



**Minnesota Hockey Board of Directors
January 28, 2018
Marriott West, Minneapolis**

Meeting was called to order by President Dave Margenau at 8:00 AM.

Roll Call was taken by Secretary Rhonda Madsen.

Board Members Present:

President Dave Margenau	Vice President Scott Dornfeld	Vice President John Perry
Vice President Scott Gray	Treasurer Doug Kephart	Secretary Rhonda Madsen
Director Tom Mickus	Director Jake Reinseth	Director Nicole Brodersen
Director Jeremy Reed	Director Steve Gapinski	Director Rich Rakness
Director Tom Christensen	Director Colleen Donovan	Director Pete Hill
Director Steve Oleheiser	Director Dennis Bushy	Director Mark Elliott
Adults Brandon Koontz	Dir Adult Women Nancy Wefler	Director Tim Morris
Boys HS Director Mark Manney	Disabled Hockey Antonia Gillen	Referee Section Rep Mike Mannin

Staff Present: Executive Director Glen Andresen, Financial Administrator Kathy Hayes, Marketing/Communications Manager Derek Ricke, and Hockey Programs Manager Mike Terwilliger

Minnesota District Representatives Present:

Dave Margenau, Director	Doug Kephart, Director	Steve Oleheiser, Director
Scott Gray, Director	Doug Foster, Girls/Women's Rep	Todd Elmer, Registrar
Travis Johnson, Risk Manager	Antonia Gillen, Disabled Hockey	

The voting quorum was announced. With 24 voting members present, simple majority was thirteen (13), two-thirds majority was sixteen (16).

Moment of Silence in memory for James Johansson, USAH Executive Assistant Director.

Minutes for the September 14, 2017 meeting were previously distributed electronically. With no changes or corrections, the minutes stand as distributed and posted.

Agenda Item Addition/Changes: Director Reinseth requested that an exception to rules which would allow two players who had participated with their high school team be made to allow them to join a Junior Gold A team be added to the agenda.

Treasurer's Report: Treasurer Kephart reported that the original USAH Foundation initial investment of \$800,000, over an 18-month period, has a balance of \$959,516.19 as of December 31, 2017.

The Financial Statement through December 31, 2017 revenues reported were \$1,059,946.92 and expenses reported were \$625,141.18 resulting in a net income of \$434,805.74. **A Motion was made to refer the financial statement through December 31, 2017 to audit. Motion was seconded carried unanimously.**

Financial Statements ending August 31, 2017 resulted in a clean audit. **A Motion was made to adopt the 2017 Financial Audit. Discussion: Auditor recommended having an additional person review the payroll account, which is in the process of being put in place. Motion was seconded and carried unanimously.**

President's Report: President Margenau encouraged everyone to read his letter in the Annual Report, reflecting on the growth, expansion of programs and safety. He thanked the board for volunteering their time. President Margenau noted that Director Dennis Bushy was recognized in the USAH Annual Report for his volunteering efforts.

Executive Director's Report: Executive Director Andresen submitted a written report which is attached hereto and incorporated into these minutes. With growth being one of our initiatives, he reflected on the 8U numbers possibility reaching 19,000 this year. Executive Director Andresen shared statistics of Minnesota Elite Players while doing research for an author from Grand Forks who is interested in writing on hockey in Minnesota.

Committee Reports

Administrative Management: President Margenau reported that the committee conducted a performance review for the Executive Director in November in which he received a merit increase. Cost of the staff's group health plan increased 14%, based on the sizable increase of the staff's health care stipend last year the committee decided not to change the stipend for this year. .

Adults: Director Koontz reported from the USAH meeting growth opportunities at the ACHA (College Club) level. Anyone looking for information regarding the ACHA can contact Director Koontz. Plans are being compiled for the expansion of Adult Hockey. Plans are being made for an Adult State Tournament to be held in Minnesota in 2019.

Adult Women: Director Wefler reported that the WHAM is hosting the State Tournament will be held March 13-18, 2018 at the Dakota Arena. Augsburg Arena is closing down to remodel, so there will be no ice available until November 2018.

Business Development: Mike Terwilliger submitted a written report which is attached hereto and incorporated into these minutes.

