

New Prague Hockey Association
Regular Meeting of the Board of Directors
Meeting Location: Park Ballroom of New Prague
Wednesday, December 8th, 2021, 7:00 P.M.

Meeting called to order at 7:01 p.m.

ATTENDANCE:

NPHA Board

President	Sam Blank	present
Vice President	Rick Carey	present
Secretary/Registrar	Miranda Vertnik	present
Treasurer	Crystal Wong	present
Manager Director	Sara Westing	present
Communication Director	Jess Snyder	present
Fundraising Director	Brian Vosejпка	present
Board Member at Large	Jason Olson	present
Board Member at Large	Jason Reynolds	present

Coordinator Positions

NPACC Manager	Kevin Cassidy	absent
Gambling Coordinator	Nate Borwege	present
Ice Time Coordinator	Mike Nazzal	absent
HDC Coordinator	Tim Applen	present
Volunteer Coordinator	Jen Mushitz	present
Concessions Coordinator	Lornette Schmitz	absent
Mite Coordinator	Anthony Anderson	absent
Outdoor Ice Coordinator	Jeremy Denzer	absent
Equipment Coordinator	Troy Gilbertson	absent
Tournament Coordinator	Lauren Heuer	absent
Sponsorship Coordinator	Tara Stutheitt	absent
SafeSport Coordinator	Chelsea Casey	absent
Clothing & Apparel Coordinator	Sarah Hartman	absent
Recruitment & Retention Coord	VACANT	
Concession Stand POS Specialist	Erick Christianson	absent
COVID-19 Point Person	Sarah Donovan	absent

Others present: Laura Nazzal (PW C parent); and Beth Carey (PW C parent).

I. REPORTS

- 1. Secretary's Report (Miranda Vertnik):** Miranda shared the Meeting Minutes for November 2021 with the Board on November 15th. No revisions were suggested by any Board members. A motion was made by Jason R to approve the November 2021 Meeting Minutes, which was seconded by Jess. Motion carried 9-0. Miranda will post the November 2021 Meeting Minutes to the NPHA website.
- 2. Treasurer's Report (Crystal Wong):** The November 2021 Treasurer's Report was shared with the Board earlier this morning. Crystal noted that our big expenses this past month

included the Nov ice bill for NPACC, non-parent coaching stipend installments, payments to our fundraising vendors, and xHockey payments. Crystal provided an updated list of families who are behind on their payment plan payments. She has reached out to each of these families and has heard back from some, but not all. Miranda will provide Crystal with all of the email addresses these families provided at registration so that Crystal can include multiple parents on these emails if possible. If all dues are not paid in full by January 1st, families will be contacted and notified that their child(ren) are ineligible to participate in any NPHA events until full payment is received. A reminder of this policy is included in the emails Crystal has been sending to the families with outstanding balances. A motion was made by Brian to approve the November 2021 Treasurer's Report, which was seconded by Jess. Motion carried 9-0.

3. **Gambling Report (Nate Borwege):** Nate shared the September 2021 Gambling Report with the Board at the meeting. He noted that he was unable to complete the October 2021 Gambling Report but will send this information to the Board next week. Raffle calendars were distributed to the association the week after Thanksgiving. The drawing is scheduled for February 1st. Of note, our pull tab program at Carbone's is doing very well, they have been outperforming compared to previous years and he notes that this is due to the great work by the Carbone's staff. Nate noted that we have received approval by the city to open a gambling program with the Rusty Spoke, but that the program is on hold at this time until the establishment can get their final approval for the liquor license. Nate noted that our Gambling Program needs to make some payments. He requested that monies collected at registration for the raffle calendars be transferred to the gambling account so that the gambling account can make payments toward our upcoming ice bills. Crystal will communicate this to our bookkeeper so that they can make the appropriate arrangements. Miranda made a motion to approve the September Gambling Report as well as the Preapprovals for Allowable Expenses and Lawful Purpose Expenditures, which was seconded by Jason R. Motion carried 9-0.

II. OLD BUSINESS

1. Open Coordinator Position:

- i. **Recruitment & Retention Coordinator** – No updates at this time.

