



**ACYHA Board Of Directors
Monthly Meeting - Preliminary
December 2016**

Meeting Type: Second Monthly meeting
Date: December 20, 2016
Time: 6:30 pm
Location: New Hope Ice Arena - Meeting Room #1

Attendees:	P	Buck Humphrey - Chair	P	Jeff Pappas- Vice	P	Eric Jeffreys-Berns - Trea	P	Jim Tuchtenhagen - D3
	P	Julie Ann Schmidt - Sec	P	Dave Essen - BTT	P	Jerry Mlekoday - GTT	E	Matt Cook - ACE
	E	Tawnia Johnson - CD	P	Kirk Anderson - ED	P	Mark Lucas - Ice Sch	A	Carla Schoenberg - SFD
	P	Brian Thul - Mite	P	Jay/Lisa Annis - CMD	P	Scott Gaul - At Large	P	Jenn Sondrall/ Susie
	P	Stephanie Smith - VPD	P	Tim McGlone - SS				Melynychuk - TD

Add'l Reps:	P	(NV) Rachelle Erickson - Web	E	(NV) Tracee deNeui - GM	A	(NV) Jon Dimich - Ast ACE	E	(NV) Assist Treas Anne Saffert
	P	(NB) Catherine Hansen - Eval Cord	P	(NB) Dawn Speltz - AMC	P	Crissy Ginther - Reg		

A Absent E Excused P Present

Guests:

Meeting attendance is not counted for meeting attendance tracking due to the short notice of the meeting call 18 Current Voting members; 10 required for quorum, 15 people are present so quorum is met for this meeting

6:35 pm Call to Order by Buck Humphrey

Thank you everyone for coming tonight. As we get started I want to say that I have asked our secretary Julie Ann Schmidt to in addition to taking the minutes to keep us on time and keep us on procedure, I am asking Jeff our Vice Chair to not only present the information, the facts as we know them but to also moderate the Public Comment time. So he will answer questions or call on another board member to answer a question, we are doing this to stay on target with the time for the night.

During public comment please state your name for the notes. Please note that we are trying to stay on time with the agenda to respect the U10 parents that have girls on the ice during the meeting time.

Our agenda is - (agenda read). Going forward our next meeting is our regularly scheduled meeting in January.

On a personal note - (paraphrased response) I grew up here and love hockey. Tonight I am asking for your forgiveness and your understanding as we navigate this issue. We never meant to cause this issue.

I over saw the group that decided to knowingly break the rule, what we did was wrong. As a board member I should have said no but as a parent I should have said no. I should have anticipated that breaking a rule would end badly for us. I am sorry about the damage to our credibility. Personally sorry for allowing the teams to remain unbalanced against the D3 rule. It will take time but I hope to earn back your trust.

Roll Call above by Julie Ann Schmidt, we have more than 10 members so we have a quorum.

6:43 pm Timeline Presentation by Jeff Pappas, timeline entered into the record here.

ACYHA U10 2016 Timeline

- 2015 – District 3 (D3) establishes Rule 1.1.6 prohibiting unbalanced teams at the Squirt & U10 level.
- July-early August: Armstrong Cooper Youth Hockey Association (ACYHA) begins process of planning upcoming season. This includes review of association performance in previous year and predictions of registration and team numbers;

- July 15, 2016 - 2016-17 season registration opens

August:

- ACYHA registration and interviews with returning families confirm the U10 level will likely support two U10 teams
 - The ACYHA Hockey Development Committee (HDC) considers the advantages and disadvantages of creating a U10 A and a U10B team or two U10B teams.
- ACYHA Girls Travel Team Director contacts D3 to see how many D3 U10A teams there will be. He is informed that D3 currently has commitments from the Wayzata, Osseo/Maple Grove, Orono/MoundWestonka and Minneapolis associations to roster a U10A team. ACYHA would presumably be the 5th if we chose to have an U10A team.

