Angels Hockey Board Meeting Minutes
July 22nd, 2026 at 7:00pm
Suite Shots

Open to Public/Guest(s) Session

- Meeting called to order on July 22, 2026 at approximately 7:00 pm
- Roll Call
  - o Board members present: Chad Eken, Meghan Smith, Laura Polanski, Justin Woods, Jason Wright, Allison Gerwood
  - o Others present: Brittany Grinaker (Executive Director), Casey Johnson (Hockey Director), John Kosobud (Development Director)

Executive Director Update – Brittany

Gaming Update

- New gaming sites launched July 1st and are settling into a new operating cadence
- Q2 gaming tax return prepared for filing; board reviewed the need to document allocation decisions for shared expenses.
- Board discussed a repeatable allocation approach for shared expenses such as office space, copier/printer usage, conference room, storage, AI subscription, and office furniture
- General allocation direction:
  - o Conference room expenses to be treated primarily as hockey-related use
  - o Lobby/general shared areas to be split between hockey and gaming where appropriate
  - o Gaming count table to be allocated to gaming
  - o Storage units to be reviewed and allocated based on actual use and account source
  - o Executive Director wage allocation discussed with a heavier gaming allocation due to current gaming workload
- Board emphasized that allocation decisions must be documented in meeting minutes for state compliance

Financial & Compliance Improvements

- Chart of accounts cleanup continues; prior issues were identified with advertising deposits, invoice tracking, tip handling, and deposit attribution
- Tips and payroll are now being processed through the general account, with exact reimbursement from gaming/trust as appropriate
- Outstanding advertising receivables of roughly $50,000 were noted and will be invoiced through QuickBooks
- Board requested improved monthly financial reporting showing account balances, deposits, checks written, outstanding checks, and foreseeable expenses
- Nicole and Brittany continue cleanup work across accounts before determining whether additional bookkeeping support is needed
- Receipt and invoice discipline reinforced: itemized receipts are required for reimbursement, and invoices should be routed centrally

Motions / Decisions

- Motion approved to transfer the maximum allowable amount from gaming to the trust account when the Q2 return is filed; estimated amount discussed was approximately $362,827 –
  - Motioned by Chad E. Seconded by Meghan S. - Zero opposed.
- Motion approved to adopt the eligible-use/SOP framework for gaming and trust expense decisions, with gray-area expenses requiring board approval and documentation.
  - Jason Wright motioned to approve the SOP framework; Justin Woods seconded - Zero opposed

Personnel / Administrative Role

- Board discussed administrative role structure, responsibilities, accountability, and wage classification.
- Board direction was to move toward an hourly structure.
  - Action: Brittany to draft the plan and prepare next steps for the employee conversation

Ice / Fargo Parks / Facilities

- Ongoing ice allocation challenges and the need for approximately 14 additional hours
  - Casey J. and Brittany G. to continue exploration of scheduling with Fargo Parks.
- Utilization report and original contract language were reviewed; board noted concerns that contracted hours did not account for realistic available ice time and game/practice constraints.
- Meeting with Fargo Parks leadership to pursue fair treatment, clarify whether the issue is hours or revenue, and explore options such as paying for Window World hours or addressing a revenue shortfall in exchange for usable ice.
- Cornerstone scheduling concerns discussed, including potential Shanley high school games moving to Cornerstone and limiting youth practice availability.
  - Action: Continue discussions with Fargo Parks and explore all available ice alternatives

Bylaws / Governance

- Board reviewed bylaw updates and governance documents
- Board aligned on By-Law changes for the association to improve efficiency and reflect increased staff leadership.
  - Motion stated by Chad E. and Seconded by Jason W. - Zero opposed.
- Bylaw edits to be cleaned up and sent to the organization for vote prior to Icebreaker / board elections
- Board member roles, decision-making principles, and application expectations to be shared with prospective board applicants.
- Board discussed adding or clarifying:
  - o Finance Committee oversight language in place of traditional treasurer responsibilities where appropriate
  - o Nominating Committee participation by the Executive Director to help orient new board candidates
  - o Discipline Committee language as a follow-through item from prior commitments
  - o Purchasing authority thresholds that distinguish budgeted expenses, one-time expenses, and gaming operations

Committee Structure

- Committees will be used to move decisions forward between board meetings and reduce bottlenecks
- Committees are expected to have delegated authority where appropriate, rather than simply re-discussing all items at full board meetings
- Initial committee assignments discussed:
  - o Finance Committee – Chad Eken & Laura Polanski
  - o Personnel Committee – Jason Wright, Justin Woods & Meghan Smith

- o Discipline Committee – Meghan Smith with support from hockey leadership as needed
- o Compliance Committee – Brandon Jacobson - Membership to be finalized, with future board member assignment discussed

Board Gap Analysis

- Board reviewed the gap analysis themes around governance, accounting, compliance, and process ownership
- Many identified items are already being addressed through bylaw revisions, board role documentation, financial cleanup, SOP adoption, and committee structure
- Board emphasized urgency around charitable gaming compliance and board accountability

Hockey Director Report – Casey & John

2026–27 Registration / Team Planning

- Travel registration is tracking ahead of last year, with approximately 81 players registered at the time of the meeting
- Travel registration deadline remains September 1
    - Hockey leadership will compile a list of returning players who have not yet registered and begin outreach
- Current projections remain consistent with prior planning
- Girls program continues to show momentum, with potential incoming players and goalie interest discussed
- Families interested in transferring or playing with Angels should be directed to Casey and John so a transparent list can be maintained for state review

