

# ROSEMOUNT AREA HOCKEY ASSOCIATION

## Board of Directors Meeting Minutes

December 4, 2019 - 6:30 PM (RCC)

### Board Members Present:

Andy Proshok	Lisa Toll	Cara Marx	Kevin Bigalke
Jay Condon	Ivan Clements	Jeff Olund	Marc Tobias
Sara Marchese	Jason Latzke	Kyle Finn	Jen Huesinkveld

### Board Members Absent:

Mike Staloch

### Others Present:

Doug Ebner	Jon Balvance	Chris Kalata	Lori Kalata
Tim Simonson	Aaron Hemmila	Jennifer Williams	Katy Winecke
Tom Williams	Amy Williams	Alecia Blaz	Ryan Gil
Chris Biagini	Brian Linscheid	Joel Comstock	Jenelle Kelley

### 1. Call to Order

Andy Proshok called the meeting to order at 6:30 pm.

### 2. Approve minutes from previous meeting

- a. Discussion around minutes from November closed meeting session
- b. Need to add motions from closed meeting into the minutes
- c. Kevin Bigalke stated that he had the motions from the closed meeting and would add them to the minutes.

Motion: Lisa Toll moved to approved the November meeting minutes as amended, Kevin Bigalke seconded. Upon a vote, the motion carried unanimously.

### 3. Additions or Corrections to Agenda

None

### 4. Special Guests to Address the Board -

Andy Proshok stated that he had received an e-mail from Tim Simonson requesting time on the agenda to address the Board regarding concerns about the 8U Girls team formation process. Andy Proshok introduced Tim Simonson.

Tim Simonson thanked the Board for allowing him time to address the Board. Simonson raised concerns about the 8U team placements this year and last year.

Simonson stated that the evaluations and team placements raises questions. He said that his intent for tonight is to generate a discussion.

Simonson state that he sees an inconstancy between ADM, the bylaws, and what was presented at the parent meeting with what was actually done.

This issue is about the development of the players. Simonson stated that having advanced, intermediate, and beginner level teams would be beneficial to the development of the girls. We don't have that this year. We have three equal teams.

Simonson stated that this does not follow ADM and having three equal teams presents challenges to work with variable level of skills. It is challenging for the coaches and doesn't benefit the girls.

It is challenging to find scrimmages with other associations to find similar level teams.

Having different level teams would challenge and benefit our girls at the 8U level.

Don't want to fail our girls. If we don't make conscious effort to evaluate our girls and properly place our girls we are doing a disservice to the girls.

Simonson stated he wants to have a discussion to understand the evaluations process and the team placement. He said he doesn't expect Board to change course or change decisions. He wants the girls to have fun and maybe we can do something differently next year.

Simonson continued - As a coach at the girls 8U evaluations, our coaches saw a difference in ability in skills which is different from how the evaluators saw it. Having coaches in the association help with evaluations may have benefitted the situation and evaluation process. It didn't seem that on the second weekend the evaluators were visibly present and this was discouraging.

Ryan Gil addressed the Board. He said he is a parent and has coached some of the girls. Gil stated that he was on the ice during evaluations and that there was a difference in skills.

Katie Wieneke – parent, has a girl that is a first year on an 8U team. She is totally a beginner. Her daughter is placed with girls that are much better. Not being on a beginner team is a risk.

Ivan Clements, IP director, stated that we have a lot learned from this years' evaluations. Clements stated that the second weekend they were not evaluated correctly. Clements stated this falls on him.

Clements stated that evaluations and tryouts are very different in his eyes. There were many in the room that decided to go the route we did. We have a lot to learn in this area.

Clements stated that he took on IP, even though he doesn't have an IP player, because he loves this age level. It hurts him that here is disappointment.

Clements stated that we don't want to pass along the responsibility to our coaches to make judgement on players. We will look at ways to improve the process for next year.

Andy Proshek asked about criteria evaluators were using to evaluate players.