2. Registration Updates:

- i. **Player Registration:** We have 301 total active players registered as of Nov 10 (of these players, 118 are Mite/8U players).

1. **Junior Gold Updates:** We ended up only having 4 players register for JG at the time of the deadline to make an official team declaration with D6 (D6 had extended this deadline a couple days for us as they really wanted to support NPHA having a Junior Gold team as it benefits everyone if there are more teams in the league to play). Unfortunately, we were not able to field a team and had to process refunds for the four families that registered. Of note, one family participated in the combination fundraiser – they will be given a single player fundraising credit for next season. Normally, we do not provide refunds or credits for families who participate in the fundraiser if they withdraw from the season – however, as the player has not left of their own volition, we will offer the credit for next season. D6 offered to help place these four players on other

teams if desired and contact information was shared with families to reach out if interested. One Waiver Release was processed thus far for one of our registered JG players, he will be playing for Lakeville. It sounds like Minnetonka had to cut one of their JG teams due to a lack of goalies and that Farmington had been reaching out daily to see if we had any goalies for their JG team.

We discussed what went wrong in trying to build this JG team. Much time was spent in the off-season by Brad Drazan and the HDC talking with families about their interest in playing JG for NPHA. Enough families had given their verbal agreement to play for the association, yet when registration time came, they did not register as promised. Apparently, there were concerns about “player chemistry” expressed by some families. Next year, if our numbers support creating a JG team again, we will need to consider holding an informational meeting as there seem to be many misconceptions floating about the association regarding JG. This writer would also like to suggest that we may consider collecting a deposit from JG families earlier in the registration process to confirm more firmly if we will be able to support a team. This would help us to be able to determine more definitively whether we can have a team – that way, if we cannot, players will have the time to seek JG placement elsewhere and participate in JG tryouts for other associations.

2. **Waivers:** We have approval from TCU/D9 to approve a total of 10 players released to NPHA. We had prior approval for 2 players to be released from LHA to NPHA and recently completed the waiver process for a third (see late player registrations below). Thus far, we have released 3 players to play outside of NPHA (one to PL/S and two to LHA). We also had one waiver request to leave NPHA that was denied by LHA, this family is now playing and coaching here.
3. **Late Player Registrations:** This season has been unique in that we have 8 upper-level players register after the upper-level tryouts and/or the initial rostering deadlines. Of those, 4 were totally new to the sport of hockey and 3 were returning players who initially decided not to play hockey this season and one that is in the process of transferring back from LHA. We had three added to the 10U team (new), one to the Squirt C team (new), one to the PW C team (returning), two to the BA C team (returning), and one to 12U B1 team (returning). The player who registered to return to the 12U team, withdrew their registration as their daughter changed her mind before joining the team on the ice. They were refunded for the registration.

Of the remaining three returning players, there is concern about leaving players on the C team if they are not in fact C level players and this team currently has 19 total players now, which is a lot. The coaching staff and HDC have been in the process of evaluating these players to support any recommendations about team placement to the Board. Thus far, it was recommended that the player added to the PW C team remain on his team. Any roster changes must be made before the final rostering deadline of 12/29. Also of note, we have had multiple late player additions to our Girls 8U 33 team, bringing the total player count to 16 on that team (with one more potential registration coming in over the next couple of days). This is a lot of players for a Mite/8U team and there are a

number of these players who are brand new to the sport of hockey. The HDC will be working with the Head Coach of this team to determine if any players should be moved to the Girls 8U 42 team (if it is appropriate for their ability now that they have been on the ice for a little over a month). The question was also raised if we could make two teams instead? We would likely need to get district approval to do this as the deadline for team declarations has already passed, but we could pursue this option with D6 if needed.

