



October 16, 2023 | Raider Room

Welcome and Introductions (6:03-6:05 pm)

Attendance

- Dave Scott, Winny Brown, Phil Diskrud, Chelsey Rosenthal, Chaz Afong, Gretchen Hopeman, Joel Millard
- Dave Shokke, Jeff McGrath, Brian George, Ashlee Horwath, Jess Lewis, Amy Beseth, Carla Zbacnik, Nick Vreeland, Curt Slater, Shawn Curtain, Candace Mealey, Adam Schmitt, Jake Remitz, Jens Frederickson, Chris Huntley, Janel Twardowski, Corey Cluver, Rachel Engle, Nate Hopeman,

Gambling Business (6:05-6:15 pm) CEO Phil Diskrud & Ashlee Howarth Gambling Mgr

- Good month, had to pay taxes but still had a 59K contribution for the month, largely contributed by bingo
- Expenditures were high because started to pay taxes in a higher tier, taxes are based off of tiers, we are now at a higher tier than previous month
- Weekdays bingo is struggling, but weekends are busy
- Starting to run specialty nights and the other side [speedskating] is doing that too
- Doing our best to play around with nights, to get the best outcome
- Lucky's 13 are set up and running for bingo, they only do bingo fall through spring
- McCarron's is always running bingo, so come out and support at both locations for bingo or pull tabs
- Got the bid to build a closet at McCarrons, to cover up all bar bingo stuff, per request from McCarrons: cost ~6-7K
 - To be deducted from next month's contributions
- Unexpected expenditure this month: had to put a new door at the bingo hall
- 3 things burned out so need to replace them, but they are small
- No update on the city getting a 4th gambling location
 - Have a 5th business interested; 4th business is still interested and know this may take some time
- The new vendor for Pull tabs: they have the games that people want and other items that are less expensive to purchase so is going well
- Finance asked for increased communication with a specific gaming vendor we work with
- Motion for approval of September gambling financials and allowable expenses: *motion > approval > pass*
- Motion for approval of November Estimates: *motion > approval > pass*
- Motion for approval of November allowable Expenses: *motion > approval > pass*

General Member Forum (6:15-6:35 pm)

- How did tryouts go this year? Same as always, better or worse? Will discuss during tryout section

Acknowledgment of Approval of the September Minutes (6:35-6:36 pm)

Secretary - *Candace Mealey*

- Meeting minutes were sent to board members via email for approval.
- Motion for approval of September Meeting Minutes occurred via email and passed > *motion* > *approval* > *pass*
- Meeting minutes will be uploaded to RAYHA website

Approve YTD Financials (6:35-6:45 pm)

Finance Report- *Jens Fredrickson*

- Account allocation is done
- Finances are in good position: we are making lots of payments, but with good monthly contributions, we are under reporting financials, which is great
- 2 people have asked for more checks: checks are ordered
- Regarding CD opportunities from last month: Premier [current bank] did not offer same as BMO, but offered 4.25% for our money market account
 - Could net ~\$8,750/year, which is more than what we would have made with BMO
 - Voting council reviewed and approved this option
- Invoicing from RAYHA to Marauder is still being worked out: need to establish a monthly cadence so both associations do not fall behind on payments
 - How will payments work for player development among both associations? Chelsey and Jens will need to work with Marauder members to hammer things out
- No changes to expenses and revenues
- Motion to approve year to date financials sent via email: *Discussion* > *Motion* > *Passes*

Old Business (6:30-7:00 pm)

Handbook – *Vice President Scott*

- Draft of the new handbook was supposed to be brought to September meeting, didn't make that mark
- Will bring a draft in November to get approval
- All approvals for edits happened: will send a soft copy prior to next meeting

Team Declarations – *Vice President Scott*

- Declarations were made: Bantam C discussion about potentially moving to Bantam B2, will try to look at B2 tournaments; majority of the team families said yes stay at Bantam C
- This was hard on the players, why was the decision made to meet so late after tryouts? The meeting was scheduled after tryouts because there was feedback given from parents; thus, were trying to honor parents voices
- Changed to one 15U A team and two 15U B teams
- Regarding parent feedback: How can feedback be given by the coaches? Are they being asked for feedback to make declarations? Not really prior because declarations happen in August: Directors might reach out to coaches but might now
- Parents are able to come to August meetings to learn more about how declaration decisions are made
- For transparency sake, would be helpful to potentially provide a forecast to RAYHA members

Marauders Tryouts – *Girls Director Schmitt (Cory was not present, info delivered via Jess)*

- Completed: 160 girls were placed on 10 teams in 8 days

- There are some learnings lessons to take into next year, but are confident in the process as a whole and in the placements of the girls, and are excited for this season
- Want to thank all the folks who volunteered to make the tryouts successful
- Feedback:
 - The tryouts seemed long, for the girls
 - The anonymity made things more stressful
 - There is a sense that the 10U B1 teams were not balanced well enough
 - the B1 balancing scrimmage kept same lines the whole time; would like to have seen the first half be 1 group and the second half change lines, otherwise was fine
 - A lot of first year 10Us that did not know the rules and that made it difficult for 2nd year girls who knew what they were doing; there is concern that this will take additional time, into the season
- Partial ice rule will change in Jan

