

MITCHELL SKATING & HOCKEY ASSOCIATION

Board of Directors Meeting Minutes – December 2025

Tuesday December 9th, 2025 – 6:30 pm – MAC Media Room

Attendance:

- | | | |
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| <input checked="" type="checkbox"/> Darcy Sabers (Pres) | <input checked="" type="checkbox"/> Josh Gebhart (VP) | <input checked="" type="checkbox"/> Dustin Warnke |
| <input checked="" type="checkbox"/> Nick Lemke | <input checked="" type="checkbox"/> Megan Sabers | <input checked="" type="checkbox"/> Phil Lee |
| <input checked="" type="checkbox"/> Nichole Bussmus | <input checked="" type="checkbox"/> AJ Bauer | <input checked="" type="checkbox"/> Bri Prickett |
| <input checked="" type="checkbox"/> Jen Zens (arrived at 6:38 p.m) | <input checked="" type="checkbox"/> Jennifer Maeschen | <input type="checkbox"/> Nick Backlund (absent) |



Guests: Lori Goldammer (Treasurer) Mark Zens (SDAHA Rep), Crystal Reitzel and Kalli Mimmack

Quorum Met: Yes

- Meeting was called to order at 6:31 pm by President Darcy.
- 00. Motion to approve the December 2025 amended agenda to discuss Hockey Development Committee's request to approve Jai Mimmack as a coach for Dibs at 14U girls by Josh, 2nd by Dusty. Motion carried with all ayes.
- 01. Motion to approve the November meeting minutes Nick L., 2nd by Jen Z. Motion carried all voted aye.
- 02. Public input –
 - Crystal indicated she showed up to discuss DIBs and that there was a DIBs meeting to not give out any more than 10. They do their programs committee DIBs assigning based the items on the Pink the Rink tasks and that meeting. She was discussing a recent approval for DIBs related to painting in the building being higher than 10. Darcy indicated the Dibs were discussed in a Culture committee a few years ago and prior to the most recent updates for Dibs. Crystal also indicated she wants it to be fair and was wondering about squirt C coordinator starting in the middle of the year and how that will work for assigning Dibs. Darcy will follow up on Crystal's email and other DIBS questions.
 - Kalli shared her thoughts for developing strong individuals, not just strong athletes. She emphasized her feeling of needing to re-evaluate the current culture, aiming to foster a positive environment that builds athletes up rather than tearing them down. She stressed the importance of composure, accountability, and avoiding SafeSport concerns. Kalli expressed concern over profanity, referencing a recent LiveBarn viewing where she was shocked by the swearing. She questioned the enforcement of the zero-tolerance policy and noted that while the MSHA handbook is excellent, it doesn't seem to be consistently followed. She advocated for encouraging athletes without yelling or swearing. A detailed discussion followed, clarifying that some of the recent profanity came from visiting teams, not MSHA members. Kalli asked how the culture could be improved and was invited to join the Culture Committee, with the next meeting scheduled for 12/15/25 at the rink. Darcy mentioned past efforts, including a contract with the Positive Coaching Alliance. It was reiterated that all MSHA members should report concerns through internal processes and incident reports to ensure proper follow-up. The discussion concluded at 7:12 p.m.

03. President's Report (Darcy)

- Girls Varsity State Tournament – email was sent to board members from the co-chairs.
 - They would like board contributions and help.
 - If any members are willing to help, please respond to the email or reach out to those individuals.
 - We have a tournament director that could also help
 - Open skate/Figure skating will happen as usual during that tournament.
- Pink the Rink
 - They would like board contributions and team basket for the Pink the Rink event.
 - The entire rink will be available as there is no figure skating that weekend.

04. Treasurer's Report (Lori) (not present)

- Motion to approve the November 2025 Financials by Phil, 2nd by Jen Z. Motion carried, all voted aye.

05. SDAHA Delegate Report (Mark Z) (not present)

- Hall of fame nominations – he will handle.
- Haven't heard anything more about the Jr. Stampede stuff, there was not a full decision made where everyone agreed.

06. Old Business:

- Additional coaches' locker room close to girls' locker rooms
 - This discussion is being tabled until a formal proposal and a plan is developed.
 - Options are being explored, and Darcy has been in conversations with Roger and Park & Rec board.

07. New Business:

- Christmas shopping night will be Dec. 18th at the rink.
 - Plan is to offer whatever spirit wear things we have, Raise Right cards, and a few other items for small gifts for parents to pick up.
 - There will be someone sitting at the rink to sell.

Committee Reports:

08. Hockey Development Committee

- Goalie Development Director: Ryan Storm has committed to helping, just as a volunteer.
- Committee is continuing to adjust as things come up in the inaugural year.
- They are working on a proposal for player move ups.
- They are working on a proposal for coaching expectations, requirements for full salary vs. Dibs.
- There was discussion on approving Jai Mimmack as a 14U girls coach for Dibs. Further information was going to be requested to ensure all girls coaches staff were okay with the plan before approving. That could be done after the meeting, and the board could vote via email. A motion was made to table the approval until that information was obtained by Nick L, 2nd by Megan. Motion carried all voted aye.
- A motion to reimburse Josh G for squirt C hotel and mileage due to already getting DIBs for being a Head Coach for 8U was made by Dusty, 2nd by Bri. Motion carried with 8 aye votes, and 2 abstain votes.
- There was discussion on college kids coming back and helping on the ice during Christmas break including who pays for their USA hockey registration and other requirements to be an on-ice volunteer.
 - Darcy confirmed with Jenni Wirkus at SDAHA that those players would have to be registered and complete all the same requirements to be on the ice with the kids and other on-ice volunteers. That includes USA hockey registration, safe sport modules, background check, etc.

09. Buildings Committee (Phil)

- Working on plexiglass to finish installing board dashers. He's also looking at doing polycarbonate vs. plexiglass, because it's more durable.
 - Buildings committee is overbudget, but it needs to be done.
- There is a Team Reach group set up for buildings committee volunteers.
- He is getting the lights in the main Toshiba rink replaced through the city which is approved.
- A question was asked on the exhaust fans in the locker rooms and he indicated he's waiting on power to be supplied to those first.
- Darcy hasn't heard from Fuzz Smith Grant yet, but part of that was intended to help with ventilation in the locker rooms.
- Phil is working with City on some other things as well.

10. Culture Committee

- Reviewed meeting minutes, no board action items.
- Salvation army event was completed, and the girls' varsity took over the packing of the boxes volunteer event.

11. Executive Committee (Darcy)

- None

12. Financial Development

- No report.

13. Programs Committee (Nichole)

- Reviewed meeting minutes, no board action items.

14. Governance Committee:

- Darcy asked if anyone had made progress on the review of the Handbook and code of conducts that was talked about/volunteered from previous meetings. Bri indicated she would work on it over the weekend.

15. Executive Session

- At 8:14 p.m. the board entered executive session.
- At 9:08 p.m. the board exited executive session.
- No voting or action was taken.

Information/Discussion

- January board meeting is planned for 1/13/26 at 6:30 p.m. in the MAC Media Room.
- Motion to adjourn at 9:09 p.m. by Nick L., 2nd by Josh. Motion carried, all voted aye.