September:

- September 2, 2016 - ACYHA and the HDC are informed that D3 is considering amending or eliminating Rule 1.1.6.
- September 4, 2016 – HDC meeting. HDC elects to wait to make the ACYHA U10 A/B decision until after the D3 board meeting to see if changes will be made to the rule.
- September 12, 2016 – ACYHA board meeting. Girls Director updates board on the continuing situation at the U10 level. He expresses the HDC's hopes that D3 will pass a proposed ACYHA amendment to D3 Rule 1.1.6.
 - HDC informs the board they are considering a motion at the D3 board meeting to amend Rule 1.1.6 because they believe unbalanced teams will allow the best development of the ACYHA U10 girls.
- September 14, 2016 – D3 board meeting approved amendment to Rule 1.1.6 allowing unbalanced teams at the Squirt A level only. ACYHA representatives vote in favor of this amendment. At this meeting, the ACYHA's representative and Chair propose an amendment that Rule 1.1.6 not only apply to Squirt A, but also to the "association's highest-team fielded." ACYHA seeks this friendly amendment because ACYHA is not going to field a Squirt A team (only Squirt B1) and wants to have flexibility the U10 teams because the HDC is not sure if the top U10 girls will optimally develop at the U10A level only playing Wayzata, Osseo/Maple Grove, Orono/MoundWestonka and Minneapolis.
 - D3 "tables/postpones" the vote on the ACYHA's amendment until the October D3 board meeting.
- September 19, 2016 – ACYHA U10 Level Coordinator hosts parent meeting (all U10 parents are invited) to discuss option of creating upper and lower U10B teams. It was clear that D3 had yet to approve an amendment allowing imbalanced teams at levels other than Squirt A. The HDC decides to continue to move ahead with an upper and lower B team proposal and informs U10 parents that there will be an upper and lower U10B team and that D3 is deliberating at their next board meeting on ACYHA's proposed amendment to Rule 1.1.6.
- September 21st, 2016 a meeting was held with the HDC to discuss the development of the top end players at the U10 level. The idea was presented that the top level U10 players may petition to play a special all-girls squirt B2 team. The HDC disapproved of this option due to precedent and to maintain the strength of our girls program. The result of this meeting lead to the concern of late transfers from girl's hockey to boys.

October:

- October 2, 2016 – Girls Travel Director hosts evaluation meeting informing U10 parents that ACYHA intends to create an upper and lower U10B teams and why we thought this was the right thing for the development of our hockey players.
- October 10, 2016 – U10 evaluations start
- October 10, 2016 – ACYHA board meeting. During the October ACYHA board meeting the ACYHA Board is updated by the Girls Director about each level of girls association teams, including what level of each team will play. He also explains further about the U10 upper/lower – balanced D3 rule dilemma.
- October 12, 2016 – D3 board meeting. ACYHA Chair asks ACYHA D3 rep to have the "highest level team" amendment pulled from consideration. ACYHA representatives withdraw motion to amend Rule 1.1.6. because it becomes clear through conversations with D3 reps that for a number of reasons D3 will not approve the ACYHA amendment.
- October 14, 2016 – ACYHA U10 evaluations end. U10 parents are notified of team assignments. The two ACYHA U10B teams are unbalanced.

****At this point, ACYHA should have either balanced the teams at U10B or had the upper team declared a U10A team. ACYHA did not and at this point was in violation of the D3 Rule 1.1.6.****

November:

- U10 B Red and White teams begin to play games. The U10B White team has success while the Red team does not. However, according to both coaches, the girls are developing well on both teams.
- Teams continue to have the same results.

