

Bismarck Hockey Boosters Board Agenda

Tuesday, October 10 @ 5:30 PM

The Pier

Board Members Present:

Ian McDonald
Kyle Leftwich
Joel Roloff
Brad Thompson
Layne Sedevie
Joe Gusaas

Other Members Present:

Mikayla Jablonski-Jahner
Jamie Nelson
Mario Lamoureux

Absent:

Jackie Ressler

Call to Order

1. 10,000 Puck Challenge Awards Celebration – Congrats to all the kids who completed the challenge!
2. Parks and Rec Update - Dylan Thiem
 - i. Expansion for VFW3 is well underway.
 - i. The rooms are really taking shape and windows are in.
 - ii. Parking Lot is available for use now.
 - iii. Transition period with bathrooms in HA Thompson and Son's (VF2) Rink
 - ii. Gear – just ordered more nets for each facility.
3. Old Business
 - i. October Meeting Minutes have been approved and
4. Program Updates
 - i. Executive Director - Mikayla Jablonski Jahner
 - a. Report – See attached.
 1. Highlights:
 - a. Mikayla submitted CBD Grant, which is used for tournaments. Last year we year got \$4,000.
 - b. Requests for the Board:
 1. Concession has been working hard to get things moving in the right direction to provide great products and make it profitable for the club.
 - i. Air fryer would give us a better variety to offer.

1. Joel Motioned to approve the purchase of an air fryer and warmer.
 2. Brad seconded the motion.
 3. Motion passed.
2. Fundraising Policy – See attached.
 - a. Joel motioned to approve the new fundraising policy.
 - b. Brad seconded the motion.
 - c. Motion passed.
3. Goalrobber Contract:
 - a. Background: at the last board meeting, we approved the renewal of the Goal Robber contract and tabled an additional option offer by Goalrobber for our goalies.
 - b. The additional option (taken from October Board Meeting Minutes): Additional option to add another \$5400 for the off-ice training – goalie specific. This would be \$45 for each goalie in the club each month. Nate is offering flexibility, so if they can't attend one of the groups training sessions, they could use it for game tape analysis or other individual sessions. 1. Currently this is offered at \$95 a month and the goalies can come 2 times a week per month per goalie, this is a group training. 2. This is another touchpoint for goalies and their families.
 - c. The additional option was discussed again among the board to review. Layne proposed we table the additional option again until we have a better grasp of where are financially. If we didn't offer anything for goalies, then it would be a no brainer to move forward with it. However, we currently have and renewed a current contract for our goalies, so at this point we need to financially minded until we receive the last two months of financials.
- i. Hockey Director - Mario Lamoureux –
 - i. Hockey Director Report – See attached.
 1. New updates to the Sports Engine App has been helpful. Coaches can communicate to the team through the App.
 - ii. Powerskating
 1. Joe asked where we are at with Powerskating. There is a lot of importance around providing powerskating for the players.
 2. Discussion:
 - a. How many practices is too much for these kids each week.
 - b. Mario said I think a separate skating session would be beneficial.
 - i. We can also add in skating techniques into the drills at normal practices too.
 - c. Mikayla noted that the younger kids would benefit from the powerskating the most.

- d. Joel asked can we find what best practices are for kids and what age we should be adding powerskating.
 - e. Layne said I think we should have skating at the beginning of each practice.
 - 3. Joe motioned to have a \$10,000 powerskating budget to train level coordinators.
 - a. Ian seconded the motion.
 - b. Motion passed.
 - ii. Treasurer - Ian McDonald – No Update
 - iii. Hockey Committee - Layne Sedevie – No Update
 - iv. Gaming Committee - Joel Roloff – No Update
 - v. Fundraising Committee - Joe Gusaas – No Update
 - 5. Executive Session -
 - i. Layne motions to open exec session
 - i. Ian seconded the motion.
 - ii. Motion passed.
 - 6. Resignation
 - i. Joel is stepping off the board with a heavy heart. Joel has relayed personal reasons to the board for stepping down. He would like to continue to help Bismarck hockey as it moves in the right direction for our kids. Joel has stated that he will continue to help and support the board in the capacity he is able. Mikayla noted that we truly appreciate Joel's time as he has only improved our gaming relationships and the future of gaming and has opened the eyes of what all is involved with gaming.
 - 7. Out of Meeting Motions:
 - i. Joe motions to approve the minutes
 - ii. Brad seconded the motion.
 - iii. Motion passed.

