

BHB Board Meeting
Monday, May 11, 2015
5:30pm, VFW Curling Room

Members Present: Jason Fetch, Jason Frank, Jason Fischer, Mike Odegaard, Ben Keup, Grant Mortenson, Kristi Anderson-Schmidt, Joel Roloff, Craig Nelson, Suzanne Fuchs, Melissa Long, Sandy Stevahn, Kara Poppe

Members Absent: Steve Churchill, Sheldon Sime

The meeting was called to order by President Fetch at 5:30pm.

Jason Frank made a motion to approve last month's minutes. Melissa seconded the motion. All were in favor so the minutes were approved.

The first thing President Fetch did was welcome the new Board members. He also reminded the whole Board that we have two purposes. The first is to manage/take care of the business end of the organization. The second purpose is making sure off ice matters come first.

Joel gave a report on NDAHA and the Annual Meeting. There were three proposals brought forward that dealt with switching from using the number of high schools to determine how many A teams an organization has. All three proposals were dropped so the rule stays the same. Joel did mention that he may bring a proposal up next year.

Joel also talked about the Girls Governance Committee and the Boys Governance Committees.

Jason Frank gave us an update on the Dryland. Contracts were presented to both Gold's Gym and Healthways, which is now becoming Sanford. Gold's Gym has signed and returned the contract. However, we are waiting on Healthways but that should be done soon.

The fees for this have not yet been discussed. The Dryland Committee does need to have those set by the June Board Meeting.

On Ice Organization was discussed next. Last meeting we did vote in the new on ice structure and finding a Program Administrator. The Committee that was set up will soon start working on writing a job description.

There are a couple of people interested in the position. However, we are not sure if we are going to open the job up to anyone or just recruit.

Jason Fischer did bring up that the split directors are a non-paid position. Also, Sandy is open to staying on for a while. We need to set some deadlines to see how things are going to play out.

Jason Fetch would like a recommendation from the Committee by mid-month and it should be finalized by the June meeting so we can then start looking at hiring.

The goal is to hopefully have all positions in place by July.

With the election of new Board members, we needed to look at assigning off ice coordinators. Jason Fischer made a recommendation that the members at large should consider choosing a level that they don't have a child in.

The two main objectives of our off ice coordinators is to find good team managers and to deal with off ice issues.

There was a lot of discussion concerning the different levels and the seasons. With Squirts it was mentioned that the tournament should be bigger and better. The Termite season was also questioned but will depend on the ice contract.

Craig is going to do Girls.
Mike is going to do Termites.
Sheldon is going to do Mites.
Melissa is going to do PeeWees.

Steve and Ben will discuss swapping Bantam and Squirts, which would mean Ben, would do Bantams and Steve would do Squirts.

The Summer Session for hockey was next on the agenda. We just received the ice schedule so we can start thinking of offering some summer hockey. It looks like our Summer Session would possibly run from June 15th through August 13th.

Jason Fischer passed out a sheet with the information on what we provided last summer for our hockey program. He would like to offer the Bantam program again. The Mite level did max out last year. We are trying to maximize while still having oversight.

The recommendation is to bump up the cost of the summer program. Also, we want to make sure we have one paid person per session.

We would like to release the summer registration by June 1st. We need to get the information to NGIN at least a week before, which would be May 25th. We need a couple weeks to get everything ready and then submitted.

Jason Fischer will put something together and email it out to everyone. We are going to look at increasing fees a dollar a skate. Once Jason has this emailed out and everyone has taken a look, we will vote by email as to whether or not we are going to go with the recommendations.

Jason Fetch will send an email out to the membership so that they have a heads up that we will be offering a summer hockey session.

Early registration was next up. We talked about opening up early registration to all the levels. Before we can open early registration, we need to have the fees decided upon.

Jason Fetch will make recommendations on registration fees by the June meeting. He would like to combine all the fees and put in to one registration fee. This would eliminate the need for team managers to have to collect money/checks for things like socks, gate fees, etc.

The recommendation was to also leave the goalie fee for PeeWees and up at the same half price cost.

We discussed making the socks part of the registration fee and having a spot on the registration for parents to mark either yes they want socks or no they don't need the socks.

Mike suggested going up one step and having a coach's page.

Jason Fetch let us know that we are in negotiations right now with Parks and Rec. A few things that BHB asked for were an earlier start season and more equitability with other groups. The feedback that has been received is that nothing is unreasonable just asking for more.

