

**Mankato Area Hockey Association
 Monthly Meeting Minutes
 Monday, December 8, 2008, 7:00 PM
 WOW Zone
 Mankato, MN**

Board Members attending: (X = present, E= excused absence)

Jason Westerlund, Pres.	X	Dave Breiter	E	Holli Loe	E
Jeff Nickels, V.P.	X	Darren Bruns	X	Cyndi St. Pierre	E
Sue Salzle, Treas.	X	Lynette Cline	X	Joe Sieberg	X
<i>Traci Hays, Secretary</i>	X	Tim DeSutter	X	Chad Sisco	A
April Austin	X	Ruthann Kragh	A	Char Rivers	X

Other Members

Dan Devenport, Ops. Mgr.	E				
Jo Nickels, Gambling Mgr.	E				

Meeting Called to Order:

President Jason Westerlund called the meeting to order at 7:010p.m.

Attendance

Special Guests in attendance: Tresa Lacina, Chad Lebert, Chris Kunst, Mark Phinney, Chris Hvinden, Kent Bengston and Scott Geyer

Review and Approve current agenda

Motion to approve agenda

M/S/P: Joe/Sue

Review and Approve Minutes of last regular meeting

General discussion covering the minutes.

Motion to approve minutes. Need to make a correction to the attendance. RuthAnn Kragh was marked absent and she was in attendance. This will be corrected on the master copy of the minutes.

M/S/P:Lynette/Darren

Jason gave general discussion as far as receipt of proposal for Operations Manager Restructure proposal. Jason will discuss and ask for feedback. No names will be shared at this time.

Gambling Manager Report and Expense Approval: - Jeff Nickels

Reviewed and approved LG1004 . The rest of the information was not complete. Authorization of expenditures and the rest of the numbers will come next week.

M/S/P : Joe/Lynette

Calendar turn in is Wednesday, December 10th. If money not turned in kids will be pulled from the ice. Special payment arrangements can be made, managers need to send out reminders.

Calendar drawing is at the WOW Zone on Wednesday, December 17th.

Treasurers Report: - Sue Salzle

- Presented check register
- 2 teams will receive a bigger per diem due to one more tournament. An additional \$225.00 will go out to them .
- Ice time is paid through 10/30/08. Two other bills need to be paid . One for \$14,000.00 which is for October ice and \$33,000.00 through November. November is higher due to the amount of tournaments.
- Alltel charges us for an additional ½ hour. 15 minutes before we get on the ice and 15 minutes when we get off of the ice.
- A lot of 2nd half registration payments are still outstanding. December 15th is the drop dead date for those to be paid unless payment arrangements are made and carried through.
- Coaches payments will be distributed on the 15th for the 1st half. Sue had not received any completed 1099's back for these checks.
- Anthony Ford Foundation - Sue was asked to attend their Board meeting.
- Going forward we will see 2 P&L's one for MAHA and the other for Anthony Ford Foundation. This information will be submitted to the MAHA board for review.
- Anthony Ford Foundation stressed that they want to keep their funds separate from MAHA.
- Does MAHA need to put an appendix in their By-Laws in regards to this arrangement.
- The Anthony Ford Foundation partnered with MAHA due to our 501C Status.

M/S/P: April/Darren

Motion: 15th of December deadline if have not paid or contacted Treasurer for all financial obligations. A list will be published and given to team managers and the player will be prohibited from participating until arrangements have been made.

M/S/P: Joe/April

Fundraising Report: – April Austin

- Char Rivers and Teresa Langworthy are part of the fundraising committee.
- The committee will be meeting in January to decide what to do for fundraising next year, hams, coffee etc.
- They are looking at having a casino night.
- The meeting details for January will be put on the website so anyone interested in attending is welcome.
- Talked about trying to get the word out about growhockey.com
- April needs an e-mail list of in-house and traveling managers.
- Hockey Day Mankato, Erbets and Gerberts will donate \$1.00 for every sub sold that day back to MAHA.
- Char Rivers discussed in a little more detail the scrip program. There is a website that she would like the board members to go out to and look to see what we think, if this is something we would like to try as a fundraising option. The suggestion was made that if we decide to do it the board members would pilot it and then we would roll it out to the hole association.

Motion to accept the fundraising proposals.

M/S/P

Stag: Jeff talked about the stag as far as how many meetings they have had etc.

- They are planning on meeting next week.

Sponsorships – Traci Hays and group

- Send out master spreadsheet to Sue and then to Dan for their input.

Expansion and Growth: – Dan Devenport

- Report was sent out for review.