Disabled Hockey: Director O'Brien-Gillen submitted a written report which is attached hereto and incorporated into these minutes.

District Directors: Director Oleheiser reported on the following discussions:

- The District Directors met in Rogers on January 26, 2018 and discussed:
 - Districts being able to make and enforce rules within their district, not to contradict MNH or USAH rules - referred to the Rules Committee for incorporation into Bylaw Article 17.
 - Changing Inter-level play language.
- Other topics of discussion:
 - Association tryouts occurring the same time as Tier-1 District Playoffs. District Directors to let Associations know the dates of the Tier-1 District Playoffs so as to avoid these times when scheduling Bantam and 15U tryouts. t
 - Squirt/10U development versus winning the game. Limit to 30 games and even playing time for all players – referred to the Rules Committee.
 - Start times for tournaments on Friday's and having to take players out of school. Associations hosting tournaments with early starting times on Friday's are required to notify teams when they register – referred to the Tournament Committee.
 - USAH Wm Thayer Tutt and MNH Presidents Awards– submit nominations to President Margenau.
 - 15 Associations are currently using Club Excellence.

- Change Concussion Training/Recertification from current 1-year to a 2-year cycle such as background screenings and SafeSport – referred to the Concussion Committee and Rules Committee.
- Coaches Screening
- Girls Region Rotation – VP Dornfeld will propose a set rotation for Girls Regions similar to the Bantam A and Pee wee A.

District 1 – Director Mickus had nothing to report.

District 2 – Director Reinseth reported they are preparing for playoffs and are working on/with high schools for cooping Associations.

District 3 – Director Brodersen reported that they are hosting the Bantam A and AA State Tournament; she is looking forward to establishing a Girls' 10U-C program; USA Hockey HS Nationals will be held at the Plymouth Ice Center and hosted by Wayzata Youth Hockey; and congratulations to Kasey Bingham, an 8U Girls player from Delano for winning the HEP Essay Contest.

District 4 – Director Reed reported that he is getting ready for the end of the year; and is working on getting a Hockey Director in place.

District 5 – Director Gapinski reported that they are preparing for playoffs; they are hosting four Region and two State Tournaments; incident reports are up; and Hockey Day MN was a phenomenal event – kudos to St. Cloud Youth Hockey for their involvement.

District 6 – Director Hewitt was not in attendance.

District 8 – Director Rakness reported that he received two game misconducts on coaches for abuse of officials; he has received his second match penalty of the year; and expressed a concern that the game to practice ratios are not good in support of player development.

District 9 – Director Christensen reported that they are preparing for playoffs; major penalties are way up – referees are calling the penalties correcting, but something is changing with the kids and they are seeing a trend, as well as seeing a trend with the parents.

District 10 – Director Donovan reported that they are preparing for playoffs; she is working with District 3 and others to start a Girls' 10U-C League; and the 19U Tournament will be cancelled if she doesn't hear back from Iowa early this coming week.

District 11 – Director Hill reported that they have started pursuing 3-on-3 for Squirts; they will be hosting an additional Region Tournament this year (Jr. Gold B); and they are hosting and preparing for the State Pee wee A and AA Tournament.

District 12 – Director Oleheiser reported that they are preparing for playoffs; and that he is having his second match penalty hearing this coming Tuesday night.

District 15 – Director Bushy reported that he will be bringing up the Squirt issue regarding equal playing time at their District meeting; they are still looking to fill the District Hockey Director position; and there was a meeting with Breckenridge, who would like to come into D15.

District 16 – Director Elliott reported that he has received more incident reports than ever before and has notified his Associations to meet with their teams and tell them to quit doing unacceptable things. Both Director Elliott and Director Bushy have had complaints of equal playing time for Squirts.

Diversity: Director Mickus reported that he has not received any applications for grants. President Margenau routed the New Directions Annual Report to the board.

Executive Committee: President Margenau reported that the Executive Committee reviewed and took action on two suggestions made by the panel which heard a grievance filed by Gentry Academy.:

- Changes to the Inter-Level Playing Rule – an ad-hoc committee was established to review the current inter-level playing rule and report back to the Board in April. Committee will be co-chaired by Steve Oleheiser and John Perry; committee members include Rich Rakness, Dennis Bushy, Tom Slaird and Bob Halvorson.
- A concern that our practice of classifying school-based team as 'B' teams was discriminatory. Because access to membership is not a protected class; USAH provides affiliates the authority to establish membership criteria and there is solid rationale why we have the practice of classifying school-based teams as 'B' division teams, the Executive Committee does not support change the practice of classifying school teams as "B" teams. This position will be communicated to the hearing panel.

