



Brainerd Amateur Hockey Association
P.O. Box 38
Brainerd, MN 56401
www.brainerdhockey.com
218-851-2244

BAHA BOARD OF DIRECTORS MEETING

Date of meeting: November 18, 2020

Time: 6:30pm

Meeting held virtually via Zoom

In attendance: Ali Timmons, Jessica Gangl, Brent Potvin, Mandy Vanek, Kaycie Tohm, Darren Goltz, Mitch Hodgman, Glenn Hagberg, Rich Pyle, Jim Brau, and Chad Rasinski

- I. Call to Order – 6:33pm by Darren Goltz
- II. Good News =/< 5 minutes
 - a. We can still make outdoor ice soon!
 - b. Highest number of participation since 2015/16 (378 in 2015/16 and 355 in 2020/21)
 - c. Glenn is going to be a linesman for a D1 Men’s Hockey Game this weekend! (Bemidji vs Mankato)
 - d. BAHA Christmas Tree is being put up this weekend – Kaycie
 - e. Phase Three of the Alumni Project is up!
 - f. 2nd Newsletter is ready to send out
- III. Approval of Meeting Agenda – Motion to approve by Mitch Hodgman, 2nd by Chad Rasinski – motion carries
- IV. Approval of Consent Agenda which includes: - Motion to approve made by Ali Timmons, 2nd by Mitch Hodgman – motion carries
 - a. Executive Director’s report (attached)
 - b. Hockey Director’s report (attached)
- i. Player Development Committee and In-House sub-comm.
 - c. Treasurer’s report (attached)
 - d. Recruitment and Retention Committee report (nothing to report)
 - e. Alumni Committee report (nothing report)
 - f. SafeSport/Grievance/Discipline Committee (attached)
 - g. Fundraising Committee report (attached)
 - h. Volunteer Committee report (nothing to report)
 - i. Executive Committee report (nothing to report)
- i. Special meeting meetings
 - j. Finance Committee report (attached)
 - k. Marketing Committee report (attached)
 - l. Events Committee report (attached)
 - m. October meeting minutes (attached)
 - V. Old Business
 - a. Long Term Strategic planning – Glenn/Darren
- i. Handbook – Ready for first draft approval. See new business
- ii. Warrior Culture – Communication strategy and communication plan.
 1. Effort
 2. Attitude
 3. Toughness
 4. Teamwork
 5. Dedication

- 6. Respect
 - 7. Humility
 - 8. Care
 - 9. Commitment
 - a. Estimated cost is \$250 for the wall decal(s)
 - b. Working with Digital Ink on final product
- iii. Player Development – working on hyperlink for development
- iv. Marketing – on the right track, good plans and action in place.
- v. Look at planning a second long term planning session – Glenn will work with board to secure a date to “meet.”

- VI. New Business
- a. Handbook approval
 - i. Motion to approve by Mandy Vanek, with a 2nd by Kaycie Tohm, Motion carries.
 - b. Policies approval
 - i. Anti Bullying – motion to approve with edits made by Jessica Gangl, Ali Timmons, motion carries.
 - ii. Cold Weather Policy tabled – Motion to table made by Chad Rasinski with a 2nd by Mandy Vanek. Motion carries. Jim will check with D15 on their policy for the December meeting.
 - iii. Electronic communication – motion to approve by Chad Rasinski, 2nd by Ali Timmons. Motion carries.
 - iv. Locker room – Motion to approve by Mandy Vanek, 2nd by Mitch Hodgman. Motion carries.
 - v. Grievance – Motion to approve by Mandy Vanek, 2nd by Chad Rasinski. Motion carries.
 - vi. Sportsmanship Announcement – Motion to approve made by Chad Rasinski, 2nd by Mandy Vanek. Motion carries.
 - vii. BAHA Travel Policy will be sent out to board for approval for next month.
 - c. Mite/8U sweatshirts
 - i. Motion by Mandy Vanek to open a “jersey sweatshirt” option along with the mite/8u jersey ordering option, 2nd by Ali Timmons. Motion carries.
 - d. Board member conduct and behaviour
 - i. Board/Staff Leadership – how we act in the rink is being watched. Things we do and say matter.
 - ii. Work together to support each other, the PDC, our coaches, etc.

