



BOARD OF DIRECTORS MEETING MINUTES & COMMITTEE/DIRECTOR UPDATES

Date of meeting: June 26, 2019

Time: 6:30pm

Essentia Health Sports Center – Board Room

In attendance: Ryan Glas, Darren Goltz, Jim Brau, Mike Patrick, Chad Rasinski, Kaycie Tohm, Lisa Roberts, Mitch Hodgman, Ali Timmons, Jessica Gangl, and Glenn Hagberg

- I. Call to Order – 6:35 by Darren Goltz
- II. Approval of Meeting Agenda – 1st by Chad Rasinski and 2nd by Mike Patrick, motion carries
- III. Approval of Consent Agenda which includes: - motion to approve by Mitch Hodgman, 2nd by Ali Timmons. Motion carries.
 - a. Executive Director's report (Attached)
 - b. Hockey Director's report (Attached)
 - i. Player Development Committee and In-House sub-comm. (report attached)
 - c. Treasurer's report (Attached)
 - d. Recruitment and retention committee report (attached)
 - e. Alumni project committee report (attached)
 - f. SafeSport/Grievance/Disciplinary Committee report (Attached)
 - g. Fundraising Committee report (Attached)
 - h. Events and promotions committee report (nothing to report)
 - i. Volunteer Committee report (nothing to report)
 - j. Executive Committee report (Nothing to report)
 - k. Committee member approval moved to new business
 - l. Meeting Minutes (Attached)
- IV. Old Business
 - a. Little Wild – 14 as of 6/25
 - i. Jim will get flyers printed to distribute to local kids
 - ii. Figure out a way to break down the barrier of “needing to know how to skate” before they can sign up. Jim will talk to Little Wild contact to see about modifying the flyer.
 - iii. Jessica will check with WESB about posting, Kaycie will check with YMCA, Darren will check with Annie's.
 - iv. We will revisit this topic in July to work on heavy August promotion.
 - b. Referee proposal
 - i. Contacted referee coordinator to request follow up meeting, waiting to hear back on his available schedule.
 1. Glenn spoke to the board on behalf of the referees and shared the breakdown of the requested increase.
 2. Motion made by Mike Patrick to increase the pay \$5 per game per referee, with a \$5 increase each year over the next three years. Coordinator rate will increase from \$625 to \$750 as long as the scheduling software is being utilized, nets are being placed by refs, and Brainerd receives priority scheduling for youth games in our local area.

2nd made by Mitch Hodgman. Motion carries. Glenn Hagberg abstained from voting.

- c. Concession/Registrar – Job postings are out and on website
 - i. Positions have been posted on social media and our website.
 - ii. Jim will look into posting on Indeed, Monster, Dispatch, etc. Jim will compare prices and options. Goal is to have it posted by July 8th.
- d. Strategic Planning
 - i. Bruce: What are the options for doing a mini-session to do a 1yr plan to create a 1yr vision and then do a big meeting in March for a 3-5yr plan? What is your timeline? When can we get started? Jessica will contact Bruce for a plan.
 - ii. If we can't wrap up with Bruce until late fall/early winter, the board will look at working on a one-year strategic plan in late July/early August and can work with Bruce at the conclusion of the 2019/20 season.
- e. Coaching recruitment follow up – Ali
 - i. Need to recruit coaches – parent as well as non-parent coaches. Word of mouth has been primary form.
 - ii. Will promote on Instagram and social media.
 - iii. We need 70 coaches to fill out our roster for the season. What would it look like to be “successful” at recruiting coaches?
 - 1. Submit a press release to Dispatch – Jessica to work on press release
 - 2. Find someone to write a letter to the editor to talk about the importance of coaching youth hockey – Mike Patrick will work on this

V. New Business

- a. SKATE party – Jessica
 - i. Kaycie talked to the Skate Coordinator. The celebration will be in August. Date to be determined. Kaycie will check with Sarah to coordinate for event promotion.
- b. Mite t-shirt concerns – Jessica
 - i. T-shirts were to be distributed to the Mites as they turned in their jerseys at the end of the season. T-shirts were not ordered and have not been distributed. Some prizes were not ready at the Banquet and now has been months before the prizes were printed and distributed. The board is looking how to better streamline these processes.
 - ii. Motion made by Mike Patrick to spend up to \$2000 to cover Mite t-shirts for last season and the upcoming season. 2nd by Mitch Hodgman. Jim will order the shirts and BAHA will work to distribute prior season shirts as soon as possible.
- c. BAHA summer check-list – Jessica
 - i. Jim will contact Sally Aadland to see if she is willing to do the Hotel Blocks again
 - ii. Try Hockey for Free with be on Sept 24th & Sept 25th.
- d. Outside camp promotions – Kaycie
 - i. What will we promote and why? BAHA will draft a policy on what we will promote/post to create consistency and understanding to external camps/offerings.
- e. Weight room use – Ali
 - i. Are there opportunities to better utilize the weight room? This would be at the discretion of Essentia Health Sports Center to implement.
- f. BAHA master calendar – Kaycie
 - i. Everyone on the board has access to the calendar.



