

# BHB HCMA - 8/26

Meeting open to public

6:00pm – 8:00pm

7:30pm public comment

Committee attendance:

Layne Sedevie, Mike Dora, Dustin Hollevoet, Jerry Bahn, Justin Fisk, Steve Dora, Tim Meyer, Kristen Brandt.

Agenda

**Call to order - welcome.**

## **Ground Rules for a productive meeting**

1. follow agenda
2. Grateful for the volunteer perspectives, advise and support
3. Use the parking lot - don't try to solve everything
4. Support HD and AHD
5. Share our work, share our work, share our work

## **Intro of new board member, official welcome of HD**

Justin welcomed Dustin as the board member rep and committee Chairman. Dustin shared that his hope is to keep people in Bismarck playing in Bismarck, with opportunity to grow. Help grow it to a place where we can develop good hockey players. Sees a lot of potential with the kids and wants to help them reach that potential. A big part of our opportunity is to tie to two sides [of the organization, Board and membership] together so that we are working toward the same things.

## **Programming discussion**

- Justin opened the topic of hockey programming with some pre-meeting notes. The basic approach, whatever the programming includes should be:
  - **1) define BHB hockey dev philosophy**
  - **2) Publish program guide by age group, level**
  - **3) Communicate the program, or parts of the program ROBUSTLY**
- Justin asked Layne to lead off with his initial thoughts on BHB hockey development:
  - Layne provided initial outline of the philosophy and program
    - Skating will be a big focus;
    - “If you can't skate, you can't play.” Recognition of the fact that its not always fun and that there was some push back last year. But that's an essential part of growing our product of hockey player development and we'll focus on it.

- At a minimum, two days a week, practice will start with at least 10 minutes of focused skating work
          - Skating can be edges, can be basic skating, can be power skating and stride work -- doesn't have to be aggressive, should focus on doing it right versus fast.
  - Further, Layne shared the essential *skills* of a good hockey player, those that have been focused upon with the Bobcats [and other organizations] and should be focused on at the youth level as well. These skills will be central to that focal points to the BHB development program:
    1. **Skating leads**
    2. **Puck skills**
    3. **Passing ability**
    4. **Hockey Sense**

*(Editor's note: further qualities of a well-developed player that BHB needs to focus on were discussed later in the meeting.)*
  - Layne expanded on the Plan to Build a Program in IHS (Ice Hockey Systems) that:
    - Drills would center around the 4 skills of a hockey player (above)
    - Coaches will be able to access and build their practice plans upon this program, while retaining flexibility by choosing from multiple options
    - **STATUS:** The IHS program is currently under development by Layne and Mike, slated to be ready to start using for the beginning of the season
  - Additional Discussion by the committee – Hockey culture is also important to developing “our product” of hockey players. Discussion surrounded focusing on:
    - Get the negative out of the program
    - Get more community “hockey people” (past players, coaches) back involved in the program
    - Not worried about what the other West programs are doing. Focused on making our program better, the best it can be.
    - Focusing on making the best Program-wide decisions – B levels, squirt level, etc., Not *just* top tier teams etc.
    - Focusing on getting excellent coaches throughout the different levels.
    - Others might gage a win-loss or goal differential; Layne SEES it as focusing on development and creating our positive hockey community.
- Jerry commented, “Well said.”
  - Dustin:

- Concurred. And in addition, the program needs to add ACCOUNTABILITY as an emphasis for our players. [Our players need to] take the coaching, be tenacious, do the work, be a good teammate, listen to their parents.
  - From skills standpoint, skating – can't agree with Layne more. That's what you see as the MOST OBVIOUS difference against other programs.
  - Tie it all together – message and involvement is clear and open between members, the players, the HD and AHD, and Board.
- Justin asked how we can use IHS to document the program so it's scaleable shareable across the groups Dustin mentioned (above).
    - Layne used IHS at the Bobcats.
      - There are drills that you can go up and down with for different levels.
      - They're shareable and would be pushed out to coaches
      - Then discussed USING A WHITE BOARD at coaches meeting
      - Coaches have to continue to grow, take drills from one another, and you can't stop growing. Coaches have to commit to continuing to keep growing, too.
      - Being vulnerable as a coach is OK. We can learn from coaches in this room, or anywhere.
    - IHS will be flexible, coaches can pick their drills, but they'll hit the key areas that are important for players from bottom to top.
  - Discussion was also had about sharing practice plans, intentions, purposes with parents. Coaches can/should do that as they can.
- Tim shared with the group:
  - Hasn't coached youth for a long time but if he did, he'd fully consider himself as an ASSISTANT Coach, following the guides above for youth.
  - Skating HAS to be a focus. All the coaches need to buy into the program and work with the points developed by the HD.
  - If skating is going to be the primary focus for BHB, then anyone who coaches:
    - Has to commit to buying in
    - And be accountable for following the program
    - And helping share the program
- Jerry asked if the two days a week of skating would be designated by Layne.
  - Layne answered "yes," that hopefully we'd actually have more than one power skating instructor so we can cover both facilities' worth of skating
  - Layne added that "The NHL players still dedicate at least one day to power skating. We can dedicate AT LEAST THAT MUCH."
- Jerry asked if those practices would be like last year (half power skating, half practice.)

