

**BHB Board Meeting**  
**Monday, November 10, 2014**  
**5:30pm, VFW Curling Room**

**Members Present:** Sheldon Sime, Jason Fetch, Jason Fischer, Jason Frank, Sandy Stevahn, Melissa Long, Joel Roloff, Bill Curl, Kristi Anderson-Schmidt, Craig Nelson, Steve Churchill, and Suzzanne Fuchs

**Members Absent:** Adam Hipp, Mike Odegaard

Jason Fetch called the meeting to order at 5:30pm.

Sheldon made a motion to approve the minutes. Melissa seconded the motion. All were in favor.

First up on the agenda was Kristi to discuss jerseys. So far everything is on track. CCM is on track to have the jerseys to Philadelphia on November 14<sup>th</sup> to ship and we should receive the jerseys around November 20/21.

We will need help getting the jerseys from Scheels, especially if they come in over the weekend of November 21-23, as Kristi will be out of town with the girls' team for a game. If Kristi isn't able to be there for the jersey pick up, then Jason Frank will be in charge. We need to remember to keep the Sponsor jersey separate from the Team Jerseys.

The Estore is going well. Most of the orders that have been placed are over \$300. We talked about doing a possible Christmas store. However, the orders all get processed together and there is a 10 day turnaround from when the store closes. This may not be feasible for a Christmas store this year.

The question was asked if we will be opening the Estore for tournaments and if we do how many teams are we putting this out to. The Tournament Committee would like to run their apparel sales through the Estore. Joel will work with Kristi to get this set up. The first tournament will be a PeeWee tournament December 5-7. We'd like one logo for all the tournaments, so Joel will talk with United Printing about this.

We'd like to have other items available besides t-shirts. It takes 1-2 weeks to get the store set up. We can get a kickback on the items.

The Board talked about having the estore open twice a year. The question was asked about what percent we get. There really isn't a percent. Kristi negotiated a price and then depending on the price point marked the items up. We should be getting a 10-20% profit.

We are going to sell the old jerseys but we're not sure of the best way to do this. We will keep 2 sets of Squirt jerseys for the Mite Travel Teams.

Jason Fetch is making the coming up of a plan for the old jerseys an Action Item.

The Mite/Termite jerseys should be about ready at Pure Country. Kristi will let Jason Frank know when they are ready, though Pure Country has been talking with Clark from Duffy's too. Jason Frank will coordinate with Tanner and Bill to hand out these jerseys when they come in.

Squirts still need to be covered yet. Mike will work on getting the jerseys out to the players.

We are receiving 40 extra pairs of socks. Scheels could order and stock for \$35-40. BHB can sell the extra sets for \$21. Also, we can go through ACE to order more socks and get this price.

Kristi also got in the car decals and helmet stickers. She will work on getting the helmet stickers out to the Bantam and PeeWee levels.

The car decals cost between \$3-4/piece to make. The Board decided to give one away per family while handing out jerseys and then we will charge for the decals after that.

We discussed the Trademark and Digitization fees that we should be charging businesses to use our logo. \$120 digitization from Pure Country and we get a royalty.

The question was raised about whether we should pay a flat fee or what we want to do. In our Policy Handbook we have a Trademark policy that states we charge a \$200 annual fee for businesses to use our logo. Since some places are in the process of already using our logo and we just received our Trademark certification, we are going to allow this year to be a grace period. Future years we will enforce the trademark agreement. Jason Fetch will put the Trademark Agreement as an action item.

If we want to do a warm up order, then we should go through Scheels or Duffy's if we don't like what's the store. Scheels is willing to do a large warm up order and have an order form on hand. We will leave this decision up to the teams.

Bill expressed an interest in working on a patch to cover the existing logo. He will take the lead on this. Kristi will forward an email received from Jason Fetch to Bill concerning the patch idea.

The photographer for this year, Alicia, was at the meeting to discuss what and how the Board wanted to do pictures. We will be doing off ice pictures. Alicia found a couple of hockey backdrops that she could order or we could go with a basic blue or red. Also, we would use the trophy room in VFW 1. We won't have the players wear their skates. The Board decided to go with the ice arena backdrop. We are going to coordinate when we have practices. Sandy will work with Dennis to get the rooms reserved that we need. Sandy will also let Jason Fischer know when things get scheduled and he'll work on getting things set up with the younger groups.

Joel and Alicia will talk about the PeeWees and their upcoming tournament.