- ii. **Coaching Applications:** Thus far we have received 82 total coaching applications (74 of whom are coaching). We have a total of 6 paid (non-parent coaches). We also have four student coaches processed and added to rosters and one that is in the process of getting approval. These student coaches are helping with our 12U, 10U, Mite 21, Mite 22, Mite 31, and Mite 32 teams.
 1. **Coaching Requirements:** We have a great number of coaches who are completely current with all five of the coaching requirements. There are quite a few coaches though who need to update their CEP level before the end of December – if they do not, they will be red-lined and removed from the team roster by D6. We have one coach on the Girls 8U 33 team who has not completed the items yet that are required to participate on the ice with the team (she recently had a baby and just needs a little time to get through these trainings). Miranda is in communication with all coaches about their requirements regularly.
3. **Upper-Level Jerseys:** Due to late orders and supply chain delays, we have many upper-level players who have not yet received their jerseys. Some of the late order jerseys have been distributed, but not all. Another wave of late order jerseys recently arrived at Westwood, they just need to have names and numbers applied. It was noted that the hockey socks have come into Westwood, they just need to be sorted and distributed to teams. It was also mentioned that during a recent SQ B1 game against Minnetonka their team had multiple players wearing practice jerseys with numbers taped to the back and without the required orange STOP sign on the back. Our association has gone to great lengths to ensure that players are wearing the appropriate uniform and noting correct player names and numbers on the scoresheet. Rick will reach out to D6 to inform them that not all other associations are following the directives given to us about jerseys.

III. COORDINATOR UPDATES

1. President

- i. **NPACC Manager (Kevin Cassidy):** No updates at this time.
- ii. **Gambling Coordinator (Nate Borwege):** No further updates at this time.
- iii. **SafeSport Coordinator (Chelsea Casey):** Sam noted that a SafeSport issue had been reported to Chelsea and is being reviewed, so we may be receiving a formal report if deemed appropriate. It was also noted that having LRMs in the locker rooms is essential. A sexual assault was reported between two players in a locker room recently within D6 and that the LRM was not providing the supervision required at the time of the reported incident. This should not be happening; our players need to be safe. Law enforcement is involved in this reported incident and their association will be facing

penalties as well. Sara will send a reminder to Team Managers about the necessity of having LRMs and following our established locker room policy.

2. Vice President

- i. **HDC Coordinator (Tim Applen):** Tim asked Sara to remind Team Managers to notify our Ice Time Coordinator if teams cancel practices so that an offer to other teams can go out to use that ice time. One of the SQ teams recently cancelled their practice at xHockey without notifying anyone, it would be appreciated if notice could be given on the chance that someone else could use that time since the association is already paying for it whether it is used or not. Tim shared that the HDC is currently evaluating two Bantam C players who registered late to determine appropriate placement for them. One of the players hadn't skated since the end of last season, so they gave him some additional practice time to get his footing before looking at him for an evaluation and one transferred from LHA this week, they are currently evaluating this player since he has been on the ice for the season already. Tim also noted that he has fielded too many questions and concerns from coaches, team managers, etc. about ice scheduling. He said that he has received something like 10 complaints a week coming from our upper-level teams. It has been reported that our Ice Time Coordinator (who is new to the role this season) has not accepted offers from our former ITC to look over the schedule to provide some guidance. We have waived Tyler K's hours this season as we wanted him to provide this ongoing guidance this season as we all understand there is a learning curve to this role and that there is an "art" to scheduling ice time. There is more involved than just inputting data, there needs to be big picture considerations like player age, etc. It was noted that there have been a few times that our SQ teams have been on the ice much too late for their age and development. It was also noted that Bantam A team does not have any home games on the schedule between early December and mid-January (that there is a 45+ day span in between their home games) which is concerning to the coaching staff. Rick will reach out to our ITC to discuss these concerns and explain that we expect that Tyler K will be able to provide ongoing guidance over the scheduling this season. Finally, Tim asked the Board to consider a replacement liaison between the Board and the HDC as the HDC has strong concerns about our VP serving in this capacity at this time. This will be discussed further.
- ii. **Mite Coordinator (Anthony Anderson):** It was reported that our Mite jersey vendor has promised the arrival of our jerseys in late December, but that our Mite Coordinator hasn't received any updates on the status of the jerseys in the last week and half or so. At this time our association pictures are scheduled for the first week of January, hopefully the Mite jerseys arrive as promised or we will need to make different arrangements for picture day.
- iii. **Ice Time Coordinator (Mike Nazzal):** It was reported that the January ice times have been published for all teams. There is still some ice available here and there, most teams are getting their requests for more ice. Our ITC is wondering if we can find some more ice available somewhere (possibly Shattuck?). He also asked if Team Managers could let him know if a game is cancelled, it will help him to plan ahead if he knows this information before being contacted by the district.