Finance and Budget: Finance and Budget Committee Chair Kephart had nothing to report.

Girls: Vice President Dornfeld reported brackets will be sent out electronically this week; and they are in the process of putting the girl's regions in a rotation so everyone can see who will be hosting in advance. Todd Elmer has been tracking numbers for the 15U players, which VP Dornfeld will be meeting with Jessica in the spring. Director Hill reported that the gold region bracket for the 12U-B has an error and has communicated it to be corrected. Tim Morris asked that VP Dornfeld include Sean Reed in any communications with Jessica Christopherson, as he will be taking over for her when her term as president is completed.

Grievance Committee: Director Oleheiser had nothing to report.

High School Boys: Director Manney noted two additional members of the hockey community that have passed – Whitey Aus, who was a coach at St. Olaf for over 20 years and Andrew Carroll who was a player, counselor, and coach. Director Manney reported on kids staying in High School that they need to recruit the players who are already playing for us to stay with us versus going to Juniors; and that extending the season one week/two games that will be voted on by the MSHSL in May, but it does not look like it will pass.

High School Girls: Director Morris reported that the Awards Banquet will be held on February 22nd with the Girls HS State Tournament being held February 21st – 24th. To try and minimize conflicts so kids can attend the Girls HS State Tournament and support growing the game, to look at the MNH District playoffs that are being held during the Girls HS State Tournament. The Sr. Classic will be held March 2nd – 4th at the Super Rink in conjunction with the 18U Festival

Hockey Operations: Vice President Perry submitted written reports which are attached hereto and incorporated into these minutes. He asked that the District Directors send names of who they would like as their District Goalie Coordinators and District Hockey Director to him.

Handbook: Committee Chair Halvorson had nothing to report.

MIAMA – Committee Chair Rakness had nothing to report.

Marketing and Communication: Vice President Gray's report stands.

Membership Development: Marketing/Communications Manager Ricke submitted a written report which is attached hereto and incorporated into these minutes. March 3rd is Try Hockey for Free.

Nominating Committee: President Margenau asked Rhonda Madsen to Chair the Nominating Committee for the upcoming elections in April. Open VP positions for election are Gold Region Coordinator and Hockey Operations. Open two USAH Director positions currently held by Dave Margenau and Doug Kephart.

Recreational Hockey: Director Mickus reported that numbers Recreation Hockey League are down about 16 players on a base of 760 and they have a shortage of goalies.

Referees: Referee Section Rep Mike Mannin submitted a written report which is attached hereto and incorporated into these minutes.

Rules: Committee Chair Halvorson had nothing to report.

Scholarships: Scholarships are available for the Jr. Gold and 19U Levels.

SafeSport/Screening: Director Rakness reported that the new SafeSport training is up and running. There is a certificate of completion for each of the four (4) sections all four sections must be completed.

Tournaments/Awards: District Director Awards are available. Send Tim Sweezo the names and he will have the plaques made for you.

USA Hockey Reports

Director Margenau submitted a written report which is attached hereto and incorporated into these minutes. The following items were noted:

- Six (6) full ice Mite game exception was approved.
- Waiver for 15 Tier-1 games versus 20 games was approved.
- The second HS Boys team to participate in Nationals was approved.
- Legislation eliminating split season teams was defeated.
- There will be no fee increase for the 2018-19 season.

Director Kephart reported that there is continued IRS audits concerns in MN; no fee increases for the 2018-19 season ; attended a Zoom presentation with the USOC Center for \ and retaining officials by establishing a tenure status for Levels 3 and 4 and there by relaxing the annual requirements.

Director Gray reported on USOC Center for SafeSport and that any sexual abuse/harassment has to be reported to the USOC Center for SafeSport and to the Police, which the USOC is behind on resolution.

Director Oleheiser submitted a written report which is attached hereto and incorporated into these minutes.