- Mike and Layne answered “Yes.” Mike also shared that they are looking at 90 minute ice time slots where there could be skating and then still have a significant enough time to do some full ice/team practices.
- Mike: Coaches can also run power skating too, if the power skating coach isn’t available. Majority of coaches do that. We just need to be more intentional on building it in at least twice a week and everyone needs to be on the same page.
- Tim brought up the fact that the high school teams are also focusing on skating every week.
  - Century girls dedicates at least one *full* practice per week to just skating – edges, power skating, changing directions and reacting quickly.
  - CHS Girls hired a “40% coach” to come and specifically teach skating skills and technique.
- **Timeline for IHS program:** estimate from Layne and Mike: Preparing for tryouts and will be focusing on building the program out in IHS in the month of September. Slated to be ready for the season.
- Justin asked if there is anything the committee can do to help Mike and Layne.
  - Some discussion; reminder that’s what the committee is here to do – support the vision of the HD and AHD, and advise direction for the club. No action at this time.

### **Girls Team Makeup Proposal – moved to 6:30pm until Mike Dora arrival**

- Layne and Mike – Proposed team make up, then welcomed feedback from multiple members in attendance
  - Need to plan for September team declaration
- **Starting with the older groups of players (12U, 14U, 15U)**
  - Mike’s initial review of the numbers:
    - Factors Mike shared he was considering,
      - One goalie has moved up to HS, that creates a shortage
      - Starting with the older group (not the 10U) so the 8<sup>th</sup> graders, locking down which ones are going to play BHB as of now
      - Overall numbers and wanting competitive games and good number of games
    - With the known slate of players, we appear to have
      - **A strong 15U A makeup**
      - The question will be roster total;
        - Attempting not to overload the roster so that players get good ice time and development

- First pass is apx 12 skaters and 1 goalie
  - 12U, based on numbers known today:
    - **Appear to have a strong 12U A**
    - Several players on the fence on whether or not they play boys
    - Targeting 12 Players, 1 goalie
  - The makeup above would give us a good setup to then have two middle teams of even capabilities
    - Some discussion and work to be done to decid where those two teams would play
      - 15U B
      - 12U/14U B (second team)
    - In this setting, a fourth goalie would need to be developed
    - But skater numbers would be around the 12 mark to be good for development
  - **Mike reached out for feedback from several members in the audience**
  - Discussion was had about the overall makeup of girls skaters.
    - 51 total skaters and 3 goales
  - Reiterating/Clarifying that IF FOUR TEAMS ARE SELECTED, A FOURTH GOALIE MUST BE DEVELOPED – a first year goalie
  - Additional Discussion from the membership about goalie development. Younger girls who would be bubble, would be better served development wise to play 12UA.
- Tim Meyer asked if any 15s are still a question mark on whether they will play BHB or elsewhere.
  - Mike answered that it looks like all of the question marks are addressed.
- Additional discussion about total BHB registered numbers from members.
- Related to team makeup/designation:
  - Additional discussion was had about limiting the occurrence of 6<sup>th</sup> graders and 9<sup>th</sup> graders on the same locker room time.
  - Those are big gaps in child development that the organization has struggled with in the past.
  - IF IT HAPPENS, we MUST ensure there are always locker rooms.
  - Members and committee agreed we should aim to avoid that.
- **10U Proposal from Mike**
  - 2 goalies and 28 skaters
  - 5 that have signed up for boys; those 5 are dead set on playing boys
  - If they would move to girls, we'd be in a situation where we'd need to have 3 teams
  - 1 goalie moving up is a first year; 1 goalie returning from 10U B