Jason Frank and Jason Fischer talked about Coaches pay. They looked at past coaching contracts. They provided the Board with a Coaches Compensation worksheet. The two broke things down into six quadrants. Everything that they did was done to provide more consistency and it also puts a cap on the pay which hasn't been done before.

The hope with doing the pay the way it was shown on the worksheet is to help eliminate the credit cards and the issues that came with them. There was talk about looking into possibly prepaying for the coaches rooms. This would be something that would fall under the new Program Administrator's responsibilities.

We are taking a step back for the parent coaches but we are simplifying the process. Jason Fischer and Jason Frank felt that \$1200 was reasonable.

At the Squirt level we are looking at \$1200 for non-parent or \$600 each for two parent coaches. We are only paying for two coaches.

Last year we budgeted \$30,000 for Mites, Termites, and Squirts. This would put payroll at around \$11,000 for the upcoming year. Overall, we would have a \$6,600 in savings from last year.

Jason Fetch asked Grant to double check payroll and see how things broke down for scheduler, directors, and coaches. We budgeted \$70,000 and spent \$65,000.

Also, with this proposal we should use whatever the current IRS mileage reimbursement figure is.

Mike made a motion to approve the BHB Coaches Compensation Schedule as presented with the amendment that the mileage reimbursement will be whatever the IRS is using for the current year. Joel seconded the motion. All were in favor so the motion passed.

Jason Fischer talked a little bit about Impact/Baseline Concussion Testing. Concussions are becoming a bigger concern and more places are going to implementing this Baseline Testing. Bismarck Public Schools, Fargo Hockey, and Wynona in Minnesota are using this program. The students/players have to go in and be tested/evaluated.

We do have a concussion policy and it is somewhat being followed. Coaches do remove players if they feel that there may be a concussion. The other part of the policy that isn't necessarily being followed through with is making sure that the players are being properly evaluated before allowing back on the ice. Since the policy is ambiguous we talked about seeing if Sanford or University of Mary would help us write a new policy.

There is a consensus that we could do better with this.

Jason Fischer talked with Sanford about the Baseline Testing and what recommendations they could give us. One of their suggestions was to have a liability release for parents to sign saying that the kids are ok before being allowed back on the ice.

Kara said that she could look into how Sanford does this testing.

The discussion was we need to make sure all steps are followed through. We can't do just one step and not do the rest.

Jason Fetch is going to take a look at everything and touch base with Jason Fischer to see where we want to go with this.

The Spring Meltdown date and location needs to be decided here shortly so that we can get the application in for the gaming license. We are looking at the possibility of holding the Meltdown in a new venue. April 2nd is the date we are looking at for the Spring Meltdown in 2016. Jason Fetch asked that this be decided and sent to him by mid-May so he can get it submitted by June 1st.

There wasn't anything to go over with the budget since we are transitioning between the old and new treasurer.

Jason Fetch touched on the forecasted budget. The forecast hasn't changed and is pretty accurate. Some of the discrepancies with the registration fees were due to declined cards and free or discounted registrations. Most of those have been fixed but there is still a \$9,000 difference. The sponsorships and donations should even out. The Bobcats finally paid for the season. The tournaments are behind but we did cut one tournament and some of the tournaments we didn't have as many out of town participants.

We talked about having fewer tournaments but making them bigger and adding some flare.

Jason Fetch and Grant will meet sometime next week to discuss and go over all of this.

There were no updates with the Gun Raffle.

Jason Fetch did talk with Sheldon about having him start looking at finding people who might want to sit on a Gaming Board.

Jason Fetch will also work with Kara on numbers and such with fundraising. We are in talks with Dicks Sporting Goods.

Jason Frank talked about the USA Hockey Model Program. He was curious to see what it took to be a "model" association. A lot of their guidelines we are meeting. However, our biggest issue would be with the ice touches, especially with the 10u and up groups. Jason is trying to find a contact for this program to get a little more information.

Sandy is back temporarily to help with scheduling.

Jason Fetch and Jason Frank gave us some updates on the new rink. So far there is about \$1.5-\$1.6 raised. Jason Fetch has suggested talking with someone out at the University of Mary who has managed to get a lot of grants/donations. The biggest issue right now is there a lot of places/people to be called on but only a few people making the calls. There is a hope that by March 16, 2016 we can begin digging for the new arena.

A question was raised about an equipment budget. Jason Fetch said that they should turn in what is needed and the Board will take a look at it and decide.

FOR THE GOOD OF THE ORGANIZATION

Mike made a motion to adjourn the meeting. Joel seconded the motion. All were in favor. The meeting was adjourned at 7:45pm.