Risk Manager Johnson reported that USAH is requiring that non-affiliates to provide proof of insurance (2,000,000/\$4,000,000) as a condition of sanctioning invitation tournament.

Girls' and Women's Section Rep Foster submitted a written report which is attached hereto and incorporated into these minutes.

Registrar Elmer reported that he will instruct USAH to gray out coaches who have not completed their screening; and he is working on aligning association codes with the districts they play in.

Disabled Hockey Rep Gillen submitted a written report which is attached hereto and incorporated into these minutes.

New Business:

A motion was made by Director Bushy to approve a School Affiliate Agreement for Northstar Christian Academy in Alexandria. Motion was seconded. Northstar Christian Academy made a presentation and entertained questions. Motion carried with 20 in favor and 2 opposed.

Modifications to the Handbook inside front cover and proposed Bylaws and Youth Rules.

Change to Handbook Inside Front Cover

H1. The District Directors asked that we add verbiage on Handbook pg. 2 indicating that roster changes for Mites and new players w/b allowed after Dec. 31st for the lowest level the particular assn. offers. No changes after Dec. 31st to teams participating in State Tournaments, with exceptions as approved by the District Director. This is not technically a rule change, but it probably s/b approved by the Board.

Team Rosters

All teams except Adult..... Deadline Date - December 31

Player rosters must be approved prior to the first league or tournament game.

~~Any changes to rosters must be approved on or before December 31st.~~

No roster changes after Dec. 31st to teams eligible for State Tournaments, with exceptions as approved by the District Director.

The Rules Committee recommended changes defined as H1 to be approved as presented. **Motion carried 19-1.**

Bylaws Changes

B1. We need to add language in our Bylaws specifying circumstances under which we will consider audio/video evidence.

ARTICLE 6 AUTHORITY – APPEALS – SUSPENSIONS – COURT ACTIONS

- D. Hearings: USA Hockey has developed a unified process on how to conduct Hearings (USAH Bylaw 10). The local authority having jurisdiction (local association, league or District) that conducts the Hearing must closely follow this process to resolve disputes.
1. The local authority having jurisdiction must hear disputes within thirty (30) days, provide a minimum of seven days' notice of the Hearing date and location, and make reasonable efforts to convene the

hearing in a location accessible to all parties. The Hearing Notice must include the process and rules that will be used to conduct the Hearing. In suspension/discipline cases, the grounds for the proposed suspension/ discipline, the consequences of an adverse finding, and issues to be resolved by the Hearing panel should be included in the notice.

2. The Hearing Panel shall consist of a minimum of three (3) reasonably impartial persons.
3. The panel may in its discretion hold a formal or informal Hearing, in person or by telecom; hear any evidence it feels is relevant; place limitations on time, evidence and documentation; allow witnesses or written statements; and establish other hearing rules. Each party shall be treated equally, and shall have reasonable opportunity to present their case, in accordance with the established rules.

[B1]

a. Video and/or Audio evidence shall be allowed to be submitted as evidence in proceedings of Minnesota Hockey Article 6. Any person offering video or audio evidence shall establish proper foundation for the authenticity and chain of custody of such evidence. Either the hearing panel or any other party may inquire into the foundation and reliability of such evidence. The hearing panel in arriving at a decision may give whatever credibility they believe is appropriate to such evidence.

The Rules Committee recommended changes defined as B1 to be approved as presented. **Motion carried unanimously.**

Youth Rules Changes

R1. The District Directors have agreed they want to continue to approve/sign "discretionary" waivers, but that they no longer want to approve "mandatory" school waivers. They still want copies of "mandatory" school waivers signed by the association presidents. If this change is passed, we will need to either modify the waiver form or create two separate forms.

R2. We have a few situations where District Directors are allowed sole and final authority that affects a player's eligibility. USAH Bylaw 10 E (1) (b) requires a minimum three-person panel to make such decisions. Accordingly, we need to set up a "District Director Committee" for this.

IV. PARTICIPATION

B. Participation Rule

1. Players must register and participate with the association whose boundaries incorporate the player's residence. To participate on any other association's team, the player must obtain a waiver.
 - a. All waiver requests must be submitted on a current Waiver Form provided by MH.
 - b. The Waiver Form must indicate the reason for the waiver request. (school attendance, opportunity to play on travel team, co-op team, etc.).

c. The releasing and receiving associations may add conditions or restrictions to the waiver. Conditions must be indicated on the Waiver Form and initialed by all parties executing the waiver.