Operations Committee: – Dan Devenport

- Report will be submitted at a later date

Registrar Report – Cyndi St. Pierre

No report presented

Communications: – Dave Breiter

- No report presented

Miscellaneous Topics:

- The Sports Institute is running some good specials right now if any of our teams are interested. It is \$10.00 a person and they do a lot of different things.
- Schulz's ice should be ready within the next week or so. Jason gave a little background information as to how MAHA is involved with the Schulz rink and how generous Stacy Schulz is to let us use the ice.
- Girls Initiation Program – Ruthann is looking for a volunteer to help with the administrative part of this project.
- Window decals are available to purchase. Jeff Nickels has them and they are \$5.00 each. He is going to take them to the rink during the in-house practice to see if he can sell some of them.
- Char Rivers is now going to be taking care of the cases in the front lobby at ASA.

Away Tournament Stipends:

- How many miles does a team have to travel to a tournament before it is considered an overnight? The Bantam A's went to Rochester and they felt that due to the distance this should have been an overnight tournament. Their coaches stayed overnight and are asking to be reimbursed for their rooms.
- The Board approved the reimbursement of their room charges. Jen Sieberg will get the information to Sue Salzle.
- May need to take a look at other teams to see how many miles we are driving and they should be overnight.

M/S/P: Darren/April

Operations Manager Restructure:

- The E-Board has been approached by two individuals who have expressed interest in the Operations Manager position. As part of their application they have prepared a Powerpoint Presentation outlining how they would structure the program. The question that needs to be asked is do we put one or two main individuals in place going forward or do we break it down to 7 individuals.
- As far as a stipend the two individuals that have approached MAHA have listed their salary requirements in their proposal. If MAHA accepts their proposal salary will be negotiated and approved by the MAHA Board of Directors.
- MAHA is still going to need to hire a scheduler.
- Jason reviewed the Mission Statement that was proposed to us.
- If this is the way we want to proceed the E-Board will meet with them and they will come to the January meeting.
- Key areas to their plan:
 - a) Mission Statement
 - b) Coaches Expectations
 - Coach and to inspire them to get their compassion level up.
 - They will evaluate teams and bring back feedback to each coach.
 - Reach out to former high school players to coach
 - Develop and establish a DVD library for coaches
 - HEP testing, do it multiple times a year. Explain to the parents what it means.
 - Provide coaches with a checklist
 - Goal setting, teach coaches how to learn sportsmanship etc. and strength training
 - Bring in high school coaches to work with kids as well
 - c) On ice Program
 - oversee and implement placements
 - parent education seminars
 - open forums for parents regarding children
 - specific on-ice director
 - coaches and -parents would communicate directly with these individuals
 - assisting with tournaments
 - hockey development
 - d) Recruitment
 - Channel 14 is a free public access channel. Do a video of MAHA kids skating and run the video while interjecting at times information as to how to be a hockey player in MAHA
 - Reaching out to the elementary schools
 - Selling the game and growing our numbers.

We went over the total hours that were proposed that these individuals would be contributing. It would be a total of 835 hours each to get the job done.

Also reviewed a plan that the E-Board had developed so everyone could compare. The E-Board plan put in place one Director and then other directors under that individual for in house, traveling and girls program.

April indicated that we should post the position and accept applications and go through the interview process. At this time we asked for Board feedback. If we post and interview the interview team should consist of the E-Board, 1 coach and one non-board member. The association needs to have someone identified and in place by March 31st. The question was asked do we advertise for 2 directors or just 1 and go from there. We will only be posting for 1. We will post an ad in Let's Play Hockey that we are looking for a PT director. We may draw a wide variety of individuals, we are not sure. The position would be PT with a stipend and no benefits. Jason Westerlund will draft an ad and place it requesting resumes for the position. We need to put a firm deadline on

it. It was also mentioned that whomever the individual is we are looking for a commitment of more than 1 year so we can get some stability within the program.

Decision: Put an ad to get applicants, from interview process see what we gather. IF we are able to get 4 strong candidates that would be good. If we find nothing then we go for a layered structure with stipends.

How do we set a salary?

- We can not go higher than what Dan currently makes
- If we see more growth we will see more fees.
- Suggested to see less than \$20,000.00 per person per year if we were to go with the proposal that was brought to us.

Concerns:

- Coaches concerns, is it going to be run very strict with no room for change.
- get other coaches input as far as structure

It was suggested to check with a few other associations to get feedback as to how they handle this position.

Move forward to solicit interest, set up interviews and we will not pay more than \$40,000.00

M/S/P: Darren/April

Follow-up Business -

- Handbook (table until February)
- Move Up Policy (Table until February)
- Scrip fund raising (table until January)
- Replacement of Operations Manager position

Next Meeting Agenda Items:

- Operations Manager Position
- Stag Update
- Recap of Hockey Day Mankato

Next Regular Meeting

Monday, January 12th

7:00 PM at NMFD #2

Adjournment: 9:50 pm

Motion to adjourn

M/S/P: April/Lynette