- g. Apparel incentives – Kaycie
 - i. See above V.b.
- h. Committee member approval
 - i. SSGD Committee requests the following members be approved as the committee for the 2019/20 season: Karen Brau, Sam Blum, Josh Fordyce, Erin Kennedy, Paul Manecke, Nicole Finnegan, and Tricia Englestad. Motion made by Chad Rasinski. 2nd by Glenn Hagberg. Motion carries.
 - ii. Alumni Committee requests the following members be approved as the committee for the 2019/20 season: Jim Brau and Bryan Henrichs. Motion made by Glenn Hagberg. 2nd by Ali Timmons. Motion carries.
 - iii. Player Development Committee requests the following members be approved for the 2019/20 season: Jack Freeman, Dave Aus, Jake Brandt, Shannon Finnegan, Eric Jendro, Mark Mitchell, Paul Borchert, Brent Potvin, Dan Germundson, and Eric Gangl. Motion made by Lisa Roberts. 2nd by Chad Rasinski. Motion carries.
 - iv. The four committees still working on filling their volunteer seats are: Recruitment/Retention Committee, Events & Promo, Fundraising Committee, and Volunteer Committee. We ask that these four committee chairs be ready at the July meeting to submit their committee roster requests.
- VI. Comments and Announcements
 - a. Per the Volunteer Committee: Twenty five families owe volunteer hours (anywhere between 3-20 hours per family) and have not yet made arrangements to work them. (261 hours) BAHA will invoice them after June 30th (the deadline) and will be charged at \$40/hr per the volunteer policy. Families who have not fulfilled their volunteer hours will not be allowed to register for any BAHA programs until their invoice has been paid.
 - b. Discussion starter: BAHA needs to consider whether or not we would like to provide technology for our Tournament Coordinator, Registrar, Concessions Manager etc.
- VII. Adjournment – Motion to adjourn by Glenn Hagberg, 2nd by Kaycie Tohm. Motion carries at 10:08pm.

Next: **BOD meeting – July 31, 2019 – 6:30pm (EHSC Board Room)**

Committee and Director Updates – June 2019

Alumni Project Committee

Committee members: Glenn Hagberg Jim Brau and Bryan Henrichs

We've gotten 33 of 36 pictures. Reviewed one round of graphic design options and waiting for modifications. Once complete will have samples printed and finalize design concept.

SafeSport/Grievance/Discipline Committee

Chair: Chad Rasinski

Former committee member Drew Peterson has been replaced with Sam Blum.

A non-formal request for meeting concerning the "coaching letter" has been requested. No date set at this time.

Recruitment/Retention Committee

Chair: Jessica Gangl

Jessica has reached out to Teresa Lund for some graphic design work for both the Community Ed guide ad (due 7/15) and a back-to-school flyer for Try Hockey for Free. On 6/12/19 Jessica requested the dates that BAHA would hold Try Hockey for Free. Jim said he and Ryan would be meeting the next day and would solidify these dates so we could work on the ad and promotion of the events.

No committee meetings have been set. Still working on members for this committee. Ali Timmons, Kaycie Tohm and Leslie Goral have all agreed to help on this committee.

Marketing/Promotions Committee

Chair: Kaycie Tohm

Kaycie is working to secure committee members. No meetings have currently been scheduled.



Volunteer Committee

Chair: Lisa Roberts

No report submitted.

Player Development Committee Report

Chair: Hockey Director, Ryan Glas

Last meeting: June 19th, 2019

In Attendance: Ryan Glas, Paul Borchert, Jack Freeman, Eric Jendro, Brent Potvin, Dan Germundson, Dave Aus, Jim Brau

Not Present: Jake Brandt, Shannon Finnegan, Eric Gangl

1. In-House Committee Update (Mini Mite/Mite/8U) – Brent Potvin
 - a. Would like to move goalie gear and mite practice tools to caged area next meeting
 - b. Would like to appoint coordinators to help with warrior cup, jamborees, etc.
 - c. Wants to establish a volunteer requirement for all parents for our home jamboree.
2. Level Representatives for Each Age Level
 - a. I plan to assign a level rep at each age level (boys & girls) next season, to help be a liaison between the coaches and myself. They will be able to communicate more frequently with coaches to make sure all coaches are following the development plan and identify any players/teams that might need additional help. Level reps will not be dealing with parents.
3. Practice Planning for “All” Practices
 - a. I will develop 3-4 practice plans that will have 5-6 stations for our “all” practices. These practices will allow our teams to work on the skills that we are looking to focus on in the Brainerd Hockey Development Plan. Coaches can focus on proper form and execution while utilizing the station based practice.
4. Adjustments to the Brainerd Hockey Development Plan
 - a. The PDC feels that the specific skills listed in the development plan are still very sound. We will be adding in a few new items this summer to help assist coaches utilizing the HDP throughout the season. Boys and girls high school head coaches will be working together to develop common terminologies used so we can establish a glossary of words and phrases so every coach and player will speak the same verbiage at all the different levels within BAHA. We will be developing and adding a document to teach

coaches how to properly plan a practice as well as a checklist of the skill sets we are looking for from our players so coaches can frequently monitor player progress.