- Does not appear that we're in a position to play 10U A
- **Mike and Layne recommend two 10U B teams:**
  - For good development, with more games against some of the other teams in the club
  - Haven't really worked through team separation/selection yet.
  - There also aren't very many 10U A teams to play against, but if we have 10U B we could push them to play against A teams that are available
  - Aim to develop these girls, have good games, puck possession, etc., and then have those girls in a position to play 12U A the following year
- A question was asked if they'd be even teams? Or a second year team or a first year team?
  - Layne advises two even teams. There was agreement from the committee and several in the audience.
    - **ACTION:** Proceed with proposal
    - **ACTION:** THEY NEED TO PLAY EACH OTHER SEVERAL TIMES + SQUIRT C TEAMS
- Final Membership QUESTION ABOUT GAME COUNT AROUND 15A:
  - Discussion was had about ensuring there are enough games to keep this team competing. Finding enough games may mean you're going to have to travel.
  - Layne and Mike agreed that's the goal. Moving target and that it means more travel for A teams sometimes.
  - Members agreed.
  - No action required.
- Layne ending note regarding girls team makeup.
  - When anyone in attendance leaves this meeting, please know, Layne has 100% confidence in Mike. He is in the most underrated position in the org but he has spent a lot of time working to get this as right as we can.
  - Appreciate the participation from members today. After today, Layne and Mike are going to make the decision for the season on these team makeups.
  - Anyone in the room can help dispel any rumors you hear from another source. If you hear something different than what you hear from us here today, they are likely not true.
- From the membership:
  - Thank you to the committee for the transparency.
  - This discussion will help. Having the other girls high school coaches here, that helps, too. Being open stops the rumor mill.

- Tim added that at CHS, they are usually unaware of club changes, teams, who is thinking about moving up early, etc. Sometimes parents will ask but usually not.
  - He added that that the purpose of JV is not to move players up early.
  - If you haven't played against the best players at your age, recommend staying in youth to develop further.
  - This is a good path for BHB to be on so the girls, when they move up to high school, are ready.
- **Timeline:** Girls Team makeup, pending any unforeseen changes, would aim to be locked in in early-to-mid September. We don't anticipate any more registrants.

### '24/'25 Coaches Support

- Lots of practice plan and program guidance discussed in IHS notes above.
- What are the on-ice expectations for HD/AHD?
  - Plan to be around the rink all the weekends watching games etc.
    - Mike tries to get on the ice once or twice an evening, and then watching most games on the weekends
    - We will aim to have Mike and/or Layne on the ice with the termite and mite kids
      - Not always leading practice but
      - Pushing pucks, yucking it up with the kids, make sure they're having fun, not necessarily running practice all the time
      - (but also there to guide as needed)
    - Layne is aiming to plan each week ahead of time; he and Mike will split up to cover both facilities; make sure we have support where it's needed
      - Whether coaching support, practice plans, on-ice demonstrations, or off-ice monitoring/support
    - Justin added:
      - It's great for everyone when the HD and AHD come on the ice. Please come on out whenever you can, even if you're not leading a whole group – you have great impact when you jump on the ice and support what's already been shared by the team's existing coaches, it is exciting for the players, mixes it up and freshens it up.
- **Practice Plan Support**
  - A discussion about practice plans and whether the committee needed to weigh on in support of practice software was in the agenda but was addressed earlier in the meeting.
  - (see notes above on IHS)

- **Coach Pay/Paid Coach placement**

- Jerry brought forward a discussion about non-parent/paid coaches and where we typically place them
  - In the past it happens a lot to have some really qualified coaches, all on one team, usually an A team.
  - How can we spread out the more experienced coaches amongst the B teams, maybe not the travel teams, but in development positions where we can inspire more kids to grab on to the lessons.
- Layne:
  - Actually has already had members of the community reach out to help coach – maybe even some coaches that are “over qualified” who are interested in helping
  - We want to build the middle; if we want to feed 5 high school teams (boys and girls) then we have to do that with the B and B1 teams too.
  - We’re still talking to those people who want to help but we’re working toward that goal for the season
- Mike:
  - Sometimes you have coaches come back that want to coach A or AA, so we don’t turn them away.
  - Other times non-parent coaches will coach where you need them. There are a number of examples from last year and years past.
  - Mike and Steve Dora coached some B teams; Mark Horner on Squirt B1.
  - Thank you to Connor [last name?], (in attendance,) for helping last year as a non-parent coach of B teams – that’s where we needed him and he said “yes.” THANK YOU.
  - We may try to infuse some of the in-house teams with new non-parent coaches as head coaches to help get them familiar with the program and coaching.
  - We love it when we can put them in different place, we don’t want to turn away good coaches who want to coach certain levels, so it’s a little different all the time.
- Jerry: can we offer pay incentives for teams we want them on?
  - Some additional discussion had.
  - **NO different Action that is already underway** was advised but the committee and staff are discussing so the group felt good.
- Additional points from Mike:
  - Goal this year is to do a better job coaching coaches
  - Had some good ideas that haven’t quite happened yet