**Executive Director Report
Bismarck Hockey Boosters
November 2023**

And things are finally underway. It always feels good when we get to the first Termites and Mites games, as most things are moving along and the hustle bustle of season start is behind us. But, it has still been very busy and we have a lot of upcoming events and happenings.

Monthly update:

- Registrations:
 - Final Regular Season Registration Numbers: First of all, we are at our highest registration numbers ever so that is exciting! And this is where we ended up, although USA Hockey does require us to allow registrations through December 15. We did shut down the registration link though so any further registrations will have to be done through Jamie or myself.
 - Bantams: 64 skaters/5 goalies (79 last year)
 - BAA/BA/BB1/BBR/BBW
 - Peewees: 118 skaters/14 goalies (106 last year)
 - PAA/PA/PB1R/PB1W/PB1B/PBR/PBW/PBB/PBG
 - 15U: 21 skaters/1 goalie (22 last year)
 - 15UA/15UB
 - 12U: 34 skaters/2 goalies (38 last year)
 - 12UA/12UB
 - Squirts: 102 skaters/11 goalies (124 last year)
 - 6 Tier 1 Teams (Blackhawks/Coyotes/Flyers/Golden Knights/Kraken/Leafs)
 - 4 Tier 2 Teams (Bruins/Jets/Kings/Oilers)
 - SA/SB1R/SB1W/SBR/SBW/SBB/SBG/SBO/SBP
 - 10U: 28 skaters/2 goalies (28 last year)
 - 10UBR/10UBW
 - Mites: 156 (159 last year)
 - 4 Tier 1, 4 Tier 2, 4 Tier 3, 4 Tier 4
 - Red, White, Blue, Gray
 - Termites: 201 (199 last year)
 - 4 Termites 1, 4 Termites 2, 4 Termites 3, 4 Termites 4
 - Red, White, Blue, Gray
 - Will be called sponsor's name (i.e., Bobcats Red 1, Eide Blue 4)
 - Coaches: 142
 - Referees: 48
 - Managers: 36
 - Locker Room Monitors: 56
 - Board Member: 5
 - Preseason: Preseason wrapped up right before practices started in October and it was a huge success this year. I think we will want to look at something similar next year and maybe even start earlier in the summer/fall. Overall, we profited over \$40,000 from this.