[R1]

d. Waiver Forms must be signed by the releasing and receiving association presidents ~~before being submitted to the District Director for approval. If the releasing and receiving associations are in two districts, the waiver form must be submitted to both District Directors for approval.~~

- **After approval by the association presidents, Discretionary Waivers must be submitted to the District Director for approval (both Directors if two Districts are involved).**
- **Provide copies of approved Mandatory Waivers to the District Director (both Directors if two Districts are involved), and the receiving District Registrar. District Director approval is not needed on Mandatory waivers.**

5. Changing Schools

a. Players not living in the attendance area of the school they attend shall elect one of the following:

1. Have full eligibility to compete at any division in their Association of Residence; or
2. Be eligible at all except the highest division in their Association of School Attendance for one year beginning with the first day of attendance in the new school, with full eligibility thereafter.

Exception: Players enrolling in 9th Grade for the first time are immediately eligible to compete at any division in their Association of School Attendance.

b. Players who have participated in their Association of School Attendance and desire to return to their Association of Residence without a related change of school shall elect one of the following:

1. Have full eligibility to compete at any division with their Association of School Attendance for one (1) year beginning with the first day that they notify in writing both involved associations of their intent to return to their Association of Residence; or
2. Be eligible at all except the highest division in their Association of Residence for one (1) year beginning with the first day that they notify in writing both involved associations of their intent to return to their Association of Residence.

c. For purposes of this rule, a team that is eligible to participate in "AA" level playoffs at the end of the season will be considered a higher division than a team within the same association that is eligible to participate in "A" level playoffs.

[R2]

d. Submit unusual circumstances to the District Director **Committee** for a decision, ~~which is final.~~

6. A waiver must be obtained before a player can participate outside of their Home Association. During a season, a player that registers or participates with one assn. can't participate with any other assn. without a waiver. Trying out in an assn. is considered participation. A player that participates without a necessary waiver is considered an ineligible player. Refer to the Section entitled Eligibility Provisions.

7. Players denied a waiver or given a waiver with conditions by their Home Association may appeal in writing to the Home Association's District Director **Committee**. The ~~Director's~~ **Committee's** decision is final.

8. District Director Committee: In cases indicated above where decisions are to be made by a District Director Committee, the District Director shall appoint two other persons beside themselves as the designated committee, one of which will be either the Maroon or Gold Vice President. This is to hear appeals pursuant to USAH Bylaw 10 E (1) (b).

9. Players having dual citizenship, one being the United States, must conform to this participation rule.

The Rules Committee recommended changes defined as R1 and R2 to be approved as presented. **Motion carried unanimously.**

R3. While we prohibit Inter-level play in Minnesota, it is not a USA Hockey rule nor common in other states. Our prohibition of Inter-level play in tournaments has been interpreted to apply to tournaments outside of Minnesota. We have been given counsel from USA Hockey that this interpretation unreasonably restricts teams from participating in Invitational Tournaments outside of Minnesota Hockey and interferes with the operation of Invitational Tournaments which Minnesota Hockey does not sanction. We need to clarify that this prohibition applies only to MH sanctioned invitational tournaments.

VII. LEVELS OF PLAY

D. Interlevel Play: Interlevel play (games/exhibition games) is not permitted between classifications (Peewee vs Bantam, 15U vs 12U) or between divisions (A vs B, B vs C or A vs C teams), except for Jr Gold 16 vs Jr Gold B, and 15U A vs B. In special circumstances where interlevel play between divisions is appropriate,

[R3] the affected District Director(s) must approve. Interlevel play is not permitted in **MH sanctioned** invitational tournaments or MH playoff tournaments, with the exception that Jr Gold 16 teams may participate in Jr Gold B invitational tournaments and 15UB teams may participate in 15UA invitational tournaments. Teams violating this provision may be declared ineligible to compete in any invitational tournaments and in MH district, region and state tournaments for the current season, and, in case of flagrant violations, for such further period of time as the district director shall deem appropriate. House league and city recreational league teams must be registered as C teams if they intend to play other teams outside of their hockey community. District Directors may permit a B or C division team from small cities or newly developed programs to play in a higher division league if there is no comparable division league available.

