

**New Prague Hockey Association**  
**Regular Meeting of the Board of Directors**  
Meeting Location: Park Ballroom of New Prague  
Wednesday, March 16<sup>th</sup>, 2022, 7:00 P.M.

*Due to scheduling conflicts for a Board member and in the interest of meeting after the completion of the NPHA Board of Directors election, this meeting time was pushed out the third Wednesday of the month. This change was decided and communicated to Board members and Coordinators (via email) and to the association (via email and announcement on the NPHA website) several weeks in advance.*

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

**ATTENDANCE:**

**NPHA Board**

President	Sam Blank	present
Interim Vice President	Jason Olson	present
Secretary/Registrar	Miranda Vertnik	present
Interim Treasurer	Crystal Wong	present
Manager Director	Sara Westing	present
Communication Director	Jess Snyder	present
Fundraising Director	Brian Vosejka	present
Interim Board Member at Large	Jason Reynolds	absent
Past Board Member	VACANT	N/A

**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/8U 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
Safe Sport Coordinator	Chelsea Casey	absent
Clothing & Apparel Coordinator	Sarah Hartman	absent
Recruitment & Retention Coord	VACANT	N/A
Concession Stand POS Specialist	Erick Christianson	absent
COVID-19 Point Person	Sarah Donovan	absent

**Others present:** Tom Gallagher, Aaron Lindholm, Amy Danielson, Kristina Malecha

**I. REPORTS**

1. **Secretary's Report (Miranda Vertnik):** Miranda shared the Meeting Minutes for February 2022 with the Board on Feb 14<sup>th</sup>. There were no revisions suggested by any Board members. A motion was made by Jess to approve the February 2022 Meeting Minutes, which was seconded by Jason O. Motion carried 7-0 (with one Board member absent). Miranda will post the February 2022 Meeting Minutes to the NPHA website.
2. **Treasurer's Report (Crystal Wong):** The February 2022 Treasurer's Report was shared with the Board before the meeting. Focus is being given to closing out the season with processing refunds to families that over-fundraised, billing for incomplete DIBS hours, processing 2<sup>nd</sup> year Bantam/12U deposit refunds, and payment of the March ice bill. Expenses since the last Board meeting have included payments for non-parent coaches, Mite referee fees, Ice Time Coordinator stipend, and the February ice bill. A discussion was held on Concession Stand sales/profits for this year as compared to previous years, we had excellent profit margins and it is very unfortunate that we could not keep the stand open for practices and games due to lack of volunteers. The stand was closed almost the entire month of February and the association missed out on a lot of money because of this. A motion was made by Miranda to approve the February 2022 Treasurer's Report, which was seconded by Brian. Motion carried 7-0 (with one Board member absent).
3. **Gambling Report (Nate Borwege):** Nate reported that he had not been able to put together the January 2022 Gambling Report prior to the meeting, he will plan to email this information to the Board at a later date. He did report, however, that he has signed an agreement with a new account services provider, who also indicated that they would be willing to do our general bookkeeping for the association if we are interested. This company is able to give him a little more flexibility with turning in information. Nate reported that Raffle Calendar prizes should be in the mail and a couple were hand delivered. He is comfortable paying \$4k toward the next ice bill from gambling account. He is working on training in Carrie Herbeck (his assistant). Of note, the Fishtale Restaurant recently added pull tab boxes to their pull tab program, and it has been a hit. We've seen a big increase in pull tab sales coming out of Fishtale following the addition of the boxes. The question was raised on whether we would return to the Bingo gambling program. Nate noted that we had moved away from Bingo as it requires a lot of work on our part and finding volunteers is a challenge. He noted that the association did not make that much money from the Bingo program, that the establishment really benefits from the food/bar sales that go along with it. He indicated that the Rusty Spoke may be interested in running a Bingo program and that their staff may be the ones to put it on. We will learn more about this possibility down the road though as that establishment has not yet opened.

