip side – girls liked when they got to play two games • Need to have 3 hour between games. Propose those involved take a closer look and see if it can work out. ▪ Try hockey and bring a friend dates <ul style="list-style-type: none"> • Will need to find out who new head coach is for the girls • Bring a friend was right after Little Wild and it was a bit chaotic, so maybe an hour later; or do vice versa? ▪ Hockey night party <ul style="list-style-type: none"> • Need to plan this early. Possible to do it sooner in the season? • Could tie in with the golf tournament? It has been separate from it for a couple years and could work now. Suggestion for during Rivertown days but can be problematic getting helpers ○ Upcoming Leadership conference <ul style="list-style-type: none"> ▪ Would be nice to have as many people to attend as possible. You can pick your topic so you wouldn’t need to attend all sessions. It’s a good time and potential to make connections and gain education. ▪ Adam and TJ thought if people are going then it would be nice to get some Hasting apparel. ▪ In St. Louis Park; check your email on how to register. ● Treasurer – Jaimie Schuster (Approval of the Financial Statements) <ul style="list-style-type: none"> ○ Missed Feb. meeting due to being in Arizona and in missed in Mar. due to attending son’s game. ○ Emailed the financials all combined <ul style="list-style-type: none"> ▪ Operating at a loss currently. Our revenue streams are drying up and not shocking ▪ July – March showing a profit –we’ll be at a loss but we have a potential profit match from hockey night. In addition, someone’s company may match the \$6300. ▪ Ice is going up to \$200 – we should budget at \$205. We will need to increase our registration 	<ul style="list-style-type: none"> ● Adam will send email to those involved ● Adam H. will send out dates for approval
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	<p>fees.</p> <ul style="list-style-type: none"> ○ When money was tight a stipend position was removed ○ No longer have a surplus running out of Squirts. ○ Proposal to lose an hour of ice time to help with registration costs (dependent on the team and start time). A motion was made, seconded, and carried to approve. ○ Tournaments <ul style="list-style-type: none"> ▪ Sugar and Spice Tournament continues to be our biggest source of funding. ▪ District tournament brings in around \$500 – we should consider if this is still something worth doing or try to replace with another tournament. ▪ Question: how does the girl’s tournament make so much more? Girls have one hour time slots and girls buy more of the apparel. ▪ We should consider increasing tournament registration fees. ○ DIBS checks <ul style="list-style-type: none"> ▪ Will need to cash checks soon as they are dated in October. ▪ Looking into process of using credit card option during registration process. ○ Other fundraiser options? <ul style="list-style-type: none"> ▪ Pull tab booths – challenge is the \$50,000-\$70,000 advance buy in. In addition we would need to have a full-time licensed/trained person to coordinate. There are a lot of regulations such as having to be in a set location. There is also liability and the responsibility for management of cash to consider. We need to investigate further. 	<ul style="list-style-type: none"> ● Further investigate pull tabs and other options for fundraising and discuss at May 5th meeting ● Proposal to put pull tabs into the budget
<p>Director Reports</p>	<ul style="list-style-type: none"> ● Volunteers – Shannon Callahan – not in attendance ● Director of Hockey – RJ Schriefer <ul style="list-style-type: none"> ○ Surveys sent out – only heard from Brooks about coaches that want to return ○ 180 responses out of 545 (travel = 250) It is currently still on website and can be taken off. ○ Highlights: <ul style="list-style-type: none"> ▪ Only 17 that said they didn’t have a successful season ▪ 26 said coaches didn’t push kid enough ▪ Would you be pleased if your coach came back? No = 25 with Other = 22, but mostly positive ▪ If you take away the best and the worst – it was pretty good for each team. ▪ At the higher levels – parents do not want more than 3 coaches (big complaint). There are too many voices and it can be confusing. There was agreement from the board regarding this – while we don’t want to take away from any parents coming out for practice, but there should be one Head coach – and one assistant as your co-coach and everyone else below. On the bench you don’t need more than three coaches. U12 and Pee Wee only need three as well. This would need to be discussed with current Pee Wee coaches. ▪ Hastings Hockey needs to stop comparing with other cities and start comparing the resources available. For example: Upstairs shooting room – it doesn’t work ▪ We need to reinforce to the parents that coaches are not here to discipline the kids and that is up to the parents. There was one comment about coaches that RJ wants to discuss with TJ, 	<ul style="list-style-type: none"> ● TJ – going to start making a list for question 6. Feedback to membership, etc.