In-House / Intro / Learn to Skate

- In-house registration has approximately 55 players signed up, which is strong for summer timing
- Intro / Skate with Scheels registration has approximately 9–10 players so far, with most registrations expected once school resumes
- Intro registration will close earlier this year, around September 8, to reduce late log-jams
- Intro flyers and school communication to be updated and distributed through JP2, Oak Grove, Capstone, and other school channels where possible
- Board discussed intro gear handout process with coaches sizing players and board members helping guide new families through the equipment stations
- Shanley players are expected to help on ice and off ice during the first intro skate

Summer / Fall Development

- Summer participation has been strong and skates have gone well
- Fall camp will require registration for planning purposes but will be no cost to players
- Fall camp schedule will be added to Crossbar so families can sync calendars

Scheduling / Tournaments

- Practice scheduling is complete for the season, though team times and locations will rotate more than prior years
- Each applicable team is projected to rotate through one to two 6:00am practices per month
- Families will need to check calendars weekly because practices may rotate between Cornerstone, Noah, and Window World – Ongoing ice availability and scheduling adjustments

- The final two weeks of October will include combined team practices after teams are formed to help players get familiar with teammates
- Tournaments are largely set; Blue Ox remains an issue for Bantam A, and Peewee B remains waitlisted for one tournament

Crossbar / Forms / Waivers

- Crossbar registration did not prompt returning families to complete new annual forms because prior-year forms were already on file
  - Workaround: once players are added to team groups, families will receive links to complete the current-year forms
- Board discussed opportunities to simplify Sanford waiver paperwork by collecting annual waivers electronically through Angels and providing them to Sanford

General Board Discussion – All Board and Leadership Members.

Player Development / Website

- Leadership discussed better promotion of Team ND, NDAHA development programs, regional camp participation, and player accomplishments on the Angels website
- Goal is to help new and prospective families understand the development path and see that Angels players are competing at higher levels
- Colton Nestler was identified as an additional former Angels player to recognize for Concordia hockey representation

Jerseys – Jason

- New travel jersey designs are finalized and were reviewed with the board
- Design details include the new Angels wordmark, crest on the chest, subtle legacy Angels "A" details added.
- Jerseys will include twill lettering/crest elements and matching socks
- Numbers will run in a standardized range, with goalie numbers designated separately
- Board discussed potential rollout/promotion timing, including possible Icebreaker or season-opening reveal

Apparel / Player & Coaches Gear

- The board discussed jersey bags and agreed to move forward with high-quality bags, using existing *BeeSeen* inventory and ordering additional jersey bags as needed to preserve jerseys.
- Board discussed travel player backpacks.
- Direction was to pursue backpacks for travel players and determine timing, quantity, and production lead time
- Board discussed holding off on apparel credits
- *UNRL* merchandise may be added as 'always-available' store items rather than a limited pop-up store
- Additional store options discussed: women's items, girls' apparel, *Waggle*, *HockeyYak*, embroidered options, and use of the new Angels wordmark
  - Existing *BeeSeen* inventory of patches, socks, beanies, decals, and jersey bags was reviewed; board discussed buying out or clearing inventory through Icebreaker/showcase options

- Motion made by Chad E. to buy out inventory and resell where applicable Justin W. seconded – Zero opposed.

Scholarship / Financial Assistance – Jason

- Five scholarship applications were received
- Board supported approving all five applications, as the program remains within the established budget
    - Applications remain open through August 1 per published timeline
    - Approved families will receive direction from John K. as follow up.
- Trust account may reimburse general account for approved scholarship amounts where eligible

Pins – Laura

- Pin mockups are still in progress
    - Laura will bring mockups to the next board meeting if available, or send by email if timing requires

Coaches / Warmups / Gifts

- New coaches will receive jackets; replacement jackets for returning coaches will be limited to actual need
- Player warmups should be handled through a pre-order process with Scheels to avoid Angels being billed for parent/player items
- Board discussed coach gifts and preferred practical coach bags through Play It Again Sports rather than year-end gifts
    - Action: Confirm cost and process for coach bags – John K. & Casey J.

Shanley Donation Request

- Board reviewed Shanley's request for support related to player gear
    - Board direction was to support new incoming players
- Board discussed asking Shanley hockey to pursue fundraising, Shanley Athletic Club support, and clearer expectations around player volunteer support
- Board reinforced that Shanley player/coaching support for Angels fall camps, showcase, and youth engagement should continue as part of the broader partnership

July Task Assignments

- File Q2 gaming return and transfer allowable gaming funds to trust on the same day
- Finalize and document expense allocation decisions for Q2 tax return
    - Send eligible-use SOP for board documentation and future compliance reference
- Draft employee reviews
- Update bylaws for board members, finance/committee language, purchasing thresholds, nomination process, and discipline committee
    - Prepare bylaw communication and organization-wide vote process
- Finalize committee assignments and roles
- Continue Fargo Parks ice negotiations and alternatives
- Follow up on unregistered returning players before September 1
- Update intro / Skate with Scheels flyers and school distribution
- Add fall camp no-cost registration to Crossbar
- Resolve Crossbar annual form process for returning players
- Finalize jersey bag, backpack, and apparel store decisions
- Communicate scholarship approvals and keep application open until August 1
- Continue pin mockups and bring/send options for review

- Respond to Shanley donation request with board-approved direction

Next Meetings

- Next regular meeting: August 19, 2026 at 7:00pm at Suite Shots
- Ongoing: Third Wednesdays at 7:00pm at Suite Shots

Meeting Adjourned