December:

- December 2, 2016 - D3 contacts ACYHA Chair and informs ACYHA Chair that D3 has received multiple complaints from ACYHA parents and U10B coaches that ACYHA U10B teams are not balanced and that ACYHA has violated D3 Rule 1.1.6.
- December 4, 2016 - HDC monthly meeting. The U10B issue is discussed and all agree that the association should do its best to keep teams/girls together. Several options for the teams were discussed and a move of the U10B White team to U10A is preferred and recommended.
- December 5, 2016 - D3's Executive team meets with ACYHA Chair, Vice Chair and Girls Director to discuss the D3 Rule 1.1.6 violation.
 - D3 formally gives ACYHA two options for their U10B teams.
 1. Rebalance the teams
 2. Present a detailed plan to move ACYHA U10B White to U10As.
- December 6, 2016 - ACYHA Chair and Girls Travel Director have a conference call to inform the U10B White team parents of the D3 Executive Committee finding that ACYHA has violated D3 Rule 1.1.6.
- December 8, 2016 - ACYHA has a U10B White parent meeting to further discuss the U10 situation. All U10B White team parents want to move the team to U10A.
- Throughout the week of December 5, 2016 - ACYHA begins to contact all D3/5 combined and District 10 U10A teams to secure their support and commitment to schedule games with an ACYHA U10A team. Almost all D3/5 and D10 teams and associations support move and agree to work out scheduling. There is a 35 game maximum at the U10 level.
- December 11, 2016 - ACYHA submits in writing to D3 Chair and Director responses to D3 for both options given:
 - Rebalanced team rosters (with supporting evaluation data)
 - A detailed plan to move ACYHA U10B White to U10As.
- December 12, 2016 - ACYHA December board meeting. At the meeting the U10 situation, violation and D3 action is discussed. Board members request members involved collect and provide additional detail regarding the decision making process, how the association allowed fielding the U10 teams as rostered in violation of the D3 Rule 1.1.6 and determine the proper response.
- December 14, 2016 - D3 monthly board meeting. ACYHA Vice Chair along with Chair, Girls Director, D3 Rep and U10 Level Coordinator, present the ACYHA U10A plan to D3 board for approval.
 - D3 board members deliberate at their board meeting for over an hour about the unbalanced teams, their disappointment of the ACYHA leadership and decision to violate the D3 Rule 1.1.6.
 - D3 board decides to postpone the "consequences" portion of their decision to the January D3 board meeting. At that board meeting a consequences and a resolution will be considered.
 - D3 votes, "in the interests of the ACYHA U10 girls," to move the ACYHA U10B White team to play a U10A schedule.
 - The U10A games will not count in the D3/5 combined U10A league and will not be placed in the standings.
 - The ACYHA U10A team will be seated last in the post season D3/5 U10A tournament.
 - The U10B Red team will continue to play its season games as scheduled.
 - The U10B White's games no longer count in the D3/5 U10B standings for teams played. District teams scheduled with the U10B White team are removed from the schedule.
- December 15, 2016 - ACYHA holds a parent meeting open to all U10 families. D3 Director and Secretary attend meeting. ACYHA's Girl's Director and Vice Chair lead the meeting. They summarize the U10 level teams situation.

- This is the first meeting with ACYHA U10B-Red parents and many of them voice their frustrations and articulate misunderstandings. They express their views about what they believe happened and disappointment with the decisions made by association leadership. Several parents say they don't trust the association which is why they complained and called for action from D3.
- December 15, 2016 - The U10A team begins their U10A schedule.
- December 20, 2016 - ACYHA to hold out of cycle board meeting to specifically discuss ACYHA decisions and gather additional feedback from parents and members.

End of reading.

I have been involved in this for a few weeks now when I became aware of it. This was mentioned at board meetings but it was not clear as far as I was concerned what the issue entailed. It was not clear that we were blatantly breaking a rule. We also failed to follow up at the next HDC meeting or next Board meeting for a report out on this rule change process. We need to as an organization carry action items over in the future. It has been an interesting and frustrating two week, we are getting feedback, frustration, understanding and support. It is nice to have all the perspective. We are holding this meeting to apologize to you, we owe you that and to address the issue.

The timeline is a living breathing document and we will update it as needed. We will attempt tonight to hear from you and ask your questions.