VII. Comments and Announcements

- a. 6,795 pizzas sold – increase over last year. Last year we raised \$18,400 – this year we raised about \$30k. (including buy-out)
- b. Waiting to hear more on the Executive Order (Hockey Pause) and MN Hockey. Information will be shared as we get it.

VIII. Adjournment – Motion to adjourn made by Mandy Vanek, 2nd by Chad Rasinski. Motion carries at 9:38pm.

Next Board meeting December 30th, 2020 6:30pm

Pre-board rotation 6:00-6:30pm starting in September running through March meeting: (Sept. Mitch/Kaycie) (Oct. Darren/Mandy) (Nov. Chad/Jessica) (Dec.-Glenn/Ali) (Jan. Rich/Mitch) (Feb. Darren/Kaycie) (Mar. Chad/Mandy)

BAHA Committee & Staff Updates – November 2020

Events Committee Update

Submitted by Ali Timmons

Date of Last Meeting: October 1, 2020/October 15, 2020

Date of Current Meeting: November 11, 2020



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In attendance: Ali Timmons, Betsy Hoff, Nicole Wheeler, Martha Jendro
Not in attendance: Tanya Kubista, Laci Schindler, Jim Brau, Darren Goltz

CONTENT OF UPDATE:

Upcoming Volunteer Needs: None – Committee will hand out Brawl t-shirts

Upcoming Marketing Needs: None – Skate with Santa is next event pending restrictions. Marketing will be needed once Skate with Santa night is scheduled. TBD at December meeting.

Events planned for 2020-2021 are below with notes regarding updated information as of 11/11/20. As restrictions have once again tightened, we will be on hold until told otherwise.

Reminder to all committee members to submit receipts for background check reimbursement checks. Most have forgotten.

Fall Brawl was a success. Champ T-shirts are on order and due 11/15/20. Overall profit will be over \$2000 after t-shirt expenses. T-shirts were chosen as a prize on the fly as a good prize which will also work as a marketing tool for next season. 75 skaters, which included a few players from Pierz, Northern Lakes and Sartell. Volunteers for t-shirt handout. With better planning next season, this could be much bigger and it was very well received.

- Mites/8U – Angel Christensen
- Squirts/10U - Angel Christensen
- Peewee/12U – Laci Schindler
- Bantam/15U – Tanya Kubista

HS Hockey Tailgating – HS Schedules are out but limited restrictions for watching the games. Boys 12/8/20 and Girls 12/15/20. We are hoping for a mid-season event or end-of-season event pending restrictions lifting. Essentially kick-off party cancelled due to restrictions.

Skate with Santa – Jim is willing to play Santa again this year for the Mites/Mini-mites/8u/6u. We need to request the scheduler to make sure 6u/8u are on the same night as the Mites/mini-mites and the Boys High School do not have a game as Jim would like to watch his son play. Picture nights are Dec 13, 14, 15. Avoid those dates as well.

We are replacing ice cream and root beer floats with Little Debbie Christmas tree cakes to make sure we follow Covid guidelines. There are 167 in this group. Estimating a \$100 budget for the cakes. It will be much less. We opted not to give out drinks as the kids can't stick around anyway.

Volunteers shifts for Skate will Santa will be decided at December meeting. Unlikely we will need help outside of the Committee. TBD.

Family Fun Nights – Ideas

Craft/Wreath night in December – Cancelled. Not feasible with current restrictions in place.

Food Drive – Will run again in January – Pending concessions opening

Hockey Mom Day –January – Discussion of what to offer. This may be the season of the goodie bag.

Tabled for December meeting.

End of Season Banquet - March

Volunteer Committee

Submitted by Kaycie Tohm

Nothing to Report

Marketing Committee

Submitted by Jessica Gangl

FRIDAY, NOV 13 | 11:30AM | VIA GOOGLE MEET

Attended: Jessica Gangl (Chair Person), Mary Devine Johnson, Erin Books, Jim Brau, and Darren Goltz

Unable to attend: Angel Christensen and Alex Hirsch

I. Marketing Committee Vision

The Marketing Committee brainstorms and plans ways to increase visibility and recognition of the Brainerd Amateur Hockey Association and our branding. The Marketing Committee will assist other committees, as needed, to help market BAHA programs and activities through social media, print, website, radio, and other.

