

MID AM DISTRICT ANNUAL MEETING JUNE 27, 2020 MINUTES

The Mid Am Annual Meeting was held via a Zoom conference call due to Covid-19 virus travel restrictions. The meeting was called to order Saturday, June 27, 2020, at 1:35 pm EST, by President Paul Day. A quorum was present based on the number of associations and participants on the call, and as such, it conforms with the Mid Am By-laws.

Welcome: Paul D provided an introduction to the meeting by discussing the challenges caused by the Covid -19 viruses. He discussed what the focus of the meeting would be.

2019 Meeting Minutes: Motion to approve minutes may by Doug L seconded Gina C. Approved by Board.

Finance: Audit and Tax Return Tom G reviewed the 2020 District Financial Report. Tom indicated reports are on the website. He discussed the negative impact of our investment accounts was \$35k. Tom told folks that they could call if they have any questions. Tom mentioned the status of the USAH block grants and the fact that they are going to be delayed. Motion to approve the report was made by Doug L and seconded by Gui B. Approved by the Board.

USAH Financial: Paul D addressed USAH budgets and the fact that we had a \$3.33m shortfall with only 30% registered as of June 9th and currently at 60% registration as of this week.. If it stays like it is, the District may not get a block grant. Our estimated block grant is \$111,000. Paul highlighted that there are potential cutbacks at USAH. 2021 budget differs about \$1m less than last year. USAH is hoping that the revenue stream is maintained. USAH is currently trying to consolidate electronic systems and communications. USAH has been reducing costs, including reducing staff and hours. Insurance is under negotiation, but the cost probably won't go down. Travel by USAH staff has been reduced.

Paul indicated that as a District, we are also looking to reduce cost. The District is financially whole, as well as is USAH, although there may be a reduction in block grants. The primary goal of the District goal is to get and keep players on the ice.

A question was raised as to whether there will there be an increase in fees from USAH or the District. Paul indicated that neither is planned,

Diversity and Inclusion: Gui B presented USAH's initiative on diversity and inclusion. He shared the "Diversity Agenda" and reported that USAH hired a Diversity Director. Also, USAH trained their senior management and will asked the local directors be trained as well through Bill Proudman. USAH contracted with RISE to plan some grassroots activities. Gui presented and discussed a video clip entitled "Difficult Discussion with A Black Man." He reinforced the need for the hockey community to embrace new members with different backgrounds.

GB reviewed his proposed expansion in the District. DEI diversity, expansion, and inclusion. Goals include:

1. Create more resources within District by identifying State Advisors by the end of July,

2. Train District executive board members and state advisors, and
3. Expansion to address team violations of Rule 601e (offensive, hateful, and discriminatory language) violations where an individual cannot be identified. It would include the need for team training that would be need required before a coach would be allowed on the bench. Additional penalties will be progressive.

Gui responded to several questions as summarized below:

- Can there be more than 1 State Advisors /state? Gui, this needs further discussion.
- What do you do if a coach feels they are wrongly accused? Gui, training would be needed to discuss the situation in general, not as specific.
- What if an incident is not heard by the ref? See the previous discussion.
- Have you thought about local program training and funding? Yes, there will be room for that.
- Will these issues be handled as SafeSport (SS)? No, DEIs are separate issues.
- What is the process for volunteering? The first step, District approval. Second, note to an association, submit your candidates. Third, District and Gui to review and select advisors.
- Any plans to include this in age-specific coach training? John K, yes, it is under consideration for the future.

Youth Council (YC): Kaye P reported that Keith Barrett of Vermont took over for Dave Klasnick. Kaye added that 4 YC meetings were held during USAH Congress. The primary matters of discussion were State shutdowns. Kaye reported that 2020 Nationals were canceled and that hosts for 2022 National were selected, with none in our District.

Kaye also discussed the screening process with USAH's new vendor and hearing committee for red flags.

Registration: Keith K reported that District registrations were at 69% compared to last year at this time. Overall, USAH is at 61%. Keith asked that associations encourage their players that hockey is coming back. USAH is promoting as well. Registrars should be getting information to start registering teams.

Adult: Tom C indicated that USAH is looking forward to 2021 and that they still plan to hold the major tournaments.

Girls/Women: Ladd W reported that "pods", regional girls/women development groups, are active. He provided a written report. Ladd added that due to the impacts of Covid on registration numbers, USAH would skip looking at player numbers for the number of National Bound teams allowed in each District. 2021 will not be looked at 2 years down the road. Ladd asked that teams looking for support should contact him.

Disabled: Paul D reported that Renee has resigned and that the District board will appoint someone. We have a shortlist of names. The District has the 2nd most disabled hockey participants than any other in USAH. Paul added that there are many tournaments and activities scheduled within the District.

