



**Thief River Falls Amateur Hockey Association  
Regular Board Meeting Agenda  
Monday, October 15, 2018  
6:00pm City Auditorium Basement**

Present- Jon B, Kip, Jon H, James, Ross, Randy, Leif, Brett, Chanc  
Absent – Amber, Tim, Dusty

**1. Call Meeting to Order**

**2. Review and Approve Agenda** 1<sup>st</sup> Jon B, 2<sup>nd</sup> Chanc Unanimous

**3. Requests to Appear** – Kevin Duffy – Open Hockey wondering about Parents not being on ice during this time  
Would like to have a waiver so that he can be on the ice with grandsons.

- a) Liability – Feels that adults would be more a liability at practice.
- b) Feels that it is a positive to have an older adult watching, mentoring, doing some extra coaches during this time.
- c) How does an adult help younger players learn to skate if they are not on the ice?
- d) Kip brought up proper equipment, certification, SafeSport, etc.
- e) Leif (Arena Manger) – Open Hockey designed to have the kids use it as an opportunity to be with peers, have fun. Designed to be the Players Time. Where does the line get drawn? Which adults belong on the ice.
- f) Is there a possibility of splitting open hockey based on age level? (Leif said no)
- g) Ross if out there is a perception of only working with your child.
- h) Chanc feels that we should maybe have some more organization on the ice. Ideas on how to do this.
- i) Kip is there a Chance to offer an only levels free hockey time. Wednesday, Saturday
- j) Jon B how can we get the older kids to be Mentors for the younger kids.
- k) James – Should we have just an “open skating” how can this fit.

**4. Approve Minutes of Previous Meeting** 1<sup>st</sup> Leif 2<sup>nd</sup> Randy Unanimous

**5. Treasurer’s Report/Finance Committee (Present Randy, Jon H, Jon B, Kip, Roz, Charlie)**

- a) Finance Committee Report –1<sup>st</sup> Jon H 2<sup>nd</sup> Randy Unanimous
- b) Approve Checks – 1<sup>st</sup> Randy 2<sup>nd</sup> Jon H Unanimous

\*Lights cost \$7000.00 (1<sup>st</sup> Half)

\*Auditorium Lease – No Changes

\* Signed Coupon Book Contract

\*Coaches Compensation has been sent.

\*Players that don’t fit the age structure for USA Hockey – Compensation Structure differ. Do they need to be charged for the level they play in or the level the age fit. – Looking for guidance, policy.

1<sup>st</sup> James 2<sup>nd</sup> Leif Unanimous

**6. Gaming Report**

- a) Finance Committee Report –

Down \$1795.00 compared to last year  
\$27800.00 allowable expense  
\$3000.00 Lawful Purpose

1<sup>st</sup> Randy 2<sup>nd</sup> Jon B Unanimous  
Hired two people for the bowling alley Jodi Drevlow, Judy Thompson.  
Taxes have been filed

1<sup>st</sup> James 2<sup>nd</sup> Leif Unanimous

## 7. Administration

- a) Committee Reports and Assignments
  - i. Master Schedule
    - 1. Still Looking to fill the Lower Level tournaments.
    - 2. A little imbalance in schedule, trying to level still.
    - 3. Pee Wee A has 3 tournaments lined up – 2 extra tournaments per coach's request, need to stay at 38 or 39 total games.
  - ii. Third Ice Sheet Committee
  - iii. Safe Sport Committee
  - iv. Tournament Committee
    - 1. Team Recruitment
  - v. Gaming Committee
  - vi. HOC Committee Report
    - 1. Appointment of Additional Committee Members – Mike Eichmen Motion by Jon B, 2<sup>nd</sup> Randy Unanimous
  - vii. Old Arena
    - 1. Zamboni and Compressor Power Surge -- \$5000.00 to \$7000.00 in damages. Glycol pump motor was destroyed. Claim has been placed with the insurance company. Insurance company wants us to increase coverage – Wouldn't cover cost of new compressors. Zamboni is fixed after undersized cable failed. Condensers are coming closer to being needed to be replaced. Rebate needs to be signed to complete. (\$80.00 per light)
  - viii. The Huck Report
  - ix. Other Committees and Committee Assignments

## 8. Old Business

- a) Hockey Director
- b) TRFAHA Design Committee/Bantam Jerseys (Chanc, Brian, Brett, Tim, and Kip)
  - o Talked with Adam. K1 has not gotten back. Warrior can be back in 3 to 6 weeks. Prices are equivalent. Has placed a preliminary order.
- c) Coupon Books
- d) Mega Raffle- Tickets have been sent to Times to print. 7 to 9 guns. Hive is good to go.
- e) TRFAHA Registration Nights/Parents Meeting
  - o Do kids have to be there? Safe Sport need to told to everybody.
  - o Should we have board members as Liaisons to each team?
- f) Mini-Mite Jerseys – Finished, in closet at Old Arena
- g) Team Sponsorships
- h) Practice Jerseys –Tabled.
- i) Advertising and Sponsorship Committee – More inquiries about board sponsorships
- j) Donation – Chris Herron