- Robby Glantz: Robby was here and ran his camp October 19-22. I always hear positive things about the camp. I'd like to look at doing it a bit different next year but I did reserve the same weekend with Robby for next year again.
- Try Goalie for a Day/Goalrobber: Nate ran this at the end of October and it's always fun to see some young kids out there trying goalie position. It also helps to get some interest for our mites games. We will continue to work with Nate to try to figure out how to gain more interest in this position.
 - The contract with Goalrobber has also been signed and the bill has been paid.
 - I also received a bill for the goalie gear for the 15U girl, which was just over \$1,000.
 - I have not heard anything further about paying for additional goalie sessions for our goalies but if this is something we wish to pursue, the Board should probably discuss soon.
- Home Tournaments: With the news of Rink 3 not being opened until later in the year, we had to work quick to make sure we had enough ice for each of our tournaments, as we have more registrations than any year in the past. But we have finalized our first tournament brackets, sent off emails to teams, created DIBS for the tournament, gathered other volunteers, and ordered all of our awards for the event so we are underway.
 - We are doing a few fun things this year, including Player of the Game awards, vendors, and doing a team meal at the Pier.
 - The Pier: Jamie and I met with Dan Anderson and Tiffany Galpin and came up with some great ideas for the tournaments, along with team meal ideas. Essentially during tournaments, teams can reserve a 2-hour block of time and get a buffet style meal for \$10/person. There are several slots already booked for our first tournament so I think this will prove to be a great partnership with the Pier.
 - We were also able to get BWW to sponsor our tournaments again, in which they provide \$4,000 and \$1,500 of in-kind donations as well, including gift cards and contributions towards trophies/awards.
 - Mann Signs and Dakota Awards are also sponsors for our tournaments and will be providing in-kind donations for our printing needs and awards.
 - As of today, we have the following:
 - Pee wee B1 – 5 teams (possibly 6th team registering on Monday)
 - Pee wee B – 14 teams (FULL)
 - Squirt B – 16 teams (FULL)
 - Squirt B1 – 11 teams (need 1 more)
 - 10UB – 14 teams (FULL)
 - 12UB – 6 teams (would like to hit 8 but will run with 6 if needed)
 - Bantam B – 8 teams (FULL)
 - Bantam B1 – 10 teams (FULL)
- Parks and Rec: Mario, Brad, and I took a tour of VFW 3 a few weeks ago and got to see the progress that has been made and see more of what it will look like. I anticipate this being utilized quite a bit from BHB and I'm excited for it to be completed. I am still hoping it'll be done in time for our state tournaments we are hosting in March.
 - I also met with Dylan and Mike recently to discuss a few items:

- Concessions: We are wanting to get an air fryer and warmer to make some additional food items. Parks is good with this but they do not want to remove the grill so they are looking at some type of top to put over it so we can set the air fryer and warmer on top of this.
 - Trophies and Banners: We have so many banners and trophies everywhere so I had requested that we be allowed to somehow display these. Parks would like to see us put up one large banner with our championships all listed out, either by team or chronologically. So Dylan is working on getting an inventory of what we have and then we will create a banner to hang. We will then give away the banners we have been storing for so long. As for a trophy case, I anticipate only displaying 1st place trophies for a period of 2 years so I am not looking for anything too large and we would be responsible for it. Any other trophies would go to the team and after the 1st place trophies are displayed for 2 years, we would also give this back to the team. Parks seemed open to this so Dylan and I will discuss a space for it and what it may look like. They have also agreed to allow us to display the 10,000 Puck Challenge banner so we will work on getting that created and hung up for the year.
 - Advertisements: This goes into our fundraising conversation below but we had Mann Signs come in and re-design the dasher boards and wall signs to make it all equal spaces. I sent this to Parks for approval and it appears we do not have the same number of spaces as our original contract showed now. So we will hold off on pushing any additional advertisements until we get the new contract in place. Our contract will be looked at come January and we will get a new one in place before May. We will also be looking at pricing and look at the split for these as well when we review the contract.
- Concessions:
 - Concessions are open and underway. We made a few adjustments to prices and also did a good look at what sells, what we should order more of, and what may be good items to add in. And of course, how we can get the biggest bang for our buck and keep costs low.
 - Melissa has done a great job with taking over as the manager and she has done a ton of work to get the area cleaned, organized, and ready to go. She has also worked well with the employees and vendors to get everything running smoothly.
 - Melissa and I have had a few conversations about purchasing an air fryer and a warmer. We'd like to offer things such as chicken strips, cheese curds, French fries, corn dogs, etc. and think this would be a huge hit and very profitable for our concessions. I am attaching the quotes she received for these items for Board approval.
 - Melissa has a big goal in mind for the net profit on concessions this year so we are going to push hard to get this reached.
- Financials/Budget: I have not seen any updated financials since July so I do not have anything new to report here. I have sent him August and September financials on our end and October will go off to him before the end of this week.

