

RAYHA Board Meeting

September 16, 2024 @ 6:00PM CDT

Welcome (6:00PM)

Meeting Minutes (6:01PM)

- August meeting minutes were sent out but have not been approved yet because website dates need to be finalized.
- July meeting minutes were approved and posted to the website.

Motion Updates (6:02PM)

- The board voted to end registration on August 23rd and to charge a \$150 late registration fee and cancel warm-ups for anyone registering late.
- After the vote, 3 people registered late. The board decided to waive the fees and allow everyone to participate in warm-ups.

Gambling Business (6:02PM)

- The gambling report was passed around.
- **Last month's check was for \$43,000, the best month so far this year.**
- This amount includes 3 payrolls (first half of CEO payroll, and 2 insurance payments).
- Last year in September, the profit was \$59,000, but the first half of the CEO payroll came out much earlier last year.
- The accountant was surprised by how high the charitable gambling profits were, as most other charitable gambling organizations were down last month.
- **Minimum wage is increasing at the beginning of next year, which will affect the hourly wage of all sellers.**
- The current minimum wage for sellers varies between \$11.00 and \$14.50.
- **The new minimum wage is \$11.18. The board will need to discuss and vote on how much to increase the seller's hourly wage.**
- Midway Skating wants RAYHA to investigate spending more money at the bingo hall, specifically to upgrade security cameras.
- The security camera system is old and has some blind spots.
- Some cameras are out, and it's not worth it to replace them with ancient matching cameras.
- Midway would like RAYHA to get the outside cameras working again.
- **The board needs to look into the actual cost of upgrading the cameras.**
- **RAYHA is required to maintain a balance of \$35,000 in case of a large expenditure.**

- The board will also need to look into upgrading the bathrooms at some point in the future, but that is a much larger project.
- The bingo hall is switching up the bales at Lucky's.
- The bingo hall was asked to start later than usual due to college football viewing.

Year to Date Financials (6:09PM)

- Year to date, RAYHA has received \$62,500 in donations.

Motion	Made By	Seconded By	Outcome
Approve all items on pages 1 and 1 and a half.	Phill	Chaz	Passed
Approve the check register for all gambling funds, reconciliation, bank statements, monthly activity, and tax returns, lawful restraining. Schedule c and f.	Phill	Chaz	Passed
Approve allowable expenses for October listed on page 3.	Phill	Gretchen	Passed

State Finances (6:10PM)

- All the state finances are up to date.
- **The accountant recommends that no one is paid until they hand in a W-9 form.**
- This will help avoid issues with year-end taxes.

Motion	Made By	Seconded By	Outcome
Approve the August state finances.	Jens	Phill	Passed

Unfinished Business (6:12PM)

Bylaw Updates

- Candace released the updated bylaws for the board to review.
- **The bylaws have been updated to replace the word "president" with "board of directors" or "CEO."**
- **Some flexibility has been added to the bylaws to allow for a future president.**
- **Some clarity has been added to the bylaws on association membership.**
- **Some COVID-related items have been removed from the bylaws.**
- **Committees have been added to the end of the bylaws.**
- **The fiduciary responsibility section has been kept very high level.**

- **Minnesota Hockey has a slide deck on fiduciary responsibility that the board can review annually.**
- Phill noted that the auditors often comment that RAYHA is a volunteer board and does not have a committee that deals with finances. He encourages other board members to challenge him and Jens on the finances to ensure accuracy.
- Candace plans to send the fiduciary responsibility slides to the voting council for review.
- The board may go into more specifics on fiduciary responsibility in next year's bylaws.

Motion	Made By	Seconded By	Outcome
Approve the updated bylaws for the upcoming season.	Candace Brown	Phill	Passed

New Business (6:18PM)

Roseville Arena Speaker Realignment

- **Justin Brown confirmed that all user groups (youth hockey, girls' high school, boys' high school, and figure skating) will contribute to the cost of repositioning the speakers in Roseville Arena.**
- The total cost to reposition the speakers is \$4,685.
- **RAYHA's portion of the cost is \$1,171.25.**
- The speakers in Roseville Arena are being repositioned because they are hard to hear.
- The sound system in Roseville Arena is the same as the one in the other arena, which has good sound.
- Kevin is confident that repositioning the speakers will solve the sound issues.