Tryout – Vice President Scott along with President Hopeman

- A little less touches for squirts because less players this year
- Got a lot of feedback from parents, graders, etc.
- Were tryouts much the same this year? they were mostly the same, but different
- Committee should look at how to improve the amount of graders: it is hard to get them
- Layout could be a little different
- Would suggest bantam and peewee B1 teams to get a scrimmage
- What % of kids move up a level, year after year? What is the data? Son doesn't seem to get to move up. B1, B2 and C kids stay the same, want to see the numbers of how they change:
 - Answer: It's a numbers thing, because we have such a small association, bigger associations have more opportunity to potentially move kids up
 - Answer: Smaller groups of kids take more for a kid to move up: growth spurt, summer training, etc.
 - Answer: each year there are different ages coming up so if younger kids that are very good come up, that changes how the second years may get placed
- I heard coaches have the option to fill out the back end of their team. What stops the coach from saying I want this kid to be on my team, because I liked them last year?
 - Answer: There is a certain number of kids that lock in based on their tryout numbers and there is a small window of kids, where the coach may pick from and there is a tryout committee that helps ensure the coach is picking appropriately
- Seems like every year there is no coach right away, sometimes there is no goalie
 - Answer: coaches need to be selected prior to tryouts at all age levels, to be available at tryouts, but coaches need to apply in order to be selected; however, coaches typically only apply for all the higher-level teams
 - Answer: RAYHA pays for player development in order for teams/kids to develop and even coaches to develop, by learning from the professional player development coaches
- Not all kids on the high school teams played on A team in youth hockey. If you look at Wayzata when they won state, they were mostly B2/B1 kids, not A kids
 - But kids not making it on the A team feel like they're never going to make it to play in high school and are ready to be done because they think they're not good enough
 - HS coach might want to take those kids that want to develop and do extra
- Some C kids want to get better and move to higher teams, others Cs don't have the same train of thought

- Based on the current feedback, C level teams may need to be rebranded to ensure that the teams get the same ice time and understand that the C level is not a rec level, but a stepping stone to further levels
 - Which means all levels pay \$1500/player, all levels get 110 ice times, 3 tournaments, and \$1500 team funds for the year
 - If players want to remain in a rec league, there are several other leagues out there that can accommodate a recreational experience: those options could be shared
- Teams are allowed to use team funds to improve player development
- Are there options where a lower level coach could learn from higher level coaches?
- If we are going to rebrand the C level, we need to have coaches and goalies lined up, so that it is fair and equitable
 - This year 1 coach applied for Squirt, 2 coaches applied for Peewee, and 1 coach for 15U and full
 - The board did a market research and found that RAYHA is on the lower end with non-parent coaches, so we plan on upping that, to try to attract more coaches
 - Did advertising? Yes advertised on Twitter, social media, and added on Youth Hockey Hub
- Parents don't want to say they will be a coach for a certain level because they don't want their kid to be placed on a lower level than their talent
- What happens when you don't have a coach for a team?
 - Player development may fill in
 - Other parent coaches may fill in too
- As a young kid parent need to build from the bottom up, starting from mites,
 - Teach parents what it takes to be a coach, as they progress from mites to higher levels
 - If tools are used and support is given, to build coaches from the mite level, parents may be more willing to coach at higher levels
- If kids are going to quit because they're not supported, we are too small of an association to absorb the loss, we need to support them
- Rebranding C team NEEDS to come with changes: coaches, goalie, ice time, etc.
- It would be great to have a C level ambassador to help build, C level coaches
- Huddle App is very informative that we could have on our iPads to give coaches support
- Have Steffen create a Checklist: what skills should kids be at, able to do x after squirts, able to do x after peewees
- Parent wants feedback after tryouts, what skills does a kid do well and what skills do they need to improve upon. Can this come automatically after tryouts?
 - Similar to how kids get feedback in gymnastics, they know exactly what they've mastered and what skills they need to work on
 - Anyone can write to the level director to get feedback, after tryouts
- Wayzetta posts evaluation scores after every night of tryouts, can we do that?
 - We've never done this before, but doesn't mean we cannot
- Can coaches of all levels come together after the year to talk about how kids did for the year and what they can improve upon, over the summer?
 - We may be able to request this from non-parent coaches, but would be hard for parent coaches
 - There are apps we can add to the iPad to assess kids at the beginning of the season and at the end of the season

- It was mentioned again that the anonymity of the tryouts is not necessary and that scores should be posted

Emergency voting council meeting occurred after the Bantam tryouts:

- Voting council met and looked at the tryout process [that was sent out via email] and determined that the process was followed
- Was there any behavior infraction? Anything along those lines are handled by the grievance committee
 - Is there any way to confirm it's been sent to the grievance committee? The open public forum is not a professional route to discuss potential performance issues
 - Who is the grievance committee? The grievance committee is the voting council (Chelsey Rosenthal, David Scott, Justin Brown, Cory Schmitt, Phil Diskerud, Gretchen Hopeman, Chaz Afong, Ryan Twardowski, Winny Brown, and Joel Millard) and people get removed, if they have a conflict.