Please note that myself, Julie Ann Schmidt, Eric Jeffreys-Berns and Jim Tuchtenhagen will be meeting to review what consequences ACYHA will be imposing on the members involved in this violation. We will also keep on top of what D3 does in their continued deliberation. We are committed to building your trust.

Julie Ann added - We will bring our proposal to the board for approval at an upcoming meeting. Note that Jim needs to inform D3 before our next board meeting so we may need to schedule a special meeting in January.

Board Questions moderated by Jeff Pappas

Reminders

- Please refrain from commenting at this time, keep to questions that you need clarification on so that we can get to the public comment in a timely manner
- Hold any comments till the Board comment portion

Clarification to the timeline the one Bullet should read "the U10B White's games no longer count in the D3 U10B standings for teams played. District teams scheduled with the U10B White team are removed from the schedule."

Second bullet clarification. We would have been at that time the fourth team with an A team

Q: Can you talk a bit about the process and the people in the process.

A: Buck- in July HDC looked at the numbers and would be have enough for one team or two. We identified U12 issues and other level issues. As we get to August and we start to know our numbers. We could see we would have issues with U12 and U10 based on not enough numbers of girls. We looked at many options, talked to other clubs. Then in September we start to run up against the D3 deadlines. We get to pre-evaluations (Camp) and still do not know our team structure. We lost 7 girls at the U12 level due to these kinds of issues. HDC ultimately made the decision to go with two B teams in hope that the rule change would happen. We hoped the rule change would allow us to develop our girls in the way we thought was best, and we rostered teams in the structure we want it to be. We were wrong.

Q: So to clarify did HDC approve this, was it debated and was there a vote?

A: There was much discussion there were many opinions, we were in general agreement.

Q: On September 12 when we pulled the amendment, why did we not rebalance at that time?

A: There was a lot of discussion, and chose to stay with the plan. We believe that this was the best way to develop the girls at the risk of breaking the rules.

Q: Who made the decision was it HDC?

A: It was discussed that if they do not change the rule we are going to stay with the team. October 14th team set up was done at evaluations in the evaluation room, not all of HDC was in the room, but HDC committed to the plan prior to the roster.

Public Comment moderated by Jeff Pappas

Secretary's note - due to many cross conversations the public comment section is grouped and bulleted as best as possible. If there was a specific questions and answer they are noted with the Q & A. If it was more of a comment it was bulleted.

Q: I am not sure I understand the timeline and how this happened. I do not understand who knew and how this could happen. I want to better understand what D3 is going to do to us.

A: Kendra Verbeten, D3 Administrator, from D3 stood up and asks if she could response to the last questions and was allowed. On Oct 23rd, the President of D3 sent an email to Jim because a question was asked about unbalanced teams at the U10 level. Our response from Buck was that according to our HDC the teams are balanced. D3 believes ACYHA belligerently violated the rules. There is zero trust in the ACYHA board. This is unprecedented in MN hockey. Sanctions are being considered by D3 Director and President include financial penalties as much as \$10K, officers asked to resign, teams not allowed to participate in end of year tournaments, up to a 3 game suspension for each game played by the unbalanced team or canceled due to the rule violation. This is monumental to D3.

When asked if she was authorized to speak on behalf of D3 she said yes and that we better act quickly.

Q: Are you saying that on Oct 24th ACYHA was informed that D3 was concerned.

A: Jim was informed by D3 and he told the informed the Chair.

Q: To Kendra - Have you reviewed past teams where there was unbalanced team in the past? Has this happened before?

A: Yes we think it has happened in the past but never that D3 was aware of and did anything about.

Q: To Kendra - What can our association do that would show good faith to D3?

A: I am not sure I can fully answer that. I encourage you to meet early so that you can come back to us. I cannot tell you what to do but I can tell you that you need to gain the trust back of the other associations. The more you self-penalize the better.

Q: To Kendra - is this a D3 rule or a MN Hockey Rule?

A: I am not sure. But to have a team break a rule and get caught is a big deal.