Motion	Made By	Seconded By	Outcome
Approve RAYHA's portion (\$1,171.25) to pay for the speaker realignment.	Justin Brown	Gretchen	Passed

Bantam AA Assistant Coach

- Ryan is the head coach for Bantam AA.
- Ryan requested approval for Justin Gale to be an assistant coach for Bantam AA.
- **Justin Gale was on staff last year, is a non-parent, and is considered a huge asset to the team.**
- **This will be a paid position for \$1,500.**
- Justin Gale has been skating with RAYHA for 11 years.
- He was injured seven years ago but still attended every practice and game.
- He has been a part of the program for the past year.

- Phill requested an updated roster with all the payments for coaches.
- The only paid coaches on the boys' side are for Bantam AA, Bantam B1, and Bantam B2.
- The board needs to discuss the Bantam C coaching situation.
- The budget for paid coaches is \$4,500 for the head coach and \$1,500 for each assistant coach.
- The total budget for paid coaches is over \$50,000.

Motion	Made By	Seconded By	Outcome
Approve Justin Gale as a paid assistant coach for Bantam AA for \$1,500.	Justin	Gretchen	Passed

Bantam C Coaching Vacancy

- Chad Olander is the head coach for Bantam C.
- There are currently no parent volunteers to be assistant coaches for Bantam C.
- Three people said they would help, and four people said maybe they would help.
- The board is concerned that they will not be able to have a Bantam C team if a parent does not step up to be an assistant coach.
- Chelsey has scheduled a skills coach to be at the first Bantam C practice.
- Dave will reach out to John O to see if he is interested in coaching Bantam C. John has been coaching with RAYHA for seven years.
- Dave will reach out to Pat K, a coach from Blaine who had previously expressed interest in coaching Peewee B1, to see if he has any interest in coaching Bantam C.
- The board discussed posting about the Bantam C coaching vacancy on social media.

Squirt A Assistant Coach

- Justin had three coaches quit, including two assistant coaches.
- Justin asked two other people to be assistant coaches, but they declined.
- Justin is requesting approval for a paid assistant coach at the Squirt A level.
- The pay for a Squirt A assistant coach is \$1,500.
- Justin is recommending Hannah Vitale for the position. Hannah is a non-parent coach.
- Jess questioned whether there were any parents who could volunteer as assistant coaches.
- Justin stated that there are no parents who can skate.
- Jess is concerned that the Squirt C level is often overlooked and that the A and B level coaches have more experience.
- Justin stated that he will offer Hannah Vitale the Bantam C head coaching position for \$3,000 if she would prefer that.

- Justin stated that he will reach out to the association for volunteers once the Squirt A team is made, and if a qualified assistant coach steps up, he will pull Hannah Vitale's name for the paid assistant coach position.

Motion	Made By	Seconded By	Outcome
Approve funding for a non-parent assistant coach for Squirt A for \$1,500.	Justin	Chaz	Passed

Tryouts (6:43PM)

General Tryout Information

- Tryouts begin on Sunday, September 22nd.
- There will be two goalie tryout sessions on Sunday afternoon.
- The goalie tryout sessions will be split into two hours.
- New tryout jerseys and socks arrived. The socks will also be the practice socks for the year.
- RAYHA will be using a new tryout system this year called SkillShark.
- SkillShark is similar to Team Genius but is one-third of the cost and more versatile.
- SkillShark allows RAYHA to record the tryouts and provide feedback to players.
- There will be five evaluators at tryouts this year, including one head coach at each level.
- The evaluators will follow the levels throughout the tryouts.
- There will be two on-ice hours each day of tryouts, and then one hour in the tryout room for discussion.
- The tryout committee will meet in the Fireside Room for the duration of tryouts.
- Justin will reach out to Mite families to help with check-in and locker room assignments.
- Only people affiliated with the tryout committee or evaluations will be allowed on the second level of the rink or in the Fireside Room.
- Tryouts have been shortened this year.
- All players will skate three sessions.
- Players will scrimmage each other.
- The number of skaters at each session has been adjusted so that there will be roughly 22 skaters at the third and final skates.
- Scores will be aggregated throughout the tryouts.
- In the past, scores were reset after two days of tryouts.
- Justin will ask board members and other volunteers to help with check-in if needed.
- Brian asked if the girls' side could use SkillShark.

