

RHA Board Meeting, 1/14/19

Thunderdome

Board members present: Chris Dietrich, Robert Steffy, Greg Chisolm, Gordon Merchen, Mike Good, Rachael Hepper, Tim Brady, Steve Nolan, Christine Ritter, (Gregg Fullerton mid-meeting)

Call meeting to order: Chris Dietrich 6:00 pm

Approve meeting agenda/ December minutes: Need to have building committee look at these also, will wait to approve till they confirm by email. Pending approval on minutes, agenda approved.

Presidents Report:

Addition to Agenda, 3A (Jeni Leberknight): Board of Trustees approved the budget that Mark Benson submitted.

Parent requested discussion: Parent requested to come before the board again. Last meeting was present & it was requested to hold a discipline committee meeting regarding a complaint she felt was unresolved. The committee did meet & get statements from both sides. Parent stated the player is still having issues. The player would not give any names. At this point, they are just asking it to be addressed again & they want this to stop.

Chris has spoken with the head coach who has had 2 meetings with his team and a meeting to review the locker room rules. There was also discussion on locker room supervision & having a coach in the room. Chris stated he spoke again with the coach after the complaint came up and again today.

There were other concerns brought up. Players were in the back hallway and multiple people brought it to the boards' attention that players were back there when they were not playing. No comments were heard directed at anyone by adults. It was noted that players were walking out in front of another team and stopping to stand in the way while the players were trying to get on the ice. This is a safety concern as someone could get hurt if stepped on by a skate. There was also an incident where an ambulance had to be called & players were in the back hallway and needed to be asked to move. The teams on the ice at the time had been sent to their locker rooms, these players were not playing at home that weekend.

Tim did state that they could check on video if needed for any complaints, but anything in the hallway past the varsity door will be hard to view and there is no sound. The only thing they suggested to look for is the player safety issue walking out in front of teams trying to get on the ice. At this time it was not decided if this needed to be done.

After the weekend incident with the ambulance, Chris spoke again with the coaches and told them no more players in the back hallway when other teams were playing at the time. Discussion that we should not have any players back in the hallway during game time if they do not need to be back there to get dressed, etc.

When the committee met & reviewed the emails of the statements forwarded, they looked at the incident, how it's been handled so far. They have spoken with coaches involved, everyone has signed off on the locker room rules. Committee handled it at that time. This is a new complaint from the parent who feels the issues have not stopped at this time. It was also mentioned how the discipline committee works and selection. In this instance, there were several conflicts of interest so a new committee was selected to review this one.

A member of the discipline committee felt they had it handled, we cannot get any names from the parent/player on who we need to speak with. Further issues have been brought up for discussion at this time as well. It was suggested that we may need to do more, possibly have a meeting with the team and coach. The parent was asked what they are looking for in regards to this situation- they are just looking to make it stop and move forward.

Chris began to look for a meeting time, will contact team and coach. Tim brought up that the team is practicing now. In the interest of getting this taken care of, he suggested that he will go and have them come up after practice for a quick discussion. Board wants to stress we need to move forward and this needs to stop- possibly move them back to the other side of the locker room hall if needed. **Table further discussion until we can speak with the coach/team. Tim went down to request the players come up when off the ice.

Hockey Day in SD, 1/12/19: Went well. Games at the Thunderdome & at the Civic Center

Virtual Fan Video: Getting games streamed, some glitches, working things out. Can't get archive to work, this should be coming, they are working on it. Need to login thru the website to watch, login thru app to stream. There are 2 logins, so you can login at a different location, example the games at the Civic Center. We used it, but issues getting it to stream- need to have a good internet connection. Likely operator error/internet issue at CC. Has been tested and is working.

State Scoring update: There was a handout sent out, Chris will also be asking our webmaster to add this online, and we will also look at getting this handout printed out & laminated to keep in the scoreboard and also with the laptop. There are 17 things needed on the scoresheet. Having this properly filled out helps with many other things, tracking suspensions, awards, etc. Please make sure we are getting everything needed. There is another handout done by Connie Price that goes over the online scoring with screenshots. Online scoring does matter, please be sure these are being scored correctly as well.

Coaches—per USA hockey rule & also per SD state hockey rule- they need to be signing the scoresheet prior to the game. On our roster stickers, we should have the CEP #. We get these from the state & they are not listed on the templates for the stickers. John Hawks did state this is an un-editable file. This info is listed on the official rosters. Chris stressed the coordinators need to be sure they travel with the official roster for info if requested.

Locker Room Rules: Quick discussion. All teams had players, parents & coaches sign.

It was also brought up that all but 2 players from Mitchell will have returned for our upcoming JV/V games. This was already brought to the states' attention prior to this.

They are expecting more to come from the locker room incident after the spring meeting. Mitchell will be appealing. The state met & gave harsher penalties. They are also dealing with the city on this as it is a city rink, sounds like city council may have wanted harsher penalties than the state gave.

Girls JV State tourney: No update, committee not here, but requesting a budget. In the past it's been \$1500 for the state tourney. There are 6 teams not 8 teams attending this year.