- Events Committee: The Events Committee met again a few weeks ago and it was a great meeting. Lots of good ideas and lots of people willing to dive right in.
 - Kick-Off Events: The Kickoff Events this year were tweaked from the prior year and I think overall, they were a success. Again, there are things to change for next year but the kids had fun, it was a welcoming event, and it was a great way to welcome everyone back to the rink. Big thanks to all of our volunteers and sponsors for these events.
 - Family Fun Nights: This is on my list of “to-dos” for this week is to finalize these dates and come up with some new things to do for these events. We do have some of the schools finalized but we need to follow up on the others yet.
 - We’ve discussed the schools asking for donations to allow the first so many kids in free to each of these events to try to draw more of a crowd, along with having some sort of interaction with the players and/or giveaway. The idea is to pack the stands and support our high schools so we are trying to create a draw for people to go.
 - Tournaments: I have discussed tournaments above but the Events Committee is stepping up to help out with several of the “to-dos” to get ready for these and be present on the weekend of the tournaments.
 - Pub Crawl/Pub of the Month: More on this under the Gaming section.
 - Meltdown: March 23 is the date at the Pier. Gun Raffle will also be held at the Pier earlier in the day. Our Events Committee and Fundraising Committee are working on getting some things going for this, such as coming up with a theme, finding silent auction items, and creating fun events and raffles.
- Fundraising Committee: We are finalizing an upcoming date for the next fundraising committee meeting. We had a bit of a pause in this, as I was trying to find time to get back to a few items before we moved forward on anything else. But, I do have a few people that have stepped up on this committee to help so I appreciate them! Now we can get another meeting going and see if there are others that can also help out.
 - Advertising: This has taken much longer than anticipated but we finally got the proofs from Mann Signs this last week, which were then sent back to the businesses for final approval. There were a few changes from the businesses but I’m hoping Mann will have these finalized and get working on install in the next week or two. We do have a few businesses we did not hear back from but I’ll keep reaching out to them.
 - Apparel: We have received contracts back from 8 vendors this year and I am working on the contract with Scheels. I have not heard back from Duffy’s on their contract or if they intend to sell merchandise with our logo/name on it. I am trying to get a handle on this so we know who exactly has permission to print our items going forward.
 - I have also sent off an event contract for any vendors who wish to be a part of our events. It is separate from their regular vendor contract and they pick and choose which events they would like to be a part of, along with the days/times they will be present.
 - ND T-Shirt Co left the area last year so we no longer have an on-site apparel vendor for our tournaments. We reached out to 2 out of town vendors about this that produce large quantities of apparel items on site

but they were not available for the dates we have our tournaments. I am pushing our current vendors to try to pick this up, as it is very profitable for the vendors, along with providing that shopping opportunity to our tournament guests.

- Sponsorships: So far, sponsorships have been received well and we are creating multiple opportunities for people who are looking to get their business advertised in some form or another. We recently had 2 newer businesses reach out about how they could help and be able to get their businesses advertised with us so we sent a few ideas back their way and we were able to receive \$250 for our Giving Hearts Day match, along with some items for the Spring Meltdown silent auction.
 - The committee is working on sorting through a large list right now and will start reaching out to additional businesses about auction items and GHD match funding.
 - This is definitely one thing I'd like to push more in the off-season so that we are prepared for the upcoming season and know what exactly we have for each sponsorship before the season gets going.
- Gun Raffle: I have updated the Fundraising Policy and I am sending it to the Board first prior to sending to the AG's office to get any feedback on the updated policy.
 - Otherwise, our tickets are selling quickly and we are down to one last stack of tickets to sell.
 - I have also registered us for the Sports Show in February, as we always use this as a last resort for getting rid of the last of the tickets.
- Giving Hearts Day: We have had a few people say they will help with this event out of our fundraising committee so we will start working on this in the coming months. We have also raised \$1,250 of the required \$3,000 match so that will be our first goal is to raise the rest of that and then we will get going on marketing for the actual event. The event is on February 8. The committee has come up with some great ideas on how to make this event successful so I think come December, we will start working on some videos and marketing materials to really get the word out about GHD.
- Other fundraising opportunities: I have been looking at a Dine to Donate type of event but I haven't had a lot of luck on this so far. We are also looking at some more opportunities to fundraise but those likely will not come to fruition until next season, as we have a lot going on already this year.
- Tryouts/Team Placement/Season Start: All teams were announced and things went well for the most part with rolling out team information and getting managers/locker room monitors/coaches assigned.
 - Squirt travel teams will be announced this week so I have been working on getting their schedules and information finalized as well.
 - At this time, we also have goalie equipment purchased, pucks and puck bags, and we are working on getting the equipment cages under our locks and making them work better for our coaches/teams. We were also able to give out some practice jerseys but until we get a better handle on what we have for inventory in jerseys, we are unable to provide these to all teams at this time.

