

RAYHA Board Meeting - December 15, 2025

Welcome

- The meeting was called to order with several board members in attendance.
- It was noted that one board member was absent due to illness.

Motion Updates

- A motion from the closed board discussion was approved.
- Meeting minutes were available on the website.

Gambling Business

- The gambling contribution for the month was reported at a certain amount, putting the year-to-date contribution at a certain amount versus a goal of a certain amount.
- Payout percentages and net gaming revenue were positive.
- There was a discussion about a roof incident at the facility, involving HVAC systems and smoke. Motors had to be replaced.
- There was a discussion on how to cover the costs of HVAC repair, and if it was to be split with another organization that uses the facility, or paid from a dedicated fund.
- The facility property manager was discussed, and that the organization had no say in the contract.
- The organization was alerted by their accountant about new Minnesota laws in 2026 that would require a Paid Leave act and 401K offers to employees in 2027. This will impact budget planning.
- The cost of Family Leave Act compliance for a smaller organization was mentioned as a reference point.

Year to Date Financials

- The statement of activity for the month of November was reviewed.
- Items discussed included gambling checks, registration fees, fundraising, sponsorships, utilities, promotions, coach stipends, equipment purchases, ice payments, insurance, website software, player development payouts, professional fees, referee fees, tournament reimbursements, interest income, and fundraising costs.

- There was discussion regarding income from registration fees, with questions about discrepancies compared to the previous year. The timing of registration payments was discussed as a possible factor.
- The financial position, showing assets and liabilities, was reviewed.
- There were open questions for the audit, including rink right agreements, online bill pay, services performed by various entities, board member compensation, fundraisers, and supply invoices.

Unfinished Business

- The success of a recent jamboree was discussed, including positive feedback and potential continuation in the future.
- Issues with the speaker system at the rink were mentioned, including wiring problems.

New Business

- The auditor has requested information from the 2024-2025 season.
- The board discussed rink right agreements with various organizations, online bill payments, services performed by different companies, and compensation policies.
- A request to provide a summary of all fundraisers held by the organization was discussed.
- The board discussed a list of board members that have businesses that the organization uses, a summary of those services, and the amount paid to those businesses.

General Updates

- Feedback was shared about managers needing better resources on game sheets, game changes, referee requests, crossbar changes, ref payments, scrimmages, and D2 game schedules.
- The website was considered stale and in need of updates.
- D2 updates were not available as the meeting was not held this month.
- Traveling team highlights were shared:
 - Bantam C: Season is going amazing. Fantastic group of kids and parents. Tournament Champions.
 - Bantam B1: Placed third in attorney, win over a rival team, improving every day.
 - Bantam AA: Level of play has proven to be difficult. Players are putting their best skate forward and striving to improve each and every day with hard work and positivity.
 - PeeWee B1: Struggling, issues trying to get head coach approved, lack of transparency, team to B2 from B1 because of obvious differences.
 - PeeWee AA: Highlight of the year so far was having all 12 players at one of our practices.

- Squirt B: Competitive games, picked it up a little bit more.
- Squirt C: Great performance against number one team in the league, great team win against a rival team.
- Squirt A: They had a fun northern swing weekend in the Duluth area.
- The board discussed the skill level of Mites compared to other associations, and the need to evaluate team declarations in the future.
- The board discussed issues with a PeeWee B1 team, including lack of coaching guidance, competitive struggles, and team dynamics.
- There was a discussion on the history of matching up with a rival team.
- There was a discussion about team managers, as well as scrimmage coordinators, and how to balance all of that.
- There was a discussion on a kid causing behavioral issues on the Squirt C team, and possible next steps.
- Marauders are 26-8-8 across the board. Yesterday's skate with Marauders was a big success.
- There was a discussion about a Mite player not wearing his neck guard correctly.
- Fundraising credits and charges are expected to be completed by January's payment cycle.

Closed Discussion

- The board moved into a closed session to discuss certain confidential items.
- The board discussed and made a motion regarding the Squirt B level.
- The board discussed and made a motion regarding the Squirt C team.
- The board discussed financials and the budget.
- The board discussed team coaching.

Motions

Motion	Mover	Second	Result
Approve November activities.	Phillip Diskerud	Joel Millard	Passed
Approve check registers, reconciliation, bank statements, monthly activity, tax returns, lawful Purpose Rating, Schedule, CNF.	Phillip Diskerud	Chelsey Rosenthal	Passed
Approve allowable expenses for the month of January, as shown on page three.	Phillip Diskerud	Candace Mealey	Passed
Approve the November financials.	Justin Brown	Brian George	Passed

Close discussion.	Chelsey Rosenthal	Joel Millard	Passed
Give Ashlee and Angie a holiday bonus	Phillip Diskerud	Chelsey Rosenthal	Passed
Financial Aid reimbursement for a family	Jake Remitz	Chelsey Rosenthal	Passed
Open the meeting.	Chelsey Rosenthal	Dave Zschokke	Passed
Adjournment.	Candace Mealey	Chelsey Rosenthal	Passed

Adjournment

- The meeting was adjourned.