II. Marketing Budget 2020/21

- a. \$2,500

III. 2020/21 Plan & Marketing Needs

- a. Old Business
 - BAHA Swag Ideas
 - 1. Concessions Update
 - a. Reusable logo'd coffee mugs: qty remaining: 12
 - i. We will not order more.
 - b. Insulated cups with straws update – on hold until next season
 - c. BAHA water bottles update – on hold until next season
 - d. Christmas “pop-up” shop update – on hold until next season
 - e. Masks – DONE!
 - BAHA Reports/ Impact Statement
 - 1. Newsletter Needs
 - a. Content
 - i. Alumni Spot Light – done
 - ii. Coach’s Corner – **Brent was able to help!**
 - iii. Home Tourney – done
 - iv. Hockey Trivia – done
 - v. Did you know – done
 - vi. Staff Spotlight – **Brent**
 - vii. Concessions Update – **Darren – holding pattern for now**
 - viii. HS Hockey Schedule – done
 - ix. Events (Fall Brawl) - done
 - x. Social Media: How to – done
 - x. Dryland Spotlight - done



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- Networking or Marketing events/opportunities?
 1. With no gathering encouraged... what options are there?

- Social Media & Website
 1. Content – email for submission: bahasocialmedia@gmail.com
 - a. How do we stimulate teams to share info?
 - i. Goal is to increase visibility
 - ii. Request to team managers/coaches to find someone who will be interested in this role.
 - iii. Many teams have yet to play in a game this season, so more to come.
 - iv. Erin is willing to help with social media posting for team results – as a FB contributor. Need board approval.
 2. BAHA YouTube – Update:
 - a. Alex and Jim to work on ideas (Vimeo/iMovie?)
 - i. Why I love hockey videos from Bantam on down – Jessica will put a challenge on social media (specifically instagram)
 - ii. BAHA Kids or Glenn interview Alumni or “big kids” (HS Warriors) – Jim and Glenn came up with questions last summer. Jim will reconnect with Glenn to see how we can get this kicked off.
 - iii. Panel of alumni?– Did not discuss
 - iv. Big kids/Alumni Read books to share with younger skaters – Jessica will check with Jack & Dave to try to get this going
 - v. Mary offered to help with “End Screen” through YouTube Creator.
 - b. New Business
 - Glass display case inside Civic Arena – use? Ideas?
 1. Flyers for THFF, pizza and raffle tickets throughout year
 2. BAHA Gear – pin up some hats, shirts, and flyer to promote items
 3. Team Photos during tourney week – including sponsor logo (if applicable)
 4. Jessica will look into purchasing a picture printer for team use - Picture Days are scheduled for Dec 13-15

- IV. Other Marketing Ideas or Needs?
 - a. COVID reminder to be resent to families about masking in the arena and social distancing. We need people to follow guidelines to lessen risk of hockey or our arena being closed.

V. Adjournment

Next Marketing Meeting: **December 11 at 11:30am.**

Committee Name: Finance

Submitted By: Mitch Hodgman

Date of Last Meeting: September 2020

CONTENT OF UPDATE: No Update

Cash position is \$396,988.24.

Upcoming Volunteer Needs: None

Upcoming Marketing Needs: None

Committee Name: Fundraising

Submitted By: Mitch Hodgman

Date of Last Meeting: 11-4-2020

CONTENT OF UPDATE: Held pizza turn-in nights on 11/3 and 11/4. Still working on collecting from around 15 families. Record Breaking year!

Upcoming Volunteer Needs: None

Upcoming Marketing Needs: Event for Pizza Turn in. Monday 11-23 from 4:30-7 in the Gold Medal Lobby

SafeSport/Grievance/Discipline Committee

Submitted by Mandy Vanek

Here is the full policy list again, with the exception of the codes of conduct. ALL of these will need approval to be placed on our website and links in the handbook. The SafeSport form and handbook- are from USA hockey and are standard therefore no approval is needed. Attaching here for easy handbook reference.

Also, the sportsmanship recording that was done will be played prior to each home game, it will need official approval. It will be loaded to the ipads for the box people to play.

In the BAHA Communications policy- under the food/beverage section-there will be one more strike (with the exception of water), but here are the rest of the edits.

Here is the updated locker room one as well.

Find docs attached.