- Scheduling: We started a new process this year for practices and game schedules being shared amongst the staff. I am creating the schedules and sending a copy to employees for input and thoughts before I take it to Dylan for copies. This has helped for everyone to see the schedule before we actually release it.
 - Additionally, I have created a few different ways to make sure everyone is being kept abreast of the changes and information happening with the schedules, as each week, I need to know Pixellot, concessions, Mike/Mario/Jamie, Parks and Rec, referees, and rink staff all know what is going on.
 - We are trying some new rotations for practices and trench training to see if that helps with the nights off and allowing kids to rest between things.
 - We will keep adjusting, as we get feedback from teams and coaches on how things are going.
 - We added in PB1B since the last meeting and I was able to get them almost the same game count and tournaments as the other 2 B1 teams so it all worked out.
 - Game Counts:
 - BAA: 39
 - BA: 36
 - BB1: 30 (will work on some more games here but not much out there)
 - BBR: 36
 - BBW: 36
 - PAA: 33
 - PA: 38
 - PB1R: 38
 - PB1W: 38
 - PB1B: 37
 - PBR: 31
 - PBW: 32
 - PBB: 32
 - PBG: 33
 - 15UA: 32
 - 15UB: 38
 - 12UA: 35
 - 12UB: 35
 - 10UBR: 29
 - 10UBW: 29
 - SA: 26
 - SB1R: 31
 - SB1W: 31
 - SBR: 26
 - SBW: 26
 - SBB: 24
 - SBG: 24
 - SBO: 24
 - SBP: 24

- Gaming: As far as I can tell, the gaming side of things is going well. We are still looking for another site and Joel has been doing a great job keeping our relationships strong with our sites.
 - As part of this, we have been working on two events to show our support and encourage our members to frequent our sites:
 - Club Card: this is a punch card that members can grab from us and then get a punch each time they visit our sites. There is no limit on the number of cards people turn in and there will be monthly drawings, with a final large drawing held at our Spring Meltdown for a free registration. They have to visit each of the 4 sites to complete their card and then they can turn this in at our BHB office dropbox to be entered to win.
 - Caps and Taps: this will be a once a month gathering at one of our sites. We will rotate through the sites, with our first event being November 17 at The Pier. Tiffany and Justin Vinje will be present to welcome members and keep the night fun.
 - Gaming Sites: Tap-In Tavern, Our Place Tavern, Blarney Stone, and The Pier
- Pixellot: Phil has been working hard to get VFW 1 camera back up and running. He had an electrician there this last week to look at it and hopefully our games will be livestreamed again there soon.
 - Dave Zittelman also got back to me and we are doing the high school games again for them. He has signed the contract and an invoice has been sent.
- Employee Meeting: We had another employee meeting at the beginning of November and we went through the upcoming month and what all needed to get done. Our biggest focus was on tournaments for the next few months and what all we need to do there. Then we discussed some other items, including but not limited to:
 - On-Ice: Mario and Mike mentioned they have been able to get to most of the practices for teams and they have been present at most, if not all, termites and mites practices. Mario has already discussed some changes he would like to implement and some areas that BHB needs to work on for developmental purposes. I see both of them present and taking notes on things, along with already making some adjustments to some of the mites as well.
 - Apparel/Uniforms: Another area we discussed at length was how to get a better handle on our uniforms and also implement some fun items, such as custom socks, gloves, neck guards, etc. We will be looking into these things further and bringing forth some ideas later in the season so we can be prepared for next year.
- Other Miscellaneous Things:
 - Parent Meetings: The mite/termite parent meeting was held since our last board meeting and it went well. We could have used a bigger meeting space so we will maybe move it into SCH like we did with the older kids. This meeting was recorded and I think that helped with people attending virtually.
 - Coaches and Managers Meeting: Our meetings were held in conjunction with one another this year, as I thought it would maybe save some time for us all to be in one room together. The intent was for some crossover between the 2 groups but it didn't go quite as planned so we will restructure this next year. I am working on getting some additional info off to team managers and hopefully create the manual I had started for them next season. This meeting was also recorded.