## II. OLD BUSINESS

1. **Mid-Season Parent Survey Results:** Surveys were distributed to the association membership in mid-February, and we received a total of 129 responses. Questions included parents' assessment of their player's development (average score was 4 out of 5), whether families had completed their volunteer hours, satisfaction with Butch K skating instruction (average score was 4.4 out of 5), satisfaction with xHockey (average score was 4.1 out of 5), and interest in spring clinics, and general comments. Regarding the general comments question, a few themes emerged, including the need for an additional indoor sheet of ice closer to home, a sense that newer coaches could have used more support/training, many comments about the

dissatisfaction with the ice scheduling this season, and overall positive feedback about our non-parent coaches.

- 2. Certification of 2022 NPHA election results:** Voting was open from March 4 - 11 with 379 ballots distributed. A total of 149 ballots were received, which amounted to a 39% participation rate. Newly elected Board members are as follows:

Position	Candidate Name	Number of Votes	Notes
President	Sam Blank	112	<i>*winner*</i>
	Write-In	21	
Secretary/Registrar	Miranda Vertnik	131	<i>*winner*</i>
	Write-In	4	
Communications Director	Jess Snyder	127	<i>*winner*</i>
	Write-In	5	
Fundraising Director	NONE	N/A	No candidates. Will need to appoint Interim Fundraising Director or Interim Board Member At Large
	NONE	N/A	
Past Board Member	NONE	N/A	No candidates. Will need to appoint Interim Past Board Member or Interim Board Member At Large
	NONE	N/A	
Interim Vice President (one-year term)	Jason Olson	75	<i>*winner*</i>
	Aaron Lindholm	69	
	Write-In	1	
Interim Treasurer (one-year term)	Kristina Malecha	131	<i>*winner*</i>
	Write-In	2	
Interim Board Member at Large (one-year term)	Tom Gallagher	131	<i>*winner*</i>
	Write-In	6	

Following the completion of the election, Sam reached out to Aaron Lindholm to see if he would be interested in joining the Board of Directors under a temporary one-year appointment as an Interim Board Member at Large, to which he agreed. This will be voted on at the April meeting and we will advertise the additional vacancy with the association membership as well to see if we can fill the 9<sup>th</sup> Board position. Brian made a motion to approve the 2022 NPHA Board Member Election Results, which was seconded by Jason O. Motion carried 8-0 (Jason R voted via email). Newly elected/appointed Board members will assume their Board positions effective April 1, 2022. Jess will send out a communication with the results to the association. Special thanks go out to Crystal Wong, Jason Olson, and Jason Reynolds for their willingness to take on interim positions with the Board this past season, thank you!

- 3. Feedback about the D6 tournament for Bantam C teams hosted by NPHA:** Sam reported that Lauren had done a great job with this very busy position. There was an issue with finding pucks for the games that needed to be worked out on the spot and couple issues with committee members not arriving on time for their post. Otherwise, the tournament went well overall. We will reach out to Lauren to see if she can put together a list of suggestions for next year to help the next individual who volunteers for this role since her family will be moving.

### III. COORDINATOR UPDATES

#### 1. President

- i. **NPACC Manager (Kevin Cassidy):** No updates at this time, the March NPACC Board meeting was postponed.
- ii. **Gambling Coordinator (Nate Borwege):** Nate noted that he is in search of new a new storage facility for the pull tabs as the place we currently use was recently sold. He was encouraged to look into a storage rental facility.
- iii. **Safe Sport Coordinator (Chelsea Casey):** No updates at this time.