New Business (7:00-7:45 pm)

Youth Nights

- Nov 14th in remembrance of Jori Jones: Will have a ceremony to retire her number
- Jan 6th Michael Brasel night playing CDH: banner, red skate laces, a jersey and other things planned
- Squirt B2 team to get ice time to honor and remember Coach Michael
- Are sponsors needed for any of this? Would be welcome to this

Next Year Planning

- Will start planning for next year soon: Dave Scott will be president, Gretchen will not be part of the board
- Will start putting together sub committees to help plan for the year
- How many voting members are there and what is the process to become a voting member?
 - There are 10 voting and 13 non-voting members
 - There is an election in April: the top 5 get a 2-year term and they join 5 others that are serving the second year of their 2-year term
 - The bylaws indicate that once the 10 voting members form, a meeting can occur to add up to 4 voting members for 1 year
 - Mahtomedi has 7 voting members
 - WBL has 6 voting members

Director Reports (7:45-8:15)

CEO/President

USA Hockey Registrar:

- A point of clarity: the Registrar is responsible for creating all USA Hockey rosters, which includes meeting age and coach requirements, as a requirement for District and tournament game play
- Not to be confused with Crossbar Registration, which also has rosters for the purpose of team management
- Need coaches USA Hockey numbers to start adding coaches to USA Hockey rosters
- Watch for the date of expiration email for Safesport requirement

Registration/Webmaster/Crossbar

- RAYHA email sent to request Birth Certificates was sent on accident; we do not need to store birth certificates
- All of the teams are created in Crossbar
- We have coaches and managers all assigned to teams and Marauders were update
- Gretchen will funnel Mite rosters to Jake

Boys Traveling Director Hockey

D2 Rep

- If team cancel scrimmages w/in 48 hours, we will be charged full ref fee: try not to do this
- There are 120 active officials, slightly below average, but not significantly
 - 40 new officials: 15 are adults, 25 are under the age of 18
 - Be nice
- Will Our Refs that are under age be easily identified? Will be brought to D2 as potential solution
- Request to schedule scrimmages greater than 7 days in advance², because it is easier to schedule
- All D2 games will have 2 officials: not 3
- Per Mn Hockey, Locker room attendants will be mandatory for practice and games: and we will be fined if this is not followed; coaches not included
- Could we send a notice to coaches and families regarding the locker room attendants? Yes
- Is there an identifier for officials under the age of 18? Will bring question back to D2

Girls Traveling Director

8U Director

Coaches Director

- Trying to keep up with the number of coaches,
- Just added a coach last Thursday and Saturday
- Coaches meeting will happen before district games
 - Can you be sure to include mite coaches? Yes

Bantam

Pee Wee

Squirts

Diversity Equity, and Inclusion Director

Safesport

Nothing

Goalie

Hartzel is up and running; might need a little tweaking on some days

Young goalies on team, is there any extra goalie development we can get? Yes, reach out to Chaz

Mites – Coordinators

- Intro is done
- M1-3: close to finalizing teams
- Alex and Blake have been helpful
- Likely to have a standard 8u team, might have younger Mite 2-3 girls team: could absorb 6-10
- Regarding Goalies: Would like to meet with parents to have them talk about hockey as a whole, and potentially develop some new goalies
- Intro through Mite4/8U: At about 150 kids; 8 or 9 might be signing up
- Asking for 5 ice times, instead of 4: 4 is just not enough
- Saturday ice time was grossly reduced at Roseville, we do not have a fraction of what we've had previously
 - ice will be made up post season
- Will have quick Mite meeting after board meeting

Ice Scheduler

Director of Operations

Jerseys are not in yet, date? When? Ask Justin for date (he was not present)

Ask Justin for a loaner jersey, if we need one for a player

Player Development

- Monday's Squirts and Mite 4s: Steffen
- Tuesdays with Johnnie Seibel
- Squirts are getting Scott B Lake Elmo facility for shooting clinic, goalies can watch
- Concussion and checking clinic for bantams Oct 28th; Bantam C has a tournament so will open up to second year PWs
 - Will need to look into what time C Bantams can make-up
- Waiting for final ice times to determine what Player Development will be for mites
- District Games we see on Crossbar are still very fluid and not sure when next round of ice will come out

Friends of the Oval

- Talking about getting an espresso machine
 - If can make 600 cups/month it will pay for itself

Sponsorship

Fundraising

Pizza suggestion: can we do pizza distribution on a weekend, not a weeknight

High School Liaisons

Jr. Gold

- Have 1 Jr. Gold member, might go to Edgecome or WBL
- Team pictures Dec 11th and 12th
- November Oval ice will be pushed back because of high weather temps

- Will reconvene if we have budget for Oval passes

Announcements

Adjournment 7:42pm