## 9. New Business

- a) Ratify Advertising at The Ralph
  - a. Motion \$1000.00 of advertisement at the Ralph (Norskies) 1<sup>st</sup> James 2<sup>nd</sup> Jon B Unanimous.
- b) Coaching Requirements – Coaches need to get at least the USA Hockey #, Safe Sport. Support
- c) TRFAHA Tryouts and Tryout Letter
  - a. Who is getting Jersey's organized.
  - b. Letter Kip will take care of it.
- d) Ratify Coaches' Compensation Plan
  - a. Motion 1<sup>st</sup> Jon B 2<sup>nd</sup> Jon H Is it on the website? Should it be private. Question about Parent/Coaches. Year to Year discussion based on situation. Unanimous
- e) Mite Game Jerseys
  - a. Do we need to replace these? Only one full set. What should we do with this. Should we make Parents buy the Jersey. Reversible. Approach Barry or Adam for costs. What about this year.
  - b. Jon H will call both for price
- f) Equipment Managers Fee Waiver/Pay
  - a. Roff's and Nate Anderson spend a lot of extra time already get concessions waived, but spend more than 5 to 10 hours  
  
Motion – \$250 fee waiver plus 5 concessions for equipment manager for the 2018/2019 season 1<sup>st</sup> James 2<sup>nd</sup> Brett Unanimous
- g) Open Line to Promote Mega Raffle/Coupon Books
  - a. From Amber. Who is going on? When?
- h) Try Hockey for Free Day: November 10<sup>th</sup> Do we do this, this year. Who organizes. How does it get promoted? Get high school players to help. Order Pizza and Hot Chocolate.

## 10. Adjournment 1<sup>st</sup> Jon H 2<sup>nd</sup> James Unanimous

**TRFAHA  
Coach's Compensation Plan**

For the 2018/19 season a compensation plan for TRFAHA coaches has been approved for the Bantam, Pee Wee, 12U, Squirt and 10U levels.

Compensation per team will be paid as follows:

Bantam: \$3,500 total = \$2,334 head coach and \$1,166 assistant coach

Pee Wee/12U: \$2,500 total = \$1,666 head coach and \$834 assistant coach

Squirt/10U: \$1,500 total = \$1,000 head coach and \$500 assistant coach

Any variation of the above payment split must have approval from the board (i.e. 50/50 split, more than two coaches on roster, etc.).

Coaches are considered employees of TRFAHA and will receive a payroll check on March 15 with FICA, Medicare, 12% federal, and 7% state withholdings.

The coach's compensation plan will be reviewed on an annual basis by the board of directors.

## TRFAHA

### Coaches Expense Reimbursement Plan

- 1) All approved coaches will be reimbursed for USA Hockey Fees, CEP Clinic Costs, Age Specific Modules, and clinic travel costs when all certification requirements are met for the season, including background check and completion of the safe sport training. An expense report will need to be submitted for costs incurred for clinics, modules, and travel.
- 2) Individuals who have applied for TRFAHA coaching positions but not selected, Hockey Operations Committee members and Board of Directors will be reimbursed for maintaining their USA Hockey coaching certification.
- 3) Only two coaches per travel team will be reimbursed for travel expenses.
- 4) Ride sharing is encourage between coaches, but it's understood that this may not always be possible (i.e. work commitments, family members travel along, team members needing rides, etc.)
- 5) Mileage rate for the season is the IRS business rate as of October 1. For 2018/19 the rate is \$.545 per mile.
- 6) Meals are reimbursed if the game location is over 70 miles from Thief River Falls, if it is a tournament and/or your team is playing two out of town games in one day.
- 7) Meal per diems are as follows:

Breakfast	\$5
Lunch	\$10
Supper	\$10
Full Day Max	\$25

Receipts are not required to be turned in for meal expense since the per diem amount will be paid.

- 8) Hotel expense will be reimbursed in full when a tournament is over 70 miles from Thief River Falls. The number of nights reimbursed will be 1 night for a two day tournament and 2 nights for a three day tournament.

This will be adjusted if the tournament requires a minimum number of nights in a hotel or the first game of the tournament is an early morning start. These adjustments should be approved in advance with the TRFAHA finance manager.

Receipts are required to be submitted for reimbursement of all hotel expenses. Coaches should work with the team manager to arrange for reasonably priced rooms for all parents. If hotel expenses are deemed extravagant or unnecessary, the TRFAHA Board of Directors has the right to deny hotel expense reimbursement.

- 9) Travel costs incurred due to hazardous weather or extraordinary circumstances will be addressed on a case by case basis.

**TRFAHA**  
**Coaches Compensation**

	<u>2018/19</u>
Bantam A	3,500
Bantam B	3,500
Pee Wee A	2,500
Pee Wee B Blue	2,500
Pee Wee B Black	2,500
10U	1,500
Squirt A	1,500
Squirt B Black	1,500
Squirt B Blue	1,500
Total Wages	<u>20,500</u>
 Payroll Taxes - 7.65%	 <u>1,568</u>
 Total	 <u><u>22,068</u></u>
 Budgeted Amount	 22,500