#### 2. Vice President

- i. **HDC Coordinator (Tim Applen):** Tim reported that they are working to fill the open HDC positions. Applications were sent out to the association in February and we have received 6 applications thus far. Jess will send out another reminder about the deadline for the HDC applications. A couple people shared their hope that the girls' hockey program will be better represented within HDC, Tim noted his support of this and hopes to see more applications come in from folks working with our girls' teams. Tim shared that he has been working on a flow chart that outlines the duties of the HDC to help designate roles and responsibilities, this will help him to manage the many duties of his position. The hope is to provide clarity of roles and responsibilities, which are broken down into various categories of on and off ice work that is done by the HDC. The HDC is looking at this flow chart and working out any revisions needed. Tim shared information about an issue that had come up at the end of a recent squirt tournament game in which our coaches were told they could not walk across the ice without wearing a helmet during the post-game handshake line. He had a conversation about this with Brad Hewitt (D6 President) who informed him that our association could be fined for each coach who violates this rule. There was some confusion as this rule has not been enforced for the handshake line for quite some time and was believed to be specific to coaches wearing helmets while conducting practices as there had been serious injuries in the past for coaches who had been skating out at practice without a helmet. More information and clarification to come on this topic. Tim has been in conversation with Butch Kaebel to secure next season's skating instruction schedule with him. We would also like to utilize him during preseason clinics if at all possible. Discussion was given to having coaches trainings with Butch scheduled. Tim noted that they have tried this in the past, with very low turnout. Discussion was given to possibly offer multiple sessions for coaches and making it mandatory for them to attend at least one workshop with Butch. Tim reported that we were able to hold two Mite goalie sessions this month so far and that they went very well. There were 25 kids who participated in one or both of these sessions and we hope to hold more of these sessions year-round. Discussion was given to the importance of allowing Mites the opportunity to try the goalie position, but to not pigeon-hole anyone into the position as it is important for younger players to skate out often and build their leg strength which is critical to the goalie position. Discussion was given to our non-parent coaches and who we may anticipate coaching with us again next season. We will plan to advertise non-parent coaching positions again with MN Hockey. Tim noted that he has had received many complaints from coaches and managers about the ice scheduling

this season. He has done some research into the scheduling software program that we use and learned that the company also offers a scheduler service in addition to the software, he shared that we were given a quote of \$3,500 for the season (which is quite reasonable compared to what other larger associations are paying for their ice schedulers). He noted that the Eagan Hockey Association uses their ice scheduling services and said it was one of the best decisions they made for their association. The Board is interested in outsourcing this position and we will look into this further with Sam, Jason O, and Sara taking the lead on this. We would still need a person of contact for the association that would work closely with the scheduling service.

- ii. **Mite/8U Coordinator (Anthony Anderson):** Anthony was unable to attend this meeting. Discussion was given to the suggestions he had given the Board earlier this month attached to his letter of resignation from the position after the conclusion of this season. His feedback included the need to provide more clarity with D6 rules and regulations and improvements to our ice scheduling process (he noted challenges with fulfilling our plan to increase our utilization of Butch and xHockey within the Mite program). We discussed creating a FAQ page for Mite coaches to reference as this would help reduce the amount of time the MC spends answering questions for new coaches. It was noted that Prior Lake/Savage put on a great Mite Jamboree, it was run very smoothly, and kids enjoyed seeing Nordy and Goldy Gopher there.
  - iii. **Ice Time Coordinator (Mike Nazzal):** No updates.
  - iv. **Equipment Coordinator (Troy Gilbertson):** No updates.
3. **Treasurer**
- i. **Concession Stand Coordinator (Lornette Schmitz):** No updates.
  - ii. **Volunteer Coordinator (Jen Mushitz):** Jen provided a list of families with incomplete DIBS hours to the Board prior to this meeting (there are 21 families on this list). This list will be cross-referenced with the list of families who paid the 2<sup>nd</sup> year Bantam/12U deposit, which will be subtracted from billing for incomplete hours as applicable. Jen noted that the concession stand is closed for the season and that it has been cleaned out. She encouraged the Board to have a plan for next season that tries to alleviate the issues we have had these past few years getting families to sign up for their volunteer hours.
  - iii. **Concession Stand POS Specialist (Erick Christianson):** No updates from Erick. Feedback about the POS system has been positive overall. It has made the operations of the concession stand so much smoother.
4. **Secretary/Registrar:** N/A
5. **Fundraising Director**
- i. **Tournament Coordinator (Lauren Heuer):** No further updates.
6. **Communications Director**
- i. **Sponsorship Coordinator (Tara Stutheitt):** No updates.
7. **Board Member at Large**
- i. **Recruitment & Retention Coordinator (Vacant):** No updates.
8. **Past Board Member/Board Member at Large**
- i. **Clothing & Apparel Coordinator (Sarah Hartman):** No updates.
9. **Manager Director**

- i. **Outdoor Ice Coordinator (Jeremy Denzer):** It was suggested that we revise our weather conditions cancellation policy for next season as the outdoor ice was barely utilized this season. We have a warming house that players and coaches can freely access during practices as needed. It was also suggested that we make outdoor ice practices mandatory and not optional for teams to schedule.
- ii. **COVID-19 Point Person (Sarah Donovan):** No updates.