Clements stated that the criteria included forward skating, backward skating, puck play, aggressiveness, hockey sense, among others.

Aaron Hemmila, 10UB1 coach, asked about the number of players that should have been on an advanced team.

Tim Simonson said he felt at least four girls.

Janelle Kelley stated she helped as an evaluator. She said it was hard to get a fair look at all the girls. It took time to find the number and then only really saw the girls for half a drill.

Clements stated we should have had two pools rather than one.

Tim Simonson stated that the Board could have more consultation with coaches. Still need checks and balances but using coaches to help and provide feedback.

Proshek asked what the pool size was. Clements said the pool size was 38 girls. He said there were only 27 skaters in the boys pools.

Jay Condon, RAHA Girls Coordinator said he helped with evaluations. Condon discussed things that should be improved and things that were challenging to evaluate.

Clements stated that the scoring system will be looked at for next year to improve.

Ryan Gil stated that at the parents meeting it was presented that there would be Advanced, Intermediate, and beginner teams. Told they needed to stick with that. Why wasn't that followed?

Lisa Toll, RAHA Vice President, stated that as a board we try to determine the appropriate levels for teams. The board can and does change team levels based on what the scores dictate.

Kevin Bigalke, RAHA Secretary stated that the board does change and considers how to improve evaluations every year. We take your input to heart.

Clements requested notes from the coaches on suggestions to improve or change.

Lisa Toll stated that the board can invite Tim to the lessons learned meeting of the Board to provide feedback.

Simonson asked about the Board structure, how are 8U level evaluated? Does the board have their own focus?

Cara Marx, RAHA Operations Director, described current structure and can consider how to improve in the future.

Simonson stated that he would like to help.

Katie Winecke asked how are girls evaluated? Is it the same as the boys or different.

Proshek and Toll stated the evaluation process is the same.

Proshek described the past way of evaluating and how things have changed. The difference in the boys and girls is the number of players. The boys have many more players. More numbers makes it easier to make advanced, intermediate, and beginner levels.

Proshek stated the Board is always looking at ways to make things better and improve. This year was given a lot of thought.

Ryan Gil asked if is it too late to fix this and make it right? We have until December 31 to finalize. Can we adjust the teams to make it correct?

Lisa Toll stated she is not sure that we didn't get it right. We only missed one day of evaluations. Would that extra hour made a difference? Looking at the data, not sure it would change.

Simonson stated that there is a disparity.

Janelle Kelley stated that the girls were divided correctly. There were two intermediate teams and one beginner team based on the evaluation scores. Two girls missed a day of evaluations so the evaluators/Board decided to make three even teams.

Jennifer Williams stated that her daughter missed a day. She was placed on a beginner team and it is clear she is not a beginner. Had Williams known a missed day would have impacted placement this much they would have been there.

Cara Marx stated that missed days by players was a challenge and the committee struggled with that.

Aaron Hemmila stated that looking at the graph/data, teams could be fixed. Hemmila suggested having a vote and let families decide.

Simonson stated that teams have already been practicing, jamborees are being scheduled, changing teams would be difficult.

Amy Williams stated she has an 8U and 10U girl. When Tim Simonson sent his e-mail to families she thought we would have time to make it right. Communication about the decision could have been better to help families understand the team placement decision.

Ryan Gil stated that as Andy said, we have made great advancement with the girls program, he asked why stall that now? We have girls that belong on an advanced level.

Jason Latzke, Board member, asked if a survey can be sent to all the parents. We are hearing from a few families, but hearing from everyone would be helpful.

Lisa Toll stated that if that was decided, we could do that, but how quick?

Latzke suggested that it could be done after a team practice, have a team meeting, distribute through team manager.

Proshek asked Aaron Hemmila to address the Board regarding his concerns about 10U because Hemmila has to leave.

Hemmila stated that he coached an advanced team last year, maybe had 4-5 advanced players. He said he worked to place girls at the appropriate group.

Hemmila stated that he feels board made the right decision at the 10U level for 3 teams. We got it right. The girls were placed at the right level.