This will be a smaller tourney, 6 teams. 2 games Friday, 4 games Saturday & then 3 games Sunday for the placings.

Gate fee is set by the state. We do not pay the officials, this is done by the state.

Motion, should this budget be \$1500 or \$1000 due to smaller group? Was recommended to keep at the \$1500 budget as in the past.

First motion by Trista, second by Ronda--- motion approved the \$1500 budget for the girls JV state tourney.

Mites travel: Had been approved for only L2/L3 level and only 1 tournament, which would be open to all players at that level and would be optional. This would be paid for out of pocket by parents. Would need to get permission from the board on the tournament, was discussed as Billings previously. This was clear in the meeting with the coaches.

There is a group of L2/L3 going to Sioux Falls, another group of L2/L3 and possibly some L1's that will be going to Gillette. The concern was that this takes away about ½ the teams on a given weekend- for the ones left behind. Also, was noted the teams were not equally balanced & not all kids were invited to pick which one they attended. New jerseys had been made with the RHA logo. This also brings up questions on jerseys and the policy.

They are already committed to these tourneys. It was stated no more tourneys for the mites this year. All mites have now had an opportunity to travel to one or the other tourney, Billings will be out. (Had requested the Billings trip in the board meeting previously.)

Winter Classic: Discussion on the Winter Classic and change of venue. Someone had claimed ice was unsafe- Chris got a message on this. Lindsey had reserved the Thunderdome as backup in case of bad weather. There were people questioning this & discussion on a group skating at the Rush game that weekend. Wanted to know who has permission to change the venue & the timeframe it was decided, the coordinators were notified on the 24th, was decided to move it on the 17th.

Girls Team arrives for discussion at 6:49 pm. Tori was gone, no coach came up. Tim went down & was able to catch Brady before he left. Brady & Tim came back up at 6:52 pm. No discussion started until a coach was present.

Chris addressed the team in regard to things being thrown, comments made in the past. This has been addressed & needs to stop. He also discussed social gatherings in the locker room hallway

during games for other teams. Locker rooms are a privilege and need to be treated as such. Need to be respectful of the room, the volunteers, and each other. These behaviors need to stop immediately. They have been talked to multiple times. Any further issues and they may be moved back to the locker room on the other side of the hallway. No more horseplay, hanging out, etc in the hallways. Chris asked the seniors to be the leaders & lead by example. We are working to change the culture and keep it positive.

3 other people addressed the group as well. It was stressed to remember that the younger players look up to them & want to play with them someday. To remember that they are stronger as a team & they can rise above anything, please keep it positive.

Brady did also speak at the end & felt it wasn't as bad as it was stated. Group was dismissed.

It was mentioned after they left that it is a challenge as they have such a wide range of ages. This is why the supervision and having leaders is so important. In regard to previous issues among players- both sides were at fault—we are looking to move forward with all parties and have a great positive experience. Have asked Brady & Tori to up the supervision, especially in the locker room. Please use locker rooms for changing, just to and from practice etc.

2018-2019 Budget update (Steffy): Kristal Hamm has the books up to date. In regard to referee payment-- this is not by the state. Jenni worked with Steffy on this site. At this time only Steffy is aware of this process & may work with Kristal on it as well. She does the books & he cuts the checks. Likes to have the balance & check of the system.

Money paid out to FSA for concession, Tim Brady for the laptop, paid for skate sharpener. Ben also stated there will be a \$3,000 invoice coming from Haggerty's. The a/v for radio & announcing went down. Georg & Ben will be working on a possible trade for advertisement, to help bring cost down.

Steffy to Ronda- there is \$35,606 listed as misc income-- sponsors vs advertisements? It is hard to tell at this time, would need to see slips and amounts. This was for Sept 18th thru Nov 20th. Some of this could also be from the Jam for the Zam.

\$136,000 so far in registration. Concessions are at about \$31,000 so far, looked like \$23,500 last year this time. Numbers for this year are \$252,988 vs last year \$310,512. Last year would also reflect the BHP check in the revenue.

Loan: Currently making 5 monthly payments all year & 2 of them were interest only. Steffy spoke with BH Community Bank to see about doing payments over 12 months instead & possibly getting an interest reduction. Is working on this.

Currently \$90,000 still in the black, figure \$50,000 after utilities. Old zam (Olympia) for sale. It's at Tim's shop right now for storage. Brokered with Arena Products out of Denver. Gregg F has contacted Brandon Valley. Ours is a 2004 Olympia, they have a 1986 one. We would like to get \$30,000 out of it.

Also need to look at tournaments & verify who paid what and double check our records.

Karen is requesting to get a check for the varsity tournament in Wayzata. The varsity team did host a tournament.

Jon Hawks ran the skate sharpening list. Will also get a laminated copy for the skate sharpening room. Anyone not paid up will need to do so to continue use of the skate sharpening services. The list also went out to all coordinators to alert their families. Discussion on maybe adding this fee into registration in the future as it doesn't always get collected. There was an issue this season with it-- but it was worded as optional online & then it wouldn't allow people to opt out. Also look at getting a few more people trained to keep this service available.