- iv. **Equipment Coordinator (Troy Gilbertson):** A request was made for the association to purchase some neck protectors (danglers) to be applied to our Mite/8U players helmets when playing as goalie. The request was also made to purchase some actual goalie helmets (with danglers) for our two level 4 teams since the players on those teams are shooting stronger shots with more lift. The Board agreed to purchase goalie helmets and danglers for the 41 and 42 teams and to purchase danglers for the 31, 32, and 33 teams.
3. **Treasurer**
- i. **Concession Stand Coordinator (Lornette Schmitz):** We received the new fridge for the concession stand last week. It was installed and is working well.
 - ii. **Volunteer Coordinator (Jen Mushitz):** Jen reported that she has DIBS hours posted through 12/26. She noted that she normally posts all of the high school games early, but so many of these games have been rescheduled as of late that she isn't posting them so far in advance. There are 13 games left and there is concern that she will not be able to adequately staff the concession stand for these games as people have not been claiming all hours posted. The Board agreed to offer 1.5 DIBS hours for every 1-hour shift worked in the concession stand during all high school games to try to help fill those shifts. Jess will send out a communication about this.
 - iii. **Concession Stand POS Specialist (Erick Christianson):** No updates at this time.
4. **Secretary/Registrar:** N/A
5. **Fundraising Director**
- i. **Tournament Coordinator (Lauren Heuer):** Brian looked on the D6 website for the end of the season tournament that will be hosted by NPHA for Bantam C teams. Those dates are 2/25 – 3/4, which he has communicated to Lauren so that she can prepare for this event.
6. **Communications Director**
- i. **Sponsorship Coordinator (Tara Stutheitt):** Sam noted that Tara has done a good job contacting sponsors to collect funds. He also shared the sponsorship banner that was recently completed and will be hung at the rink. He noted that NPHA has collected over \$20k in sponsorship funds thus far this season. He asked folks to thank our sponsors when you see them around and encouraged folks to shop at/hire out their businesses. Sara asked if we could pass out thank you cards for the teams to sign sooner rather than later so this doesn't get forgotten. Sam noted that Kelly Lane, the sponsorship assistant, will help get these started. Sponsors will also be posted to our home page on the website as well.
7. **Board Member at Large**
- i. **Recruitment & Retention Coordinator (Vacant):** No updates at this time.
8. **Past Board Member/Board Member at Large**
- i. **Clothing & Apparel Coordinator (Sarah Hartman):** The apparel stores closed again last month for orders and coaches' jackets have arrived. Jason O will reach out to Sarah to see if she has any data from the vendors on how the sales have done this year and in comparison to previous years.
9. **Manager Director**
- i. **Outdoor Ice Coordinator (Jeremy Denzer):** No updates at this time.

- ii. **COVID-19 Point Person (Sarah Donovan):** Sara reached out to Sarah D to see how things are going from her perspective with her support at each level. It was noted that the new structure is working very well.