Adam, and Jaimie.

- Number 5 – how much is due to perception?
- Non-parent coaches for girls – hard to find and difficult to get. RJ has sent some emails out and we should advertise in Let's play hockey and hope for the best.
- **Operations – Jim Zgoda**
 - All travel teams have things turned in minus two U16
 - 9 sets of equipment outstanding for termites – 5 returned today. Jim will send another email and if not returned then we will cash their check.
 - Condition?
 - 10 – 15 helmets that we can't that are cracked and/or missing stuff
 - Everything looks okay for the most part, had to pull a few skates. Need involvement from the level directors.
- **Travel Girls – Kristie Woodwick**
 - Kristie met with Travis – U10 – 2 teams, U12 – 2 teams and U15 with 2 teams. Will need to add a tryout – perhaps the weekend after Halloween? High school try outs are week of Halloween.
 - Concern regarding numbers after HS try-outs and registering. If they don't register until after HS try-outs then we won't know what kind of numbers we will have for teams. We need them to have to register in Aug.
 - Strong recommendation that girls hold tryouts after high school (count on maybe 4 kids quitting?)
 - Need to communicate early regarding registering for both and then getting a refund later (refund only if skating for HHS team).
 - Suggestion to have girls register in order to skate in the clinic.
 - There may be other teams that need to co-op.
 - Adam will need to know how many ice hours will be needed. Most likely 3 hours and 1 scrimmage away on the week of the 21st.
 - Do tryouts before high school and don't announce teams.
- **Ter-Mites – recommend scheduling like last year**
- **Mighty/Super Mites – Jesse Viall**
 - Reviewing what Adam sent out on numbers (by birthdate) – we will be at our lowest level yet with 36 players for Mite 1 and 55-56 for Mite 2.
 - Hoping for another awesome year – looks like 5 teams
 - How does everyone fee about dryland; half out every other week.
 - Gym rental – what if your dryland was floor hockey?
- **Squirts – Steve Hagen**
 - We will have 43 total kids with 4 maybe moving up.
 - Send questions to the level below or Adam – to find out more on individuals.
 - We could manage 4 teams.

	<ul style="list-style-type: none"> ▪ Need a threshold number – can’t do in-house unless x amount of kids. Declare final back out number by Aug. 1 ▪ Earlier we move registration – the earlier we can make decisions and recruit. ▪ Suggestion - Allowing girls to play in in-house ○ Same format as last year, maybe changing the outside scrimmage to a set day. Suggestion to change to one hour of ice for in-house practice and two hour game days ○ Travel – three teams (A, B and 2 C’s) will be the best opportunity for success. Success = fun and fun = retention. ○ Can we add a home squirt tournament? Maybe late in the year? <ul style="list-style-type: none"> ▪ Suggestion of half hour games? Jamboree style with 4 teams. This wouldn’t bring in revenue though. ▪ Will need to keep it within 35 game max ▪ Will need to find out what we are sanctioned to do and determine what weekend might work. Should also see what others are around us are doing. Would need to get approved by July. ○ Fine on squirt jerseys – no need to buy any. ○ Concerns were shared regarding in-house/travel schedule resulting in days with two games. <ul style="list-style-type: none"> ▪ Schedule is the way it is due to combo of travel and in-house and available ice times. ● Peewees – Sean McCabe <ul style="list-style-type: none"> ○ We have good numbers with four teams – a carbon copy of last year. ● Bantams/Jr. Gold/U16 – Dan Zgoda <ul style="list-style-type: none"> ○ After reviewing the numbers it looks pretty good. We should have four teams (A, B, B2, C)with about 56 kids (14 kids a team). ○ Injuries can also take players out so we don’t want to go too low. Having under 13 players a team at that level will increase team fees up and isn’t as profitable. The Bantam A coach likes 15+. ○ Traditionally about 2-3 2nd years drop; ○ Anticipate loss will be low as all teams were successful and will most likely keep the same coaches. ○ Jr/gold – haven’t had a chance to review numbers, etc. Based on e-mail from Brooks, it sounds like kids that came in from out of town to play that they liked it and would be interested in coming back next year. 	
<p>Old Business</p>	<ul style="list-style-type: none"> ● Registration Fee Increase Discussion <ul style="list-style-type: none"> ○ Will be discussed further as budgets are figured out. Registration fees are not 100% ice and do involve other costs such as coaches stipend, etc. ○ Need to review previous five years and see how much it has been increased as well as look at cost of ice five years ago and current cost. Be transparent in any communications going out. ○ Coach reimbursement: <ul style="list-style-type: none"> ▪ Seven coaches did not complete safe sport training – will not be reimbursing. ▪ If a coach does not have a CEP level – will not be reimbursing. 	<ul style="list-style-type: none"> ● Adam will send out total number of ices hours used in the past