5. Minnesota Hockey Director Conference Call

Our new Hockey Director Coordinator for Minnesota, Jacob Mars, started conference call meetings again for the state. Below are the items discussed.

- a. Welcome and Introductions
- b. On-Ice Coaches Sessions & Training
Pat O'Leary, Head Coach
Wayzata Boys High School Hockey
- c. Coaching Goaltenders
Steve Carroll, Goaltending Development Coordinator
Minnesota Hockey
- d. USA Hockey Declaration of Player Safety, Fair Play, and Respect
Dave Margenau, President
Minnesota Hockey
- e. High Performance Camps & Tier 1 Programs
Jacob Mars, Program Director
HP 14 Boys Spring & Tier 1

6. I met with a representative from the Northern Lakes Youth Hockey Association to discuss the coming hockey season.

7. Re-organized the equipment room and built new holders for the shelves that we store the skates on. These holders will provide better organization and better utilization of space.

Next PDC Meeting is scheduled for July 24th @ 5:30pm

Executive Director Update

Executive Director, Jim Brau

June 2019

Spring/Summer Hockey

1. Online registration still open for all camps.
2. Current registration numbers are 145 with 140 unique entries.
3. 2018 final numbers were 196 with 169 unique entries.
4. Mini-Mite/8U/Mite summer camp started June 4th



- a. Grant VanWyngereen is the lead coach. Dustan L. and Tom T. have also been helping on the ice some. My son (second year bantam) has been volunteering his time to help coach both on and off the ice for the MM/M/8U camp as well.

Home Tournaments

1. Partnered again with Cragun's Resort as out tournament sponsor.
2. Online registration went live on June 4th.
3. 8U/Mite jamborees were built into the registration as well as highlighted in our advertising.
4. We are advertising in the Let's Play Hockey publication for June, July and August and Cragun's pays for this advertising. We have a full-page ad in the publication.
5. Current participation levels are:
 - Bantam AA – 11 open spots
 - Bantam B1 – 7 open spots
 - Bantam B2 – 5 open spots
 - 12UA – 7 open spots
 - 12UB – 5 open spots
 - PWB1 – Full
 - PWB2 – 1 open spot
 - 10UB1 – 2 open spots
 - 10UB2 – Full
 - Squirt A – 5 open spots
 - Squirt B1 – 6 open spots
 - Squirt B2 – Full
 - Squirt C – Full
 - Jamborees – Only 1 team has reserved so far, an 8U team.

Away Tournaments

1. Ryan and I are using the feedback we received from the Spring coaches meeting to enter our teams for the away tournaments.

Summer Shot Club

1. Started tracking shots June 3rd.
2. Minimum of 1,000 pucks shot to receive recognition
3. Rewards for the levels reached 2,500 water bottle, 5,000 hat, 7,500 t-shirt, 10,000 long sleeve shirt.
4. Currently have 30 participants tracking shots online (last year 29) and have shot 28,216 pucks so far.

Little Wild Program

1. Promotion is ongoing.
2. "Boosted" an ad via Facebook, cost was approx. \$100

Concessions

1. Job posting was sent out to membership for applicants.

Registrar

1. Job posting was sent out to membership for applicants.

District 15

1. Tier 1 program committee had a couple of conference calls to establish what the Tier 1 program for 2019 will look like.
2. Assisted in developing a budget and promotional plan to keep eligible families in the district aware of the latest information.

501(c)(3) Reclassification

1. Received back first draft of amended articles of incorporation and by-laws. Have been reviewing them and working with attorney on corrections.

NL Meeting

1. Met with someone from Northern Lakes to discuss the upcoming hockey season and the pitfalls hampering both of our associations.

Equipment Room

1. Brought in my saw and helped Ryan a little bit to make the new skate holders for the shelves.

Alumni Project

1. Been working with Glenn, graphic designer and Picture Day Pro on mock ups for the alumni project.

Picture Day Pro

1. Met with PDP to clear up bookwork on their end and wrap up commissions from 18-19 season.

Girl's H.S. Coach

1. Was part of interview committee and met at high school to interview candidates. Met with new girl's coach Jack Freeman twice to discuss a variety of topics including BRD/LF 12U co-op, 15U, and several others

Fundraising Committee

Mike Patrick

Raffle:

I have contacted Reeds about getting pricing for firearms to have on the raffle. They will have updated pricing in July and will send to me once they publish it. Tentative Raffle day would be Wed 2/12/20, pending venue availability.

Pizza:

Brainerd Amateur Hockey Association

502 Jackson Street
Brainerd, MN 56401



Jerry from Giovanni's has been contacted and is confirming pricing for the upcoming year. Tentative handout day would be Monday 11/25.