- **Coaching Meetings**

- The BIG coaches meetings in the past were not able to give age-specific direction

- Aim in 24/25 to breakup by age
  - Discussed having clinics right at the beginning of the season (may table this for '25 fall)
    - age-specific
    - on the ice
    - with demonstrations
    - high school coaches have volunteered to participate
    - Discussed as recently as 8/26
  - Some discussion of what coaching meeting timelines could look like
    - October on-ice
    - Mid-season
    - End-of-season prep for state tournaments
    - Monthly Coaches meetings are regular topics, pee wees and up then mites/termites
  - Mike and Mikayla (in attendance) reported that the first “BIG” coaches meeting is tentatively on the calendar,
      - ACTION: need to work through tryouts, parent meeting schedules, and will come back to coaches meetings.
- From Layne:
  - Coaching the coaches means not just running a drill; but being able to explain to the players WHAT THEY'RE GETTING OUT OF THE DRILL
  - Additionally, if you want kids to work hard, you have to show them love. Show them you care about them.
  - But being able to coach the coaches, not to change their philosophy, but to help them be an open book to learning more, we need to do that and coaches who want to coach for BHB have to be open to that.
  - Coaching the coaches will also include topics around etiquette on the bench.
  - We're coaching youth. We're developing young players. A select few will go on to play higher level [than high school], but mostly we need to develop good hockey players meaning good young people, who are a part of a good hoceky community.
- Tim added:
  - At CHS, we spend much more time talking about non-hockey skills.
  - Is the locker room cleaner than when we found it?
  - If we're visiting a rink, are we respectful to the facility and the staff?
  - Are we respectful to our teammates and referees?
  - When we walk into a restaurant as a team, does the staff thinking, “Oh, those kids from Bismarck are great and respectful?”
  - We insist on those things in order to get the opportunity to play the games.
- Justin added:

- Hockey is an awesome sport to play but our main goal is to develop young people that can join the community well and do good things after BHB.

### **Committee meeting schedule**

- Dates to be finalized, initial meetings put on the calendar during September/October
- **ACTION:** Justin (Secretary), Dustin (Chair), and Layne (BHB HD) will finalize and communicate

### **Tabled in order to move to Public Comment at 7:30pm:**

#### **Hockey committee communication to member base**

- Discussion: Layne and Mike lead
- Overall approach/How:
  - How can we use the additional committee voices to extend
    - Members willing to participate in:
      - coaches meetings
      - Member meetings
      - Digital communications w/ Mikayla
      - 1:1 discussions across the membership
    - Any identifiers that would improve this? Jackets?

### **Open Public Comment (30 mins at 7:30pm)**

Tim Zander: when we do skating practice, can we work to have some specific goalie instruction for butterfly, slides, etc.

- Layne: If Nate is going to run our goalie training, then we will work together for our club to have goalie drills that are ALSO skating. It's not the same skating as the defense and forward skaters, but it's still skating. If it's Nate or me (Layne) on the ice, we want to offer skating instruction for goalies at this time.

Ryan McNally: moved here years ago, and it was shocking how many parents did not play hockey and do not know what it takes to be a good hockey player. How can we educate the parents better?

- Dustin: Push the buy-in to what the hockey directors are teaching, skating mentality, that is the first step.
- Layne: ... want to be transparent, share or maybe show what some of the best players at an age level look like would be shocking; but when you're looking for a good hockey player you have to see a 200ft player, a good teammate, unselfish, lots of things not related to scoring goals. AND the membership should be aware that it TAKES A LOT to

play at a really high level, and if you don't, its ok! Hockey can teach you so much about being a better person, being better in the locker room. We need to make sure that (not as extreme as Bobcat showcase) the parents and the players.

- Tim: we talk a lot more about character than we do on Xs and Os. The bus will be clean. The locker will be clean. We will be respectful at restaurants. We need to push this culture across the club too. If we're turning out poor adults from the program, it doesn't matter how good we are at the game.
  - Mike: I think Tim is right. We shared that with parents previously but can more. We also have a lot of this programming in the handbook and maybe what we need to do is share out those principals to the membership more.
  - Connor (member): it worked well to make sure to tell the parents that your kids are accountable for their actions. And the parents have to support the [reasonable] repercussions from the coaching staff.
  - Membership: the teaching HAS to start with the coaches.
- 
- SHARING THE IMPORTANT THINGS WITH THE MEMBERSHIP
  - HAVE TO USE DIGITAL
  - Share everything you share with the kids, with the parents
- 
- Dustin shared final thoughts. Keep the community