New Business

- **Jersey discussion(Travel & In-house)**
 - Travel
 - We can get one more year out of the travel jerseys. With 18 travel teams we should still be okay with jerseys we have.
 - After next year, we should consider player owned jerseys. Zaruba has a connection – will need to discuss further.
 - As high as 150 and as low as 110 for home and away jersey and socks
 - In-house jerseys
 - Condition is good for squirts
 - Mite and termite jerseys – potential to reach out to Miller Orthodontics for funds if we put their name on the back. Stick with Strauss or Westwood. Keep the same color scheme?
 - Would prefer to have jerseys for six teams for Mite 2. Possible to design with sponsor on back and with numbers: 1-20.
 - Jesse should connect with Jamie – maybe swap for mite 2.
 - Goalie – Sean and Jim will get together and determine new spot to store and will look at chest protectors. We haven't bought in bulk in four years so may need purchase things.
- **Equipment Rental Program**
 - We should consider charging a rental fee for equipment. We went over budget on equipment by about \$3,000. The handbook states we provide elbows, helmets, shin pads and skate (\$132) for free for termites but, does not include others and we ran out of equipment. Could charge a rental fee for mite 1, 2, etc.
 - Suggestion to leave mite 1 out as well as any first-years (any level)
 - \$50 rental fee?
 - A motion was made, seconded, and carried to approve charging a rental fee.
 - New communication will need to be added “We are now offering rental for \$50, (if we have it)” and will need to update the financial aid section. We could add an opt-in selection at registration.
- **“Never too Late to Start” Recruiting Program**
 - We need to target recruitment to 3rd and 4th graders and start in late September/early October
 - Have a minimum age – 2nd-grade and up?
 - We will need to invest in 4 more hours of ice – once a week.
 - 16 week season – 4th to 8th grade. We could do it earlier in the season and run like a clinic.
 - Would they get a discounted registration?
 - Suggestion – have scrimmages. Would need someone to structure it. Allow option for Dibs?
 - Will need to run through the level directors and not HHB.
 - Add to recruiting budget – more discussion needed.
- **2019-2020 Hosted Tournaments**
 - Pee wee A and B

	<ul style="list-style-type: none"> ○ Squirt C ○ Sugar and Spice ○ Are there other fundraising opportunities ○ Do we want to keep districts option? ○ More discussion is needed. ● Off Season Revenue(Gambling/Golf Tournament) <ul style="list-style-type: none"> ○ Anyone interested in coordinating? See earlier discussion. ○ Adam and Terry – looking into options. ○ Apparel coordinator? Joe Harris would be interested. <p>Board Comment: Membership Comment: Adjournment: 10:00pm</p>	
Next Meeting	<ul style="list-style-type: none"> ● May 5th 2019 	