Officiating: Jim W reported referee numbers are down. In-person seminars on hold, and most training will be online. He indicated that the District would try to have a mentoring program this year. Last year's program was cut short. Jim added that they have found that once a referee stays for 3 years, they are less likely to leave. The refereeing program will emphasize zero tolerance and mentoring of young officials. Also, the referees are looking closer at removing unruly spectators from games.

Coaching: Bill S reported that a lot is happening. USAH will launch interactive virtual clinics and is prepared to do them that way through the end of the year. They have developed 8 so far. The clinics are limited to 36 coaches. The feedback has been very positive. USAH has presented 48 in total, with 8 being presented in the District. These clinics cost \$50. Bill shared his screen to show how you can register online. Bill also reported that temporary coaching cards are available for all coaches this year.

Bill outlined new coaching certification requirements in which coaches will need to progress through Level 1, 2, 3, and 4. All levels will require continuing educations (CEUs). Old Level 4 coaches are grandfathered from CEU requirements. Level 4 will need to get CEU's within 3 years if they coach Tier I and II. Level 5 has the same requirement if they coach at Tier I and II.

Bill addressed several questions:

- Will getting a temp card this year stop you from getting one in the future? Bill doesn't know but will check on it.
- Can a Level 4 coach get a temp card? Yes.

Scott P added that USAH ADM coaches had submitted a back to the rink plan and he can provide that and a number of other resources/tool kits. Scott offered himself and his team's support to help any program and association.

Safe Sport (SS) / Screening: Murray reported that there were 70 new SS cases this past year, 14% were dismissed, 50% were addressed by Todd Naylor, and the remainder were addressed by associations. Murray would like to get folks involved from each state. Murray recommends that associates become familiar with the process of disciplinary hearings. He added that he plans on holding sessions over the year and requests that each association establishes an SS coordinator. Murray also wants to have State SS coordinators. Paul D reviewed the requirements of By-Law 10. Paul highlighted that most reported SS issues are tie to parent/coach complaints. These are not real SS issues and should be dealt with at the local association level.

Rules: John K reviewed legislative proposals for zero tolerance along with other proposed rule changes for next year. He also discussed a recommendation for teams to provide a parent monitor to help get their own team's abusive parents under control during games. This recommendation is not mandated at this time but will be the first question if there is a hearing.

Risk: Mark Z. was not on the call but submitted a written report.

High School: Kathy S reported on proposed rule changes in the High School Nationals. States will need to tentatively commit to their participation by August 15th and make a firm commitment by November 15th.

Roger Sharrer: Kathy S outlined the Roger Sharrer Awards selection process and announced the award winners and amounts received. She highlighted that there were a lot of hard decisions made during the evaluation process. She added additional quick-change goalie equipment might be made available to associations that request it. Paul D indicated that any quick change request should go to Lori B.

Player Safety: Tom P indicated that associations need to appoint someone to be a player safety coordinator to deal with the concussion management program and return to play. He added that there would be more information to come.

Respective State Reports: Are posted online.

Old Business: Paul D indicated that USAH's Program Services Director, Katie Holmgram has developed Back to the Rink information for any association interested.

Elections: Elections were held with the following results:

- Vice President - Tim O'Shaughnessy
- Treasurer - Tom Gawlik
- USA Hockey Director - Kaye Pinkowski
- Indiana VP - Doug Losure
- Ohio VP - Ed Gingher
- Western PA VP - Gina Colligan
- West Virginia VP - Zach Hill
- Disabled - Renee Loftsring (Renee was elected but resigned. New person to be appointed.)
- Ryan Patrick resigned. Under jurisdiction of the By-Laws, Paul appointed Rich Hixon, who will be up for election next year.

The Board took questions from membership:

- How do you address issues that arises when parents aren't allowed in the rink? Paul responded, go to the president of the association, team manager, or someone in the local association to deal with it. Similar to a locker room monitor situation.
- What are the guidelines per USA Hockey for the return to rinks in terms of practices and games starting back up in the Fall? All normal? Paul indicated that associations should follow their State rules number first and then USAH's return to rink guidelines.
- When are State and District tournaments? Paul indicated that they will be held March 3 – 7, 2021. (These dates were later changed in February 2021 due to Covid restrictions and the delay in Nationals.)

John Folmer motioned to adjourn the meeting, and Roy Davis seconded. Meeting adjourned at 4:46 pm EST.

Attendance (in no particular order): Gina Colligan, Tom Gawlik, Roy Davis, Lori Billings, Tim O’Shaughnessy, Kaye Pinkowski, Paul Day, Tom Cline, Biff Cummings, John Karolcik, Bill Switaj, Doug Losure, Keith Kenitzer, Jim Weaver, Ladd Wagner, Ray Borkoski, Gui Bradshaw, John Folmer, Scott Paluch, Kathy Santora, Murray Stall, Tom Platt, Tonya Trueblood, Elisa Millett, J D Hobbs, Dalton Haas

Minutes by Biff Cummings.

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