- Justin stated that SkillShark has a \$5 per player option and a \$10 per player option.
- Justin stated that he does not see why the girls' side could not use SkillShark.
- SkillShark allows for different levels of feedback to be given to players.

Injury Protocol

- The board discussed how to handle injuries during tryouts.
- In the past, injured players would skate by themselves and be evaluated based on their team placement from the previous year.
- The board discussed whether coaches should be able to overrule the placement of injured players.
- The board discussed whether it is better to petition the coach or the board for placement of injured players.
- The board discussed how other associations handle injuries during tryouts.
- The board discussed whether it would be helpful for the tryout committee to have information from the previous year's coaches on injured players.
- The board decided that injured players will come to the tryouts after the second session to meet with the tryout committee and the coach.
- Justin will reach out to the injured player's coach from last year to get feedback.
- The tryout committee and the coach for the injured player's level will hear the player's case and make a decision on placement.
- The injury protocol will be added to the tryout procedures on the website.

General Board Updates (7:09PM-7:28PM)

Operations Updates - Justin Brown

- All RAYHA teams will play in District 2 this year.
- Player fees will be increasing by \$3 this year because RAYHA is now responsible for 75% of the ice sheets.
- Next year, player fees will increase again by \$3 because RAYHA will be responsible for 100% of the ice sheets.
- Players ages 12 and up must wear a tethered mouthguard, including goalies.
- District 2 is enforcing the tethered mouthguard rule.
- The board discussed the need to communicate the tethered mouthguard rule to all families.
- Coaches should remind players about the tethered mouthguard rule.
- Players who do not have a tethered mouthguard will be kicked off the ice.

Boys Hockey Updates - Chelsey Rosenthal

- Chelsey Rosenthal was not present at the meeting.

Girls Hockey Updates - Brian Borgestad

- Warm-up ice is going well.
- RAYHA hired a skills coach from the NHL to help with warm-ups.
- All RAYHA girls teams will play in District 2 this year, except for the 10U A team.
- Tryouts for the 10U and 12U girls teams begin on Friday, September 27th.
- Goalie tryouts will be held the night before, on Thursday, September 26th.
- The number of tryout sessions and layers has been reduced this year.
- There will be three tryout sessions: one skills session and two scrimmage sessions.
- The 15U girls team will be on the ice four times a week in October.
- Tryouts for the 15U girls team will begin on November 1st, after high school tryouts.
- Game jerseys for the girls teams were ordered.
- Brian B is currently placing evaluators for on-ice and off-ice evaluations.
- The girls hockey program is on track with its paid coaching budget of \$6,000.
- The 10U B2 team has 13 players, the B1 team has 9 players, and the B team has 6 players.
- The 12U A team has 5 players, the B1 team has 8 players, and the B2 team has 5 players.
- Saint Paul is not fielding a 12U team this year.

Secretary Updates - Jake Remitz

- All outstanding balances from last season have been collected.
- There are still some outstanding financial aid applications, but everyone is registered.
- Financial aid determinations will be made before tryouts are complete.
- There have been some registration cancellations and team shuffling due to players being outside of boundaries and other reasons.
- There has been some confusion and shuffling of teams in the Mite program.
- Candace is still waiting on releases for 11 players, including two boys, two girls, and seven Mites.
- Candace has tried to avoid having parents contact Kevin for releases.
- Brian B asked Jake Remitz if he could shut off registration.
- Jake Remitz stated that he can hide the registration link on the website but will still be able to edit registrations and upgrade players to the unlimited season pass.
- We received a grant from the state of Minnesota for financial aid.
- Jeff has some starter gear and goalie gear available for families who need it.

Motion to Enter Closed Session (7:28PM)

Motion	Made By	Seconded By	Outcome
Motion to close the meeting.	Phill	Winny	Passed

The board entered a closed session to discuss a sensitive legal matter. The board will follow up with legal counsel to solidify a policy for handling future requests.

Motion to Adjourn (9:02PM)

Motion	Made By	Seconded By	Outcome
Motion to close the meeting.	Phill	Winny	Passed