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MASSACHUSETTS HOCKEY, INC.

BOARD MINUTES

September 8, 2020 - Zoom Conference Call

The meeting of the Massachusetts Hockey Board of Directors was held on Tuesday, September 8th, 2020 via zoom conference call.

Meeting called to order by Bob Joyce at 7:04pm.

Unfortunately, we were not able to meet in person. We will decide about October's meeting in a few weeks. Bob mentioned the great work by many over the summer to get hockey games back amid COVID concerns and restrictions. Our numbers are down so we need to make sure we are supporting players returning to hockey. We need to continue to follow-up on the work from Safety Committee last spring on abuse of officials that was truncated by COVID.

Kevin Kavanagh gave thanks to the many who worked to get hockey back in our state. Players are to be wearing masks on the bench and during faceoffs. We haven't heard of many issues yet, but activities are just starting. Facilities have the authority to limit spectators beyond state guidelines of 1 per player. Enforcement of COVID restrictions is up to the local board of health. The Natick Board of Health is challenging the larger playing surface interpretation restricting the total number of participants on the ice to 25. If they can not change this interpretation then they won't be able to offer hockey this season. With Rhode Island on high risk states they have restrictions from entering Mass without additional mitigations including negative COVID test. We have secured a number (~1500) of electronic whistles for purchase by referees and coaches within our state.

Liz Cohen has been tracking and pushing board members for compliance. There are 11 active members that are missing 1 or more compliance items.

A committee member list was shared. Those not listed on committee but desire to be should contact Bob.

Chris Mayer mentioned the revised discipline procedure and forms. These will be sent to board members in the next week. Training to be schedule later this month with those who will participate or run hearings. There will be a video recording of the training available as well.

At USAH Annual Meeting there was a lot of discussion regarding the enforcement of Zero Tolerance Policies especially the abuse of officials.



Peter Giuliano mentioned due to State COVID protocols it was decided the 18U Non-National Bound and 19U Girls State Tournaments will not be held this year. There are still plans to hold the 14U, 12U, and 10U State Tournaments in March. Awaiting USA Hockey guidance on the National Tournaments currently.

Tom Smith expressed thanks to many contributors who worked to bring hockey back to the rink over the summer. Tom welcomed Nicole Siglin as our Player Safety Coordinator for Mass Hockey. He expressed the desire to continue work on combating abuse of the officials. John Murray shared the committee is looking at issues on the ice and off the ice with rules and/or discipline guidelines.

Greg Sophis provided financial update via email to Board of Directors. He mentioned we are 18% behind last year's registrations. Questions regarding a line item for a loan which involved bonus compensation for Executive Director Kevin Kavanagh. Bob created a compensation committee to resolve some open issues that were affecting Kevin Kavanagh's pay. There was a lack of paperwork regarding performance reviews and bonus structures. Additionally, a credit card policy agreement has been created to specify use of credit for business use and not personal use further allowing for compensation deduction in cases of personal use.

A motion was made to approve the June 28th, 2020 Board Meeting Minutes, seconded, and unanimously approved.

Kevin Kavanagh shared that the annual guide is being completed. There will be an app associated with its online release this season. There is a nice tribute to Barbara Wright in the forward of the guide. There has been cuts to the Bruins Community Outreach Programs specifically Learn to Play.

Relatively quiet on committee reports with the start of the season just underway.

Charlie Bradbury brought a concern regarding a program not offering hockey and players going to neighboring towns potentially affecting home organization status in following season. Rules committee will review and advice on this issue.

Nick Cummings shared that disabled hockey has resumed with practices. We need to revisit blind hockey started last March since there is close contact between volunteer and player.

Tom McGrath shared news from USA Hockey Youth Council Meeting. All national tournaments are on as of now with a November 30th go no-go decision.

Steve Rizzo report that USAH Player Development Committee has not met yet.



Jim Maimone mentioned USAH Nomination Committee has not met yet.

Chris Mayer reported the USAH Legal Council Sub-Committees haven't been named and a result haven't met.

Paul Moore mentioned that we have completed 5 clinics with many more planned. The goal is to train 2500 coaches this season. Temp cards are still available for coaches this season.

Kevin Donovan said that 13 seminars have been completed so far. Nationally officials registered is down dramatically. We are down 67% in Massachusetts. There is no relief for referees like coaches amidst COVID. Mass Hockey is leading efforts to ensure officials will be available for games, but we need to remove barriers for certification for returning referees allowing a focus on training new officials.

Stephen Fitzgerald spoke about 3 of our insurance policies renewed on 9/1/2020:

- Player Accident – the policy has renewed and provides the same coverage as last year.
- Commercial General Liability - This has renewed with a covid exclusion.
- Director & Officer – This has renewed with a covid exclusion.

Insurance premiums are increasing about 200-400% but USAH is still negotiating the final number.

Maura Sheehan added that there is protection on damages for 501 3c Organizations in Massachusetts of \$20000. There is also some protection for Individuals under the Federal Volunteer Act. However, these would be after litigating where defense costs be \$30000-\$50000.

A motion was made to adjourn the meeting, seconded, and unanimously approved and the meeting was adjourned at 9:02 pm.