#### IV. NEW BUSINESS

1. **Annual Hockey Fundraiser Planning:** Several members of the committee who was planning to organize this event cancelled their participation as they were upset with a communication sent out by the Board earlier in the season. We advertised the need for a new committee, but did not have any takers. Team baskets had already been collected for the silent auction. Sara volunteered to put together a committee to take over the planning for this event. Thank you Sara! She reported that the event is scheduled for April 2<sup>nd</sup> at St. Patrick's Tavern. All families assisting with this event already completed their DIBS for the season, apart from one family (a new Mite family) – their hours will be waived in light of their participation on this committee. Sam expressed his frustration with this event feeling “rushed” and is worried that the turnout will be low. Sara noted that the expenses will be low, there is no rent for the use of the tavern, the only expenses will be for the beer, cups, and minimal other expenses.
2. **Applicants for 2022-23 Coordinator Positions:** The Board would like to thank all our Coordinators for their dedication to this hockey program! Some have served in these positions for many seasons and others were newer to their roles this season, we all appreciate the time that you each put into the operations of this program!
  - i. **Bookkeeper** – Krystal Beedle’s children have aged out of the youth hockey program as of the conclusion of this season, thus she will no longer continue as the Bookkeeper for NPHA. As noted above, Nate has secured a new firm to handle the accounting for our gambling program. They are also willing to provide accounting services for our general program. We will be in contact with this company to obtain a quote for their services and to detail what bookkeeping services they could be able to manage for us.
    1. **Compensation for Krystal Beedle during training/transition?** Krystal is willing to remain on staff to help transition this role to new accounting service and to help train in our new Treasurer in exchange for monetary compensation. She has requested a fee of \$25/hour not to exceed \$500 each month that she is needed. Jess made a motion to approve the compensation for Krystal Beedle as noted for the remainder of this calendar year, which was seconded by Jason O. Motion carried 7-0 (with one Board member absent).
  - ii. **Gambling Coordinator:** Nate Borwege will continue to fulfill this role.
  - iii. **SafeSport Coordinator:** Chelsea Casey will continue to fulfill this role.
  - iv. **HDC Coordinator:** Tim Applen will continue to fulfill this role.
  - v. **Mite Coordinator:** Anthony Anderson has stepped down from this position but will stay on in a supportive role to help train in the next Mite Coordinator (Anthony’s DIBS hours will be credited for the 2022-23 season for his ongoing support of the new MC).
  - vi. **Ice Time Coordinator:** Mike Nazzal will be stepping down from this position for next season. We will likely be pursuing an outside source to provide our ice scheduling but

will need to appoint a person of contact for the association to work with the new scheduling service.

- vii. **Equipment Coordinator:** Troy and Alison Gilbertson will continue to fulfill this role.
  - viii. **Concession Stand Coordinator:** Lornette Schmitz will be stepping down from this position.
  - ix. **Volunteer Coordinator:** Aimee Bombardo will take over this position under the guidance of Jen Mushitz (Jen's hours will be credited for the 2022-23 season as she will be training Aimee into this role).
  - x. **Tournament Coordinator:** Lauren Heuer likely will not be filling this position again as her family may be moving this year.
  - xi. **Sponsorship Coordinator:** Tara Stutheitt will continue to fulfill this role.
  - xii. **Recruitment & Retention Coordinator:** Position remained vacant all season.
  - xiii. **Clothing & Apparel Coordinator:** Sarah Hartman has stepped down from this position.
  - xiv. **Outdoor Ice Coordinator:** Jeremy Denzer will continue in this role next season.
  - xv. **Covid Coordinator:** We are unsure at this point if we will need a Covid Coordinator going into next season, but we will reach out to Sarah Donovan to see if she might be interested in this position again if needed.
3. **End of the Season Survey:** Jess will plan to send out last year's survey to the Board for feedback/revisions before sending out to the association. Miranda suggested that we consider upgrading our Survey Monkey membership to allow for more than two devices to be signed into the program at one time. This was limitation was problematic this season.
4. **April Meeting:** The meeting for next month happens to fall during NP's spring break. Thus, the Board will work out a new meeting date and a communication will be sent to the association about this change ahead of time.
5. **Open Comments/Questions:** Sam opened the discussion for any comments/questions from those who had attended the meeting outside of a Board member or Coordinator role. Amy D followed up on an earlier discussion regarding the requirement that Board members be an active member of the association. She noted that it may make sense to open the position to people who do not have children in the association as this would help remove some potential bias. Sam noted he agreed that this could help remove bias but that our bylaws currently require association membership to be eligible for a Board position. A change to bylaws requires a vote by the association membership and would need to be placed on the ballot next spring.
6. **CLOSED SESSION**