IV. NEW BUSINESS

1. **Coordination of “Youth Nights” for Varsity games:** Rena Bjerke, former NPHA Secretary/Registrar, reached out about this project. Historically, she had been one to coordinate these events with our youth teams. She is willing to do this this season for our girls 8U/10U/and 12U teams as she has a daughter on the girls HS team but is looking for someone to volunteer to coordinate this for our boys’ varsity teams for the remaining Mite teams. For the girls home game events, our 8U/10U/12U teams would have a home game assigned where their team gets to skate out with the Girls Varsity team and have their name announced during the starting lineup. For the Boys Varsity team, the plan would likely be to have our Mite teams play short scrimmages during the break between 1st and 2nd period. Historically, we haven’t been able to offer a similar experience for the SQ/PW/BA teams as there just aren’t enough home games to support this for all youth teams. Tim shared that Brad Drazan had recently reached out to our Squirt Head Coaches to schedule some type of youth night with SQ players. Miranda will follow up with Brad to see if he is also interested in scheduling youth nights with our Mite program as well.
2. **D6 Required Training “Sports Can Battle Racism”:** This training has been put together in light of some incidents occurring across the district. D6 is requiring that all Board members attend this training, if we do not have 100% Board participation our association will face penalties. The training is strongly recommended for coaches and team managers. Miranda has forwarded information on this training to all Board members, coaches, and team managers.
3. **Neighboring Arena Mask Policies:** Victoria Recreation Center – *Required* for all spectators, coaches, and players (players are NOT required to wear masks while on the ice or on the player’s bench); Faribault Arena – Masks are *required* during high school games but are *strongly recommended* for all other practices (this does not apply to players while on the ice – just while in the locker rooms and while coming in/out of the building). It was agreed that Jess will send out a communication to the association about this and that Team Managers will be asked to provide reminders in their weekly team communications as needed.
4. **Parent Concerns:** Since we had two parents in attendance this evening, Sam asked if either had anything they would like to share with or ask of the Board. Laura N shared that her family has really appreciated the addition of Coach Phil to the Peewee C team. She noted that he is doing a great job with the team and has been an “inspiration” to her child. The Board thanked her for this feedback, it is great to hear that the addition of Coach Phil has been positive.

V. BOARD MEMBER UPDATES

1. **Fundraising Director (Brian Vosejпка):** No further updates.
2. **Communications Director (Jess Snyder):** Jess has tentatively scheduled pictures for Jan 4th and 6th, she put together a draft of that schedule and asked Sara and Miranda to take a look at it before it is passed along to the ITC. She noted that there is a chance that Jan 6th may not work for pictures at the Park Ballroom due to a schedule conflict, but the event coordinator at the Park Ballroom is going to see if the other group that has reserved the Club Room can use the Ballroom instead.

3. **Manager Director (Sara Westing):** No further updates.
4. **Past Board Member/Board Member at Large (Jason Olson):** No further updates.
5. **Board Member at Large (Jason Reynolds):** No further updates.
6. **Treasurer (Crystal Wong):** No further updates.
7. **Secretary/Registrar (Miranda Vertnik):** Monthly fee for Google Meets increasing to \$9.99 on January 1st (we are currently on the promotional introductory rate). All upper-level and Mite teams were submitted to D6 before the deadline, and all have been approved. Roster links have been sent to the team managers and head coaches for their records and a hard copy has been printed and left in each team mailbox. No roster changes will be accepted after Dec 29th.
8. **Vice President (Rick Carey):** Rick shared the penalties that the association would face if we fail to provide LRMs at any time. He also noted that there has been a trend nationally of losing game officials. It was noted that this is due to poor sportsmanship directed at officials from parents and coaches, many officials no longer see the position as worth it. He noted that officials will be taking a firm stance against unsportsmanlike behavior directed at them, there will likely be more coach/spectator ejections for yelling.
9. **President (Sam Blank):** No further updates.

A motion was made by Jess to adjourn the meeting which was seconded by Brian. Motion carried 9-0. Meeting adjourned at 9:00pm.

Following the meeting, NPHA Vice President, Rick Carey asked for a few minutes of the Board's time. He shared a letter of resignation from his position with the Board. He shared that he didn't come to this decision lightly and that it was a tough decision to make. Rick noted that he will be taking an Assistant Director position with D6 and that his resignation is effective immediately. He did note that he is willing to assist with the transition of this position to another individual if the Board would like him to. Rick was thanked for his time with the Board. Jess made a motion to accept Rick's resignation from the VP position and to approve his offer to support the transition of duties over to another individual, which was seconded by Brian. Motion carried 8-0 (with Rick abstaining). The Board agreed to waive Rick's DIBS hours for the season since he will be helping Jason O with this transition. Sam nominated current Board member Jason Olson to take over the responsibilities of the Vice President which was supported by the remainder of the Board. Jason O agreed to take on these duties. To help even out responsibilities, it was agreed that Jason R will take over the oversight of the Equipment Coordinator position. Rick will be reaching out to the coordinators that reported to him to inform them of this position change and he will assist with the follow up regarding a few issues discussed during the regular meeting.

Meeting minutes prepared by Miranda Vertnik, NPHA Secretary/Registrar.