Q: Are you telling me on Oct 10 both the evaluations started and the ACYHA board meeting was taking place? That the board knew what was going on and the rule change was still pending?

A: It was discussed but it was not clear to all members what was going on and what the details were.

Q: For the benefit of the membership, can you tell us on Oct 10th what board members knew what was going on?

A: The board was told there would be upper and lower but not A and B or B1 B2 if the rule changed. After the Oct 14th meeting an email went out to the board with the preliminary minutes and that rule being withdrawn was in my email body.

Q: What date did you learn what was going on, prior to Oct 12 did the chair have information that the motion would not pass?

A: It was the 12th that afternoon that we knew the motion did not look like it would pass.

Q: Does the membership get any say on the consequences?

Discussion - not specific answer

Q: Who knew about this on the board and did not do anything?

A: Eric, I was not aware the extent. If there was a serious financial issue as the treasurer I would not bring it to the board without making it very clear that there was an issue. I would not gloss over a financial issue. It does seem to me that it might have been glossed over.

Q: Are you saying that this decision came down to a few people, who knew that it was happening?

Q: Who knew that the rule was being pulled?

A: Discussion ensued about defining who knew when that did not resolve it's self very well. The when became a point of contention and much cross conversation?

- I have been a member for a decade, I knew something was going on but I never got an answer, I have all my emails. I am pissed that I was not given the curtesy for getting an answer, shame on you that you say this is in the best interest of all the girls because it is not in the best interest of my daughter. This board is wrong, this should have been resolved.

Secretary Julie Ann - Ok we have a lot of questions flying around about who knew what when and we are having a hard time responding. Please one question at a time and do not answer unless asked to.

- There were a number of people that knew what was going on and failed in their fiduciary responsibility.

Q: Who made teams?

A: Catherine Hanson, Jerry Mlekoday, Matt Cook, (Dave and Murry were in room but not part of the process)

Q: Who in HDC?

A: Buck Humphrey - Chair, Dave Essen - Boys Travel Team Dir, Jerry Mlekoday - Girls Travel Team Dir, Matt Cook - ACE Dir, Mark Lucas - Ice Schedule, Brian Thul - Mite Director. Other names were said that were not in HDC.

Q: Who knew of violation in November, besides those already named, no new members?

A: Show of hands and discussion going on at the same time.

Q: At what date was the board told?

A: In September the amendment was presented and that D3 tabled it to October meeting, In October 12 we pulled the amendment.

Q: Who pulled the amendment?

A: Buck decided to pull it knowing it would not pass after polling the D3 voting members.

Q: On the 12th you pulled it?

A: Yes

Q: What provision can we put in place to make sure this does not happen again?

A: We do have processes in place, but they were not fully followed. We will look at what additional process can be added or strengthen current process to have a better check and balance. We are not deciding tonight but we will keep working on this and keep informing our membership.

Q: Second Questions what is the parents role in the process for what is best for our kids?

A: HDC is responsible for developing our Hockey development program.

I am the Squirt Coordinator. It is not as simple as it might seem. We have to constantly look at how we can develop our players because each year the situation changes. Looking at each year, each level has different challenges in how to make teams and how we develop each team to the best we can. There is no perfect solution for every player and every team.

I want to add with the numbers on the girl's side this is a much bigger challenge.

- I agree with some of the comment. I too agree this was not in the best interest of the team. This philosophy works for a bigger pool of skaters. What I see as a parent, I like Julia do not care what team my

kid plays on, I dislike that our unbalanced teams have one team getting killed by other balanced teams. This is dejecting. Someone should have stepped up and said no, how many people were aware and did nothing? And now we might have major fines and now I have to pay for it. What is going to change to prevent this and what is going to happen to support the U10 A (formally U10B Red) now that they are A's. While the intention was to retain, we might actually lose

Discussion on the difference between boys and girls due to the size are for development.