## V. BOARD MEMBER UPDATES

- 1. **Fundraising Director (Brian Vosejpka):** No further updates.
- 2. **Communications Director (Jess Snyder):** Jess reported that Sportsline Photography has sent her the new contract for their services. It is a three-year contract (we were not under contract last year due to COVID, but we had been under contract with them in years prior). She noted that the company has been very easy to work with these past few years. They will be sending us our 10% of net sales incentive check and vinyl team banner in the near future. Discussion was given to see if we should sign on for another three years with them. Sam asked if we could have the contract shortened to two years. Jess will follow up.
- 3. **Manager Director (Sara Westing):** No further updates.
- 4. **Past Board Member (VACANT):** N/A.

5. **Interim Board Member at Large (Jason Reynolds):** Thank you, Jason for stepping in this season and serving as an interim Board member!
6. **Interim Treasurer (Crystal Wong):** Thank you, Crystal for stepping in this season as an interim Board member!
7. **Secretary/Registrar (Miranda Vertnik):** Miranda reported that she has distributed patches to several teams as instructed by D6. We are short Hat Trick patches and she is waiting for more to be delivered before she can pass them out to the appropriate teams. Miranda will distribute contact information for each of the Board members to the new board membership. She will also grant the new incoming Board members access to the shared Google Drive files necessary for their positions.
8. **Interim Vice President (Jason Olson):** Jason shared updates from the D6 meeting he attended recently, including the following: a reminder that Safe Sport will now be sending reminders to volunteers/coaches/etc. at the one year mark of their training; D6 is concerned about the ref shortages that we continue to see each year and will be putting together a task force to address the issue; there will be changes to the girls' hockey levels from MN Hockey; there will be changes to the waiver policy; there has been a trend of more coaches coming before the district Disciplinary Committee than players, MN Hockey is looking into this issue; the district was pleased with the success of fully implementing the game sheet program; the Jefferson and Kennedy hockey associations are merging; there were issues this season with Locker Room Monitors not actually being inside the locker room and Safe Sport issues resulted – they reminded each association that LRMs must be in the locker room. Jason also noted that multiple districts have raised concerns with the number of games that ended early due to the time constraints this season and it is likely related to rule changes around offsides and icing. USA Hockey is changing their fees (Mites/8U will need to pay \$15).
9. **President (Sam Blank):** Sam expressed his gratitude to each of the interim Board members who stepped in and served the association this season when we had vacancies on the Board. He reported that he had received multiple phone calls yesterday and today with concerns about our 8U/10U programs. The perception was floating around that Sam, Nate Borwege, and Michael Bailey were watching a joint practice so that they could “pick the teams for next year.” He stated that this was not at all what was happening, there were discussions happening about how to structure some summer ice practices/clinics that will be offered to our girls. He noted his frustration that people continue to believe our tryout process is unfair, despite it being conducted by outside evaluators and player scores determining team placements. He noted his frustration that our program receives criticism for not emphasizing the girls' program as heavily as the boys' program, but this attempt to provide extra support to the girls' program was received with suspicion of motives.

A motion was made by Brian to adjourn the meeting which was seconded by Sara. Motion carried 7-0 (with one Board member absent). Meeting adjourned at 9:54pm.

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