Alumni Committee

Submitted by Glenn Hagberg

No Report Submitted

Recruitment & Retention Committee

Submitted by Rich Pyle

No Report Submitted

Executive Director Report

Submitted by Jim Brau



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November 2020 – Executive Director’s Report

Home Tournaments

1. Registrations are live and teams are still entering.
2. Current tournament levels are as follows:
 - a. 15UB – 8 spots – 1 open
 - b. Bantam AA 12 spots – Full
 - c. Bantam B1 8 spots – Full
 - d. Bantam B2 8 spots – Full
 - e. 12UA – 8 spots – Full
 - f. 12UB – 8 spots – Full
 - g. Pee wee B1 – 8 spots – 2 spots open
 - h. Pee wee B2 – 8 spots – Full
 - i. Pee wee C – 8 spots - Full
 - j. 10UB1 – 8 spots – Full
 - k. Squirt A – 8 spots – Full
 - l. Squirt B1 – 8 spots – Full
 - m. Squirt B2 – 8 spots – Full
 - n. Squirt C – 8 spots – Full
 - o. Jamborees – Full

District 15

1. Worked through a variety of scenarios with D15 about ever changing hockey in our district
2. New rules will eliminate resurfacing between periods effective Nov. 16th
3. Dryland inside arenas needs to cease per D15 order

BAHA Online Clothing Store

1. Clothing store fourth ordering window closes November 30th
2. Helped to get a team apparel option added to the store, went well.

Regular Season Registration

1. Went live July 30th
2. Have 354 registered to date
3. Last season final number was 336

USA Intelligym

1. I built a registration to capture entrants and collect payments.
2. Had very low interest so extended the deadline hoping to capture more of an audience
3. Ultimately ended with only 6 people signing up and they’ve all received their info

Concessions

1. Interviewed candidate for open concession manager position
2. Worked with Darren and Kaycie to inventory supplies
3. Cleaned concession stand with help of volunteers
4. Ordered supplies and product in anticipation of opening
5. Opening is paused until plan can be put in place for attendance issues

Covid

1. Continue to work with Covid committee and monitor issues if they arise
2. Monitor lobbies and arena for non-compliant players/parents

Rookies

1. Rookies learn to skate sessions have wrapped up
2. I've communicated with families and let them know the next steps
3. Worked with registrar to roster all players into correct rosters
4. Female players transitioned into 6U/8U group
5. Male players transitioned into mini-mite 1 group

Mini-Mite

1. Assisted with parent meeting on October 27th

High School boys bridge season

1. Took lead role in implementing playing opportunity for high school players
2. Program is sanctioned by MN Hockey
3. Built registration, scheduled games, worked to help secure officials

Grant

1. Applied for and received a \$1,000 grant from MN Hockey
2. Money is to help offset costs associated with recruitment efforts

Dryland

1. I moved our dryland program completely virtual due to covid restrictions at the arena and D15
2. Created a BAHA YouTube channel for dryland videos as well as other functions
3. Worked with Mike Holtan to move dryland instruction to our YouTube channel for our entire association.
4. I created a dryland page on our website for players and coaches and parents to access the workouts and any other information.

Practice jerseys

1. Ordered travel team practice jerseys and replacement mite/mini-mite/8U practice jerseys
2. Waiting for completion to hand out for coaches/teams to borrow for the season

Player Development Committee & Hockey Director Report

Submitted by Brent Potvin

PDC meeting notes from 11-17 meeting

-In Attendance- Brent, Jim, Grant, Dustan, Jack, Dave, Ryan, Joey, Darren, Kurt, Eric G, Tom, Bryan, Dan and Eric J

Missing- Alex

-Talked about some ideas and options about what to do with the potential shutdown looming. Brent will be meeting with each level rep and coaches to come up with ideas for what we can do for each level to keep the kids somewhat involved and engaged.

-Talked about having a coaches meeting to discuss systems, terminology, etc..during our time off to make sure we are all on the same page and talking the same language.

- Talked about team number issues with the 12U, 10U and Squirts. Will revisit once the pause is complete.

-Received updates from all the level reps and what has been working well, needs improvement on and what the PDC can do to help on any items.



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-Discussed ways to get more system work since the dryland areas are currently not to be used.

-Talked about team selections again to make sure all the kids are placed in a place they will be able to succeed. All levels suggested no moves at this time.