Hemmila asked if some 8U players could move up to 10U if no movement at 8U is made. There would be benefits to the 10U by adding players. As a B1 coach, he has to go to the B2 team to pick a player to play with the B1 team. Moving a player to B1 could be based on the scores. Having an extra player would be beneficial. On the flip side, 10 players is the right number. If 8Us are moved up, Hemmila requested to pick a player to move to B1. Hemmila stated the board could also not let Aaron pick, but have a player moved by the Board.

Hemmila said it would be easier for the B2 team when he needs an extra player.

Chris Biagini, 10UB2 coach stated that he knows which player should move from B2 to B1. He said that every game the B2 has played this year has had at least 2 8U players move up. He said he has had 8U players practice with the B2 team to get used to the team, systems, etc.

Lisa Toll said she is also hearing from the 8U parents that decided to move up to 10U. Our 8U parents that moved up are not happy that 8U players are getting pulled up. They decided to move up and the other did not. They committed to the costs, etc.

Hemmila suggested to have the 8U players pay a fee per game or per practice.

Toll stated that there are a lot of things that will come into play. Rosters would need to be redone, we would have to address parents, this is a big decision and will require a lot of time.

Chris Biagini said that they sent an e-mail to the team explaining that players will be pulled up and it is for the benefit of the girls.

Toll stated that we have to consider all sides.

Jay Condon stated that the improvement of the skating of the B2 team is amazing. Our B1 team just took third and the A team just beat Woodbury.

Tim Simonson asked if the board would be open to considering a motion to move some 8U players up on a rotational basis. A fee would be assessed to cover costs.

Proshek stated that it isn't sustainable to keep pulling players up. Constant re-rostering is difficult. We won't be able to do that once the rosters are locked on December 31.

Alicia Blaz asked what is the solution then?

Proshek stated that the board decided to have rosters of 10 at 10U.

Kyle Finn said that this is not unique to RAHA. Every team in District 8 has similar roster sizes. About half are 11 and half are 10. USA hockey suggests 10-12 players per roster.

Marc Tobias asked Chris Biagini how many skaters are on the B2 team.

Biagini said the 10UB2 team as 11 skaters. He had to pull up at least a player every game. He has two beginner skaters. He said he would be in favor of having some 8U players move up.

Marc Tobias asked how many players want to move up to 10U after 8U placement?

Proshek stated that we have heard from 4 families requesting to move up.

Tobias stated that we have 2 girls that a playing squirts. We made them commit to squirts or 10U. 8U families had ample opportunity.

Biagini stated that this isn't about making his life easier. This about helping the girls.

Dan Ubl said that this is really about going back to what is being communicated at parent meetings. One thing is being communicated at parent meetings, then things are changed after tryouts. This is the issue. This is why people are frustrated. Communication should not be the miss. Ubl stated

that there is a tryout committee that puts this together in July. Tryouts and team should be determined then. The Board asked for coach's input. Lots of preparation. It should not change on the Saturday of tryouts. Changing decisions can't continue.

Proshek stated that team formation has to be set after tryouts. We have to determine team levels based on the tryout scores and what evaluators say.

Ivan Clements stated that there have been lots of lessons learned at the IP level. Hearing there will be disappointed girls is hard to hear. Takes a lot of responsibility for this.

Marc Tobias asked - Do parents want anything from the Board tonight?

Chris Biagini stated that from what he knows this has already been voted on.

Jay Condon state that it was not a vote, it was a straw poll to gauge the Board's thoughts on the issue.

Chris Biagini said he would appreciate a vote of the board. He is comfortable with one girl moving up to B1 and comfortable moving 4-5 players to B2 from 8U.

Jason Latzke asked if there are move ups, what does that do to coaches?

Simonson stated that each team has at least 2-3 coaches.

There was additional discussion on whether the Board would reconsider the 8U team levels and move players, allow move ups to 10U, and how that decision would be made.

Tim Simonson thanked the Board for listening and considering our concerns.