Dibs: Please be sure to check for open spots. Also game times changed on Sundays- working to get these corrected, but not all spots are reflecting this change yet. Instead of starting at 8 am on Sundays, have shifted to 7:30 am per the request of out of town teams so they can get on the road sooner.

Dibs spots for varsity games security? Discussion on this and making sure people who select this are good working with teenagers. Want to be sure we have the right people in place. Would like to keep it on the team to assign for now. Need at least 4 to 6 people at the varsity games as security. We need to be watching the stands, also the warming room, hallways, parking lots. Do not want this to be a liability, will need to have a presence all around. Need to make a plan and set a standard for the rest of the home games. Railing is up and keeps the kids off the glass, they are set back in the stands. Need to look at changing this culture and keep things positive and secure.

Did have parents from a visiting team write to the state to complain about the pots & pan. This had been cleared with the state in the past, there were 28 kids. Will continue to work towards keeping them in line. Although pots & pans are not in violation of USA Hockey- state claims it goes against SafeSport & league rules. Effective immediately the pots & pans are banned from the rink. Signs have already been posted as well.

(Gregg F came in)

Look at keeping the upstairs secure as well.

Addition to agenda--- coaches pay: Tim Brady speaking on behalf of the girls program for Hollie. They are requesting equal pay for the girls varsity head coach to match the boys varsity head coach. Pay rates had been set already- wants a \$1,000 raise midseason. Discussion on this. Head coach for varsity is \$3,500 and \$1,500 for up to 2 assistants (have an assistant coach who is not paid, just takes per diem if travelling). Girls varsity coach is at \$2,500 and assistant at \$1,500 (unpaid parent coach as well).

Request was to make the pay the same, citing that the girls varsity program has a larger spread of age and ability levels. Lots of development work.

Discussion on this midseason change, not factored into the budget, look at re-evaluating rates next season possibly? We looked at this and the other side, which would be experience. Boys varsity coach has several years of experience & state titles. Will want to get contracts next year & have pay rates set before the season starts. Would like to research & get rates set maybe May-June for next season. This will also help if we are needing to interview for coaches at any levels.

Motion made to increase Brady's pay by \$1,000 had been made by Tim. Absent a second, the motion falls.

Concessions (Fine): Asked about letting 12 year olds in to work up front if needing help and they are actually working. Chris said this would be up to her discretion.

Building Committee (Brady/Nelson/Olson/Fullerton):

Dryland Room: Lots of projects needing to be done. Looking at sending out a list for help, listing Tim as the contact.

Shooting lanes upstairs—Scott has the materials & looking at working on this next week.

Garbage- issues with people dropping off at our dumpster. There is now a padlock on it during the week, will leave unlocked on the weekends. Key is in concession stand.

Fundraising Report (Ronda):

Raffle: Slips are being printed next week. Looking at same as last year, cash prizes: \$250 (possibly jersey?), \$200 and \$150.

Status Update: Live to Give is a black hills area grant. Last year Ronda applied and we were awarded \$5,000. Used towards improvements in the dryland room. She checked and we could do this again this year, can request up to \$10,000. Do we want her to apply again and what would be a project? It needs to be a specific project & note the age level it would serve.

Ronda said any ideas should go to her & she can write it up again. Tim suggested handicap accessible seating. Remove the broken handicap lift and fix the seating. Ronda does have till March 1st to get a submission in.

Girls program: No update, has budget for state tournament

House program (Trista): New jerseys are in--- the blue ones were too close in color to the black ones.

Misc:

Tim brought up that the girls would like to be practicing at the Thunderdome all practices. Currently they go to Roosevelt one night a week & have to move their gear. Having a dedicated locker room, would like to keep practices & equipment here. Chris & Lindsey have spoken with them multiple times on this. It comes down to ice time and times they are available for practice. They are wanting times between 6 and 8, and no Wednesdays. They can make it work, but it means shifting them to Roosevelt once a week to keep in the time frame needed. Cannot bump the mites.

Girls want to at least next year follow the boys varsity practice all year- again will run in to issues with the mites scheduling. It comes down to timing and what works for the coach as well. Further discussion Tim stating they want Thurs nights at Thunderdome.

Ice time is something we will need to look at again for next year. Too late in the year and trying to fit in the time slot needed has been the challenge. This is something we can look at for next year.

Lindsey is our current scheduler, will be needing a replacement next year- Jody Kirk may be taking this position over. Also was mentioned Connie Price may be helping with Dibs next year.

Tanya requested funds for senior night. Typically RHA only pays for the pictures. They spent funds on both girls & boys & didn't want to pull the money from the boys funds only. They spent \$140 on senior night.

Motion made to reimburse the \$140 made by Gregg F, second by Tim, approved

Next meeting Monday, 2/11/19--- this will be the week prior to the girls JV state tournament held at RHA.

Motion to adjourn by Tim, second by Gordon, adjourned at 8:21 pm