Board Comment & Discussion - Buck Humphrey

Discussion ensue and many cross conversation

Motion by Crissy to create an independent committee lead by Dawn Speltz, to review the situation and report to the Board, how the situation happened, appropriate internal sanctions and possible process changes. Second Approved.

to review the situation and present a report to the Board including recommendations for self-imposed consequences

Quick Board Update on Squirt Issue -Jim Tuchtenhagen - At the last D3 Board meeting on December 14th, I had casual side conversations with some of D3 Representatives from the other Associations. There were 2 Representatives that noted they had received inquiries or commented about whether the ACYHA Squirt B2s are balanced in the spirit of the D3 Rule 1.1.6.

After having discussions with the Executive Board and Dave Essen we feel the best course of action is to voluntarily meet with Nicole Brodersen, D3 Director, to show her the ACYHA Squirt B2 Teams were balanced coming out of tryouts. With the current issues we are dealing with on the selection of the U10 B Team out of evaluations, the current records of the two Squirt B Teams and inquiries and comments being heard from other Associations, this is a necessary action to assist in eliminating further suspicion and distrust of the ACYHA Association by our members and other Associations.

Adjournment

Preliminary minutes respectfully submitted by Julie Ann Schmidt, Secretary, January 1, 2017. Revised March 26, 2017 and approved April 10, 2017.

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- December 20, 2016 - ACYHA to hold out of cycle board meeting to specifically discuss ACYHA decisions and gather additional feedback from parents and members.

QUESTIONS AND COMMENT CARD

Please use this card to voice any comments or ask any questions that may not have been answered at the meeting tonight. You may leave your comment or question as anonymous or add your name/email. Thank you.



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ITEMS NOT NOTED ON AGENDA / MEETING MINUTES

OFFICIALS REPORT:

- **FAN EJECTIONS:** Teams (Coaches in particular) involved are responsible to determine identity of the fan. Ejection plus 3 Additional Game at a minimum. Not officials' responsibility to identify.
- **PAYMENTS:** Remind your Associations to pay invoices promptly.

ADMINISTRATORS REPORT:

- **SCORING:** Any issues to have Team Managers contact Kendra.
- **CONSENT TO TREAT:** Must be with Team Managers at all games.

ASSOCIATIONS REPORTS / COMMENTS:

- **MOUND WESTONKA:** How best to handle warm-up pucks (Best to have home teams bring pucks). Minnesota Hockey going to ask District to mandate within each of their Associations.
- **ORONO:** Having mid-season Coaches Reviews (Up to Team to have Player Evaluations)
 - Looking to have more continuity throughout Association and at each team / level

COACH IN CHIEF:

- **CEP LEVEL 1, 2, 3 =** (Dec 11th)
- **COACHES GOALIE CLINIC** – at Brooklyn Park on Sunday 18th. Encourage Coaches to attend!

NEW BUSINESS:

- **ACYHA U10s:** Motion made to allow ACYHA U10B White Team to move up to U10A due to current U10B White and Red Teams are not balanced based on D3 Rule 1.1.6. This would include the following stipulations:
 - ACYHA to schedule the games with Associations that have available games to offer (D3 Associations not required to schedule if game limit does not permit)
 - ACYHA games played do not count in standings
 - ACYHA will be allowed to participate in the year end D3 Tournament, but will be automatically slotted as the lowest seed
 - **PASSED 7 – 2 (with one absent and one abstaining)**
- **ACYHA REPRICUSION / PENALTY:** At D3 January Meeting, D3 Board will access what is a reasonable penalty to access to ACHYHA for not abiding by the D3 Rule 1.1.6 regarding the U10B Teams.
- **GIRLS HIGH PERFORMANCE:** Currently the Head Coach for the Girls HP Teams is awarded to the U15 / U12A Head Coach that placed 1st in the District 3 Tournament.
 - Issue if this particular Coach is not interested or not able to Coach. This leaves limited time to select a Coach.
 - **Motion Made** to eliminate the designation of the HP Head Coaches by Team that finishes 1st in the District Tournament – **PASSED.**