Jay Condon stated that he has to go, but has a few comments. Rack, District 8 President has approved 3 move ups from 8U to 10B2. District 8 gets really concerned about really good teams playing at B2. Condon stated that the families had this opportunity before. They did not know what the teams were going to be at 8U. There was not a conversation of team levels at 8U at the time 8U could have moved up.

## **5. Reports from Non (Voting) Board Members:**

a. Blue Line Club members – No report

b. Ice Scheduler -Chris Kalata

- Busy scheduling
- Delays at beginning
- Had to hold off on schedule for Jr. Gold team decision
- Need to communicate better on ice scheduling process
- January ice will be posted by mid-November
- IP level scheduling is a challenge
- Trying to avoid open/unused ice
- May need a committee next year to look at weekend ice, look at high school schedule and plan accordingly
- Lisa asked about IP dryland.
- Scheduling the pond dryland is a challenge

- IP outdoor ice – upto IP teams. Will get scheduled as requested.
  - Outdoor ice can start on December 15
- c. Concessions Manager – Lori Kalata
- Approached by an individual about helmet stickers for Patrick Vitek
  - Is it ok to sell them?
  - Could sell at high school games
  - Have a box that people could buy the stick and put money in the locked box
- d. Boosters – Report presented by Andy Proshek
- Girls tournament over thanksgiving
  - Nothing but praise from teams on how the tournament was run
  - Thunder Bay team had a great experience
  - Squirt C tournament this weekend
  - Bethany as taken on tournament coordinator and has done a great job
  - Parents are working Dibs
  - Approached by Carbone’s to have an Ugly Sweater social
  - Carbone’s has a band Friday, December 13 and that will be the night
  - December 15 – Skate with Santa, asking for a \$5 donation for 360 communities
  - Is there a way we have Booster communication officer send an e-blast for Booster events? Can one of the officer’s get access to send e-blasts?
  - Included Booster communications person on RAHA communication committee
  - Work through RAHA Communications Committee to have eblasts sent
  -
- e. Accountant – Doug Ebner
- Take a look at the sheets and make sure all looks good
  - Going to be working on Quickbooks to recategorize things
  - Need things from Board members
    1. Coaches pay, Assistants – increased pay last year by \$500 per coaches,  
Motion: Jeff moved, Ivan seconds, Team coaches budget for Jr gold - \$3500, Bantam C - \$2000, approved unanimously
    2. Mite team/coaches registrations going OK?
    3. Jason still waiting on some coaches will send what he has
    4. Sara – PW C team, 3-4 on payment plans, had some players quit, manager says they have 12 players now
    5. PW C team has 14 players rostered
    6. Jr. Gold and 16U checkbooks are out
    7. Wreaths payment
    8. Contacted by someone to do an Audit, cost will be \$3500, engagement letter sent
    9. U16 looking for rosters, Jason has been in contact with them
- f. High School Coaches/ Programs – Kyle Finn
- Boys and girls have placed high school players to attend the travel teams
- g. RCC Operations Coordinator/Arena Manager – Kevin Bigalke presented report
- City of Rosemount open house, 6:30 – 8:00
  - RCC Banquet Center
  - City Recreation Facility

h. District 8 Liaison – no report

## 6. Current Business

a. Gambling Report -Marc Tobias

- Presented the Gambling report for what is required to be in the meeting minutes
  1. Bank statement
  2. Monthly Tax statement
  3. Perpetual Inventory of what is in booth
  4. Fiscal inventory
  5. Will give monthly Income Statement
  6. Will e-mail to Board each month
  7. Need expenses for approval in December
  8. Need add annual fee to MN Gambling Board of \$750
  9. Carbone's wants to have E-Bingo set up, easy to set up, just on E-tabs
  10. Will need to rework the lease to include the E-bingo
  11. Recommends a \$20,000 donation from Gambling to RAHA
  12. Starting bingo at Topps on December 8 at 2:00 pm
  13. Need to buy a roll cage and another set of bingo balls, bingo paper,
  14. Would like to get a computer or iPad for Bingo calling to put up on the TVs, up to \$400