Lane Huber, our website manager, was at the meeting to discuss a couple of things. First he talked about how we should go to the registration page and email through registrants so as not to be emailing everyone and anyone. Also, there is an access issue. There are several board members who have complete access. There are several others who have limited access to the site. Lane was talking about deleting access for everyone. The off ice coordinators will need to provide who should have access by level and what access is needed. For example, Team Managers may just have access to their page while Coordinators have more access. They need to provide Lane some guidance. We are giving the Coordinators a week to come up with a list of what the teams are and who gets access to those teams. Off Ice Coordinators should have this to Lane by Friday, November 14<sup>th</sup>. They can email him at [lane.huber@bismarckstate.edu](mailto:lane.huber@bismarckstate.edu)

Joel asked Lane about the font size with the change of the website. Lane is checking on an issue with the calendar and will let Jason Fetch know what he finds out.

Sandy asked Lane at what level does a person get access to a calendar. Also, is there a way to automatically back up the calendar. Lane will also check into this.

Suzanne gave an update on our numbers. There are 621 total kids registered for the season. She also reminded the Board and the Off Ice Coordinators to get the USA Hockey numbers in to her so that rosters can be finished and submitted. It was also brought up that before a Coach can be put on the Roster, they need SafeSport. Terry H., the State SafeSport Rep, is willing to put on a SafeSport Class. This may be a good time for Mites/Termites to attend. Not all parents need to be SafeSport Certified. One SafeSport issue brought up is during Bobcat games, spectators go over to VFW2 to use the bathrooms, while there are kids in the locker rooms. The Bobcats will see what they can do.

Jason Frank talked about how Dryland Training is going. One issue was brought up because it represented a SafeSport issue. The kids have been using the locker rooms at Gold's Gym to store their coats and shoes. However, this presents a problem as there are non-hockey adults using the rooms too. Jason Frank has already talked with Aaron Moos about the issue.

Feedback on the dryland training has been positive so far. 9 out of 10 kids like it and it is very organized.

The BFSC office has been completed. Kristi and Jason Fetch took care of the repairs. It cost us approximately \$200 and everyone is happy.

The issue of President Elect was again brought up. Jason Fetch discussed the possibility of staying on as President again next year. This needs to be looked at in our by-laws. Joel and Jason Fetch will take a look at the by-laws to see what they say.

The Refs pay discussion was brought up as a continuation from the Board's email discussions. Joel had made a motion, which the Board needed to discuss. We discussed how we can't compete with Dickinson and Mandan in our pay.

Joel made a motion to raise the ref's pay by \$5 per ref per game. Sheldon seconded the motion. All were in favor. Adam needs to know that we are going to be raising the pay.

Jeff Ball has been with the program at least three years. We talked about giving him a 3% increase per year for the last two years, which would be a 6% increase in pay.

Joel made a motion to increase Jeff Ball's salary to \$4,000 a year. Kristi seconded the motion. All were in favor.

There were some concerns raised about coaches getting their ref certificate and then not using it. This discussion was tabled till next year before the season starts.

Joel made a motion that regular ref certification fees, if they ref a minimum of 20 games for BHB, would be reimbursed. The motion was tabled as there was no second.

Jason Fischer brought up the need to possibly increase the coaches' pay. We had a hard time getting coaches this year. BHB has 15 paid coaches. Some of this is requirements between USA Hockey and BHB.

We pay \$3200/team or \$1600/coach. We subsidize the mileage for parent coaches.

The proposal is to raise the pay for individual coaches' \$400/coach or \$800/team. If they are a non-parent, possibly reimburse some mileage and hotel costs.

There are four paid coaches for girls.

\$25,000 was allocated for level directors and if we do a \$6400 increase we would come right in at budget. Last year we budgeted \$67,000 and this year we budgeted \$70,000. Also, last year we had 15 paid coaches and this year only six of them came back.

Jason Fischer went over the numbers and explained how much the coaches are with the players.

We also talked about going from paying the team to paying the individual. This would be done straight across the board. Jason Fetch wants a formal proposal so we can carefully go over everything. Jason Fischer, Jason Frank, Adam, and Bill are going to be on this committee. Any comments or questions the Board has should be sent to Jason Fischer.

Chad Wachter attended the meeting to talk about the new rink. Jason Fetch wanted us, as a Board, to take a look at what our monetary commitment could be. This will have to be discussed at a later meeting as Adam wasn't at the meeting with our Financials.

Chad talked about how this is an \$8million project, which is a little high and is working on redoing the numbers.

If \$4million can be raised, then the Park Board may pitch in the rest of the money needed. As of right now there is a half million dollars raised.