- Pictures: Pictures are done and I think they went well to do just a run through of all the teams at one time and use up a day/night of ice for each group. I will tweak some things for next year but I think the overall format was good.
 - All team photo: This has been scheduled for November 29 at VFW so we will get this taken care of early in the season.
- Sanford Impact Testing: Sanford Impact testing started this last week. They went to a new platform this year so they are encouraging people to go even if they had it done in the past. It is a new online platform so people are able to get their info right through an app now. Again, we cover the cost of this each year for our kids to get tested.

Board Action Items for November:

- Fundraising Policy
- Concessions – air fryer/warmer purchase

Fundraising Policy

Fundraising is a necessary part of participation in Bismarck Hockey Boosters. Fundraising helps offset costs of registration and helps contribute to ice rental expenses, equipment, coach compensation, and other necessary expenses to conduct business. Outside of the Big Gun Raffle or to “buyout” their requirement for the Big Gun Raffle, each family is encouraged to assist with additional fundraising efforts to avoid any increase in registration fees in future years.

Big Gun Raffle: Each family is *encouraged* to sell one book of Big Gun Raffle tickets (10 tickets at \$20.00 each) each year or to “buyout” their requirement. Each family will be requested to be responsible for \$200.00 to cover the cost of their initial book of Big Gun Raffle tickets. Families will receive their initial book upon receiving a jersey. A jersey will not be given to your player until you have picked up your book of tickets or opted out of the Big Gun Raffle by signing an Opt-Out Form, provided by BHB.

Once raffle tickets have been checked out to a member, that member is responsible for the full value of the tickets. If tickets are lost, stolen, washed, etc., the member will be responsible for the value of the tickets (\$200.00 per book).

Ticket pickup and dropoff locations, dates, and times will be listed on BHB’s website at the start of the season. These are typically the 1st and 3rd Wednesdays of each month throughout the season.

If a member wishes to obtain additional ticket books to sell, the member must hand in their initial book of tickets and money prior to receiving additional ticket books. These additional books must be picked up at the pickup and dropoff times and locations listed on the website. You will be responsible for selling all tickets or returning all unsold tickets prior to the last turn-in date listed on BHB’s website.

Tickets and any additional funds owed for Big Gun Raffle tickets must be turned in to one of the Gun Raffle Committee members during the pickup and dropoff times and locations that are listed on the BHB website. No other pickup or dropoff arrangements will be made outside of these times and locations and no one outside of the Big Gun Raffle Committee shall accept any money owed or ticket books.

The last dropoff date for the Big Gun Raffle tickets is January 24, 2024. If your tickets and money are not turned in by this date, you will receive one reminder to turn in the books and/or money owed prior to February 1 as the last date to turn in the ticket books and/or money owed.

If you do not hand in your ticket books or any additional money owed for the ticket books by February 1, your player will be removed from the ice and not allowed to participate in any additional BHB activities until the ticket books and/or money is turned in.

If you turn in your ticket books and/or any money owed after February 1, you will be assessed a \$50 late payment penalty fee, which will need to be paid prior to your player returning to the ice.