The Rules Committee recommended changes defined as R3 to be approved as presented. **Motion carried 18-4.**

R4. In the Fair Play rule, add an "e" that if player on the team is assessed a game misconduct for rule 601 e.2 (obscene gesture) or 601 e.3 (offensive/hateful discriminatory language), the team loses their Fair Play Point.

R5. For a while we allowed Squirts to publish only Fair Play standings (not win/loss standings) and recognized teams earning 90% of their Fair Play points. Since we now publish win/loss standings and have not been awarding sportsmanship awards, we should remove this paragraph.

VIII. PLAYING RULES

Q. Fair Play

2. Each team will earn their Fair Play point if none of the following occurs:

- a. Total Fair Play penalty minutes criteria is exceeded
- b. Per Conduct Rule XIV.C.2, spectator conduct becomes so abusive that, in referee(s)' opinion, it is distracting from the game or inciting players, requiring the referee(s) to stop play and request specified individuals leave the arena.
- c. Coach is assessed a Game Misconduct or Match Penalty.
- d. An off-ice official (timekeeper, scorekeeper, penalty box attendant) provided by one of the teams exhibits conduct that results in the person being removed from their position by the referee(s).

[R4] **e. A player on the team receives a game misconduct under USAH Rule 601 e2/e3 for obscene gesture or offensive/hateful/discriminatory language.**

[R5] ~~6. Squirts and 10&Under leagues may keep and publish Fair Play point standings. Individual Fair Play Sportsmanship awards are available for teams earning 90% of their league's Fair Play points.~~

The Rules Committee recommended changes defined as R4 and R5 to be approved as presented. **Motion carried 21-1.**

R6. *Revise the Conduct Rule dealing with racial/ethnic slurs to align with new USAH playing rule. Offensive, hateful or discriminatory language will not be tolerated and will result in Game Misconduct per USA Hockey playing rules. The following was derived from text provided by Tom Mikus at the Fall Meeting and modified by Dan Beckman:*

XIV. CONDUCT

[R6] ~~A. Racial or ethnic slurs and/or harassing conduct of any kind will not be tolerated.~~

A. All players, coaches and fans must maintain an environment that encourages mutual respect and promotes respectful and congenial relationships between players, coaches and fans and that is free from all forms of harassment by anyone.

1. All hockey players that are involved in an incident involving language, a gesture or conduct that is offensive, hateful or discriminatory in nature ("Occurrence") must inform their coaches as soon as reasonably possible after such an Occurrence, whether it is on or off the ice.

- 2. If a player notifies the coach of an Occurrence, the coach must communicate the Occurrence to the officials as soon as is reasonably possible.**
- 3. Upon notification, the official must inform the opposing team and coaches of the report of the Occurrence and warn them that such behavior will result in a game misconduct penalty against each responsible involved player if observed by an official.**
- 4. If at any time, with or without notification, an official observes an Occurrence, they must assess a game misconduct penalty against each offending player.**
- 5. The officials must note a reported or observed Occurrence on the game scoresheet upon completion of the game and a copy shall be provided to the District Director of each offending player's team.**
- 6. The District Director will maintain the scoresheet as a record of the Occurrence and may conduct any additional investigation and impose any additional discipline deemed necessary by the District Director.**

The Rules Committee recommended changes defined as R6 to be approved as presented. **Motion carried unanimously.**

Director Reinseth requested that the rules be suspended so that the board could give consideration to a motion to make an exception to eligibility rules for Jr Gold and roster deadline which would allow two high school players to join a Jr Gold team. **President Margenau asked if there were any objections to suspending the rules, hearing none the rules are suspended.**

Director Reinseth made a motion to grant an exception to MNH Eligibility Provisions Rule Sections B and C and the December 31 roster deadline for two players who had participated with the Stillwater High School team to join the Stillwater Jr. Gold A team. Motion was seconded. **After discussion, motion carried 20-3.**

Spring Meeting: April 13-15, 2018 at the Marriott.

With no further business, President Margenau adjourned the meeting.

Respectfully Submitted,

Rhonda J Madsen, MNH Recording Secretary