They are doing naming rights at certain levels. There is no cost for the land since it's already owned.

Chad talked about trying to get the Park Board to put the plans up in the rinks.

One member of the audience raised some concerns about the rink. His thoughts were we should do two rinks right away. This was an option looked at but it would take 5-7 years to get two rinks up, while just building one would only be 2-3years down the road.

Jason Fetch wanted to talk about the support of the Board. There were three things he thought were important to BHB:

1. Support the concept
2. What kind of monetary donation are we willing to do
3. What are we going to do within our club

There were other options besides Schaumberg originally discussed. One option was with BPS and the new high school. A second option was working with Burleigh County and the Fairgrounds.

There is a consensus that a lot of the membership isn't aware of everything that was gone through to get to this point of adding on to Schaumberg. We need to look at putting something on our website or even mailing out something to the membership.

The Park Board has passed a resolution of support, so we can start getting information out. It was discussed holding a club specific meeting about the rink issue. Jason Fetch and Chad Wachter will plan something for the membership. There was a mention of the City of Bismarck having plans to build a multi-event center, with a 4800 seat game facility. This was also a possibility looked at.

There was no financial report. Jason Fetch will forward it on once Adam has sent it to him.

Gun Raffle update was to let us know that all the tickets have been handed out.

Jason Fischer gave us an on ice report. Officially all the teams are done except for the Mites. We need to let the membership know that the preferred colors are white helmet, navy breezers, and blue gloves.

There have been schedule changes made without Sandy's knowledge. We need to find out why this is happening. The coaches need to go through the Off Ice Coordinators, who will contact Sandy so she can make changes as necessary. We need to be courteous to Dennis' staff. Every time a change needs to be made Sandy or Jason Fischer need to know. Jason Fischer is tracking the times on ice. It's kind of a rotation thing so it's equitable. Sandy will put locker room monitors on schedule no the coaches. Even if we trade practices, let Sandy know as there is a call list of who should be next.

The Level Directors are meeting the week after next if any of the Board members wants to be involved in evaluating the coaches.

NDAHA wants our game lists to them by November 15<sup>th</sup>.

LiveScoring is something new this year. Team Managers can input the information on the website or on an app on the IPAD. We will be receiving an IPAD from NDAHA with the league scoring app. They should be coming out this week. The IPAD is to be kept at the rink.

Joel and Sandy need to talk so that Off Ice Coordinators know what to do.

The Tournament Committee has six people involved. They are getting things done. Joel needs to talk to Kristi and Sandy about a couple things that deal with the Tournaments.

Kristi said that the Apparel Committee can help out where needed.

There was no new NDAHA information.

Jason Fetch and Kristi met with Dennis and Kevin. It was a good meeting. They talked about the cleanliness of the rinks and Zam safety.

Dennis and Kevin said that there is someone who cleans every night but by midday the rinks are trashed. It is the responsibility of our clubs to help keep our garbage picked up. Another email about cleaning up after ourselves should be sent out.

There is general wear and tear of our rinks. There has been damage to our nets. A group got together and fixed them but some are already broken. We need to figure out a happy medium. Is there a spot we can provide for the kids to do stick handling.

Suzanne brought up bringing color books, crayons, and card games. There was even mention about having a TV and utilizing teen volunteers. Suzanne offered to head this up if it was something we wanted to seriously consider pursuing. The Zam issues were the rink staff opens the door while the kids are still skating. There have been instances of the Zam coming onto the ice before everyone is off the ice.

We need to communicate back to Jason Fischer about the coaches not getting off the ice on time. It's not the Zam guy. It's the coaches' responsibility/fault that this happens.

The coaches' apparel was brought up. Someone needs to come up with a proposal for Coaches' Jackets. Kristi will put this together. The Coordinators will get the Coach information to Kristi. Most of us liked the style of jacket that Jason Fischer had been wearing. We need to find a style that the coaches would like. This needs to be affordable. We are looking at it being branded and lightweight. We tabled the discussion for the Team Manager Apparel.

Bill let us know that for the 10,000 Puck Challenge 15 kids completed this. Also, he spent \$500 on t-shirts for the players who complete the challenge.

We tabled the discussion of the dual role for coordinator.

A State Board rep was at the meeting. He mentioned that SafeSport is doing well. However, the program is for everyone and we shouldn't be excluding the Mites/Termite. Also, don't tell someone they can't help if they don't have SafeSport.

Joel made a motion to adjourn the meeting. Bill seconded the motion. All were in favor.

FOR THE GOOD OF THE ORGANIZATION