The top 5 sellers of Big Gun Raffle tickets will be determined at the end of March and a list will be posted on the website no later than April 15. The top 5 sellers will receive a discount for regular season registration for the following season. Any participant receiving a discount for being a top seller must email the Executive Director prior to registering and prior to November 1 of the following year to receive your discount. The discount will be null and void if the member registers prior to contacting the Executive Director or does not reach out prior to November 1.

Buyout: Families also have the option to “buyout” the Big Gun Raffle tickets. Buyout is \$300.00. If a member chooses to participate in the buyout, they will not be responsible for selling any tickets. A person wishing to buyout their Big Gun Raffle tickets must email the Executive Director prior to October 15 and must pay their invoice no later than October 20 or their player(s) will not be allowed to participate in any further BHB activities.

Any questions related to the Big Gun Raffle should be directed to gunraffle@bismarckhockey.com.

BHB HD Report
November 14th

Tryouts:

Every level has been selected, termite through bantams.

- Bantam: AA (1-5), A(0-2), B1, B x 2 (2-2)
- Pee wee: AA(2-0-1), A(1-1), B1 x 3(4-0, 2-1, ???) , B x 4(0-0-1, 3-0, 3-2, ??)
- Squirt: A, B1 x 2, B x 2, B(2) x 4
- Girls: 15UA (1-2) 15UB (0-4–game scores: 4-0, 4-1, 11-1, 11-0?), 12UA(2-0-1), 12UB (2-1) , 10UB x 2
- Mites: 4 tiers x 4 teams (additional of 8U girls teams have been well received)g
- Termites: 4 tiers x 4 teams

Recommendations have been made about hosting a longer tryout period for future seasons. My first suggestion would be carrying the highest team(s) with more players to open the season, and communicate to all families that x number of players will be moved down after a set date.

The major adjustment from previous years was making one A team, and two B1 teams. Two A teams in the past have been outscored by a large margin. A third PW B1 team was added after getting our official count of players at tryouts. I wanted our player counts per team lower rather than higher, this will allow more ice time for our B and B1 levels, which will hopefully propel those kids to see more improvement throughout the year.

Termite/mite level adjustments may be made throughout the first weeks if a player is out of place at a level. We have moved several players already. They were originally selected based on one scrimmage and time trials. Time trial rankings and scrimmage rankings were fairly close on which tier they were originally placed. Adjustment for the future would be avoiding drills that require stopping, as kids would cheat and manipulate the times on that drill.

Non-parent coaches:

Bantams: 4 coaches

Pee wee: 5 coaches

Squirts: 1 coach

Girls: 2 coaches

Tier Coordinators: Each tier at the mite and termite level was assigned a tier coordinator. This person is in charge of organizing their practices and games, communicating with the other coaches within their tier to help our practices and games be organized. Now that we are underway, all functions have been well organized and running smoothly for these levels. We have 8 total coordinators, with one coordinator covering a tier at mite and termite. Originally it was recommended to have 1 coordinator at mite and termite, but after discussing with a half dozen people, no one wanted the volume of work this would require.

Coach practice plans: All coaches that have submitted their info via the coach email have been sent 3D practice plans and drills that we have encouraged them to use. 100+ coaches. After evaluating practices at different levels, some ideas are being incorporated. Some practices have not used any material that has been sent from the times I have watched. This is supposed to be ideas to incorporate, it's very straight forward and should be an easier way to understand drills. Implementing for a non-experienced coach may be overwhelming and can adjust

Squirt In-house practices: Some coaches prefer to separate and work only with their own team and not the others. Some practices are run better than others. With 30 kids, it's hard to not go to station based practice to get enough reps. If ice time allows in the future, I would like to see this pushed to 2 teams if possible.

A couple areas for practice time to make improvements at:

- Incorporate more thought process for players within our drills. Most of the drills I see require little or no timing, spacing, or any kind of hockey sense.
- Decrease the amount of time at the board on the ice. Make an effort to cover 1-3 drills in the lockerroom.