Motion: Cara Marx moved to approved December expenses as presented (e-mail), Ivan Clements seconds, upon a vote motion approved unanimously.

b. Approve Gambling actuals for October and December estimates

Motion: Marc Tobias moved to approve October actuals, Lisa Toll seconds, upon vote motion passed unanimously

## 7. New Business

a. Mid-season surveys -Lisa Toll

- Contacted Rob Juncker to start preparing mid-season survey
- Give 10 days to respond

## 8. Committee Reports

Andy Proshek stated we had a request from guests earlier to consider the 8U team formations. Does anyone want to make a motion to re-align the teams?

Kyle Finn stated that he would like to make a motion to consider moving up to 3 8U players up to 10U and have the Girls Coordinator to oversee the process.

Lisa Toll asked Doug what that would mean for team budgets.

Doug Ebnersaid it would be challenging

Andy Proshek asked about the impact on the 8U teams as those teams are smaller.

Cara Marx asked if we are considering this for the boys?

Jason Latzke said he looked at the evaluation data.



Cara Marx said that the 10U and 12U charts graphically looked the same as the 8U.

The Board discussed the evaluation scores and how to consider the request.

**Motion: Kyle Finn moves to move up to 3 8U player to 10UB2, subject to District 8 approval, Ivan Clements seconds the motion.**

**Discussion:**

Jason Latzke asked Doug Ebner if this can be done.

Ebner stated that it will be a few hours of work, but it could be done.

Andy Proshek stated it looked like coaches at the 8U level are covered.

Jen Huesinkveld stated that the 8U families had a chance through the tryout process. There are families that moved up, went through the tryout process and paid the fee.

Proshek stated that there will be people upset at a decision to move more 8U players up.

Board discussed how the decision will be made on which players to move up. This would only solve an issue on the 10UB2 team. It does not resolve the 10B1, 10A, or 8U teams. There are issues that 10U teams have played a tournament, apparel, cohesiveness of the team.

There may be an issue with rostering players past December 31 in tournaments.

Board had discussion on impacts of moving players on each of the teams.

Bigalke stated that changing the 8U teams to two intermediate and one beginner team may have a worse scenario than the current situation because some players didn't make all evaluation sessions.

Jen Huesinkveld asked if there was a way to have the players being moved up pay a fee for playing with the 10UB2.

Proshek stated that as Kyle Finn said earlier most associations our size are running with rosters that are the same size. We haven't had this situation for a number of years. This is the reality of our girls program right now.

Sara Marchese stated that all the 10U coaches are fine with the way the teams played out.

**Vote: 3 ayes (Clement, Tobias, Finn) 7 naves (Marchese, Bigalke, Huesinkvel, Latzke, Olund, Toll, Marx), Upon the vote, the motion failed.**

Proshek state that he will reach out to Tim Simonson and Aaron Hemmila to explain the motion and vote.

**Committees:**

**Cara Marx** – volunteer hours, we are in a good place to have enough hours for families and 377 families that still need to complete hours, 255 families haven't started hours.

Families have raised \$45,000 in fundraising

**Jason Latzke:** Safesport needs to be completed by a number of Board members.

PW C team: Kaleb Boyce, current Bantam C player, only playing for his 2<sup>nd</sup> year. Coach agrees he should not play Bantams for safety, MN Hockey and USA Hockey need to approve, Parents need to write a letter, Board president needs to write a letter of support. Parent has requested to have him play PW C.

Proshek asked if the board entertain this?

This will not effect the Bantam C because they have a new player.

PW C coach will need to accept the play.

There was Board consensus that this should be allowed.

## **9. Announcements**

- a. Next meeting: January 8
- b. Future meetings: February 5, March 4, April 1

## **10. Adjournment**

Cara Marx moved to adjourn, Lisa Toll seconds, Upon vote motion was approved.