



Massachusetts Hockey Annual Meeting Minutes



June 16, 2019 – Hotel 1620 at Plymouth Harbor, 180 Water St, Plymouth, MA 02360

- Outgoing President **John Tobin** called the meeting to order at 9:00 a.m.
- **John Tobin** welcomed all board members presented his opening remarks.
 - Elected as President four years ago. Stepping down per our By-Laws at the end of our business meeting on June 16, 2019 when the newly elected President will take his office.
 - It has been an honor to serve, in parts and at times challenging and frustrating, exciting and fun.
 - Mass Hockey moved forward on many fronts over the last four years. None of what we have accomplished has been done by any one person but by the team work of you, our volunteers and our staff working together to improve our services for the benefit of our members and to improve the experience of being involved in our great sport. It's hard work. It takes time, thought, planning and effort to meet the demands of our customers and to remain relevant, not to mention meeting our legal and ethical obligations that come with sitting on a not for profit board of directors and understanding that we hold a public trust for over fifty thousand members and hundreds of thousands of their dollars.
 - Days of telling war stories and "all quiet" reports do not meet today's requirements and the doing of our duty, if they ever really did. Would like to think I played some role in re-focusing MH to today's realities.
 - We have a professional and well-respected staff of three people who help us carry out the day to day activities of MH making the lives of our busy volunteers easier and more productive. They keep us focused, help us plan, spot trends, communicate for us and ensure what we do is professional and successful. One of the things I am most proud of is that we have been able to do this without raising dues. We did recently raise dues for our new screening program. We have allocated our resources more successfully to support the staff. Several USAH Affiliates now have staff and Michigan and New York are moving to add positions in the near future.
 - We have an effective, responsive, relevant and up to date media presence and communications amongst ourselves and our members are vastly improved. We now have the tools so members can sign up and register on line for events, you can sign up on-line for the Annual Meeting and so many other mundane matters that we don't even think of or realize what is going on behind the scenes to make this happen. We have increased our marketing of the Bruins license plates and have continued through the Cheever Program and other avenues to support programs.
 - We have partnered with others such as CCM to make more resources available to our members. We have expanded our tournaments to involve more kids. We have re-ordered our Player Development program to take advantage of Roger Grillo's and other's ideas introducing a college program for elite players and a revamped try out system for national camp spots. We have managed our time better by working through our committee structure on issues of the day and have brought important and substantive information to our meetings. We have reorganized our Annual Meeting hopefully making it more informative, efficient and enjoyable. We have created a signature event for MH by combining our annual awards dinner with our annual Hall of Fame induction ceremony making the evening a celebratory occasion with a broad cross section of the Massachusetts hockey community and a full room.
 - In the last few months, we planned and executed a new screening system that meets USOC, USAH and our state legal requirements. We are now screening, as do most USAH Affiliates, using a system that covers approximately 95% of USAH members. Our membership numbers have remained stable and USAH reports our growth at 8U and below is the second strongest in the country at 2.3% growth in the 2018-19 season.
 - Our finances have remained strong during the last four years and we have \$400,000.00 invested with the USAH Foundation.
 - Finally, we have also handled disciplinary matters brought to our attention by town program representatives. Such matters are never pleasant but we did our duty and our efforts were upheld by USAH, praised by USAH for the manner in which we acted and upheld in a court of law.
 - I would like to have moved the Annual Meeting from Father's Day weekend but that proposition, while receiving majority approval did not meet the necessary threshold for adoption.
 - All things must end. I wish MH and all of you well in the future. It has been a very long time working as a volunteer and never asking for much in return, part of a long and strong tradition of volunteerism in MH that many of you represent.



Massachusetts Hockey Annual Meeting Minutes



June 16, 2019 – Hotel 1620 at Plymouth Harbor, 180 Water St, Plymouth, MA 02360

- It is my sincere hope that you, as the stewards of MH, take the organization into the future with open, transparent and responsible leadership that is respected by our members, USAH and the community at large, and not revert to the old ways of doing business that are no longer acceptable.
- Younger and more diverse leadership must be cultivated. MH is one of the largest Affiliates in the country. It is respected and looked to for guidance and leadership here and around the country. It is your obligation to make sure that continues. I am excited to remain as a MH Director at Large and a Director at Large on the USAH Board of Directors and expect to remain active. Good luck to all of you and MH.
- **Kevin Kavanagh**, Executive Director Report
 - 7 Years- Goes by quick
 - Proud of what WE have been able to accomplish in this time. Most importantly, our reputation in the marketplace.
 - Youth Hockey continues to evolve and we have been evolving with it.
 - Expectations of our membership continue to grow- our response to those expectations is what helps set us apart from other youth sports governance boards. Options for our youth are at an all-time high and the research we have seen tells us that we have to work harder and smarter to get and keep kids and families into the game.
 - To do that, we need to continue to provide the best youth sports experience and structure to those who may be interested in participating. That happens on the local level with higher level support.
 - We continue to be the leader in what we provide to our member programs and registered members. We are able to provide:
 - Better communication- Website, social media and marketing
 - Better structure- Help with bylaws and rules to support membership
 - Better coaching and volunteer training
 - Better support to make their local program BETTER.
 - Subsidies and Initiatives- Close to \$100k
 - Hard Dividers
 - Quick Change Goalie Gear
 - Intermediate Sized Nets
 - Positive Coaching Alliance
 - All of these programs are designed to be partnerships with programs that want to improve and are committed to it. That is why we do it as a subsidy and not a “freebie”.
 - And as we continue evolve and move forward, there are more areas that we need to continue to offer support and guidance in.
 - Grow the Game initiatives
 - Program Structure Support- Bylaws and policies
 - Diversity and Inclusion- We will not see significant growth unless we venture outside of the traditional hockey family. NYR example.
 - The structure of youth sports is going to continue to evolve. We need to continue to be ahead of the curve and help chart the course.
 - We have a tremendous opportunity to continue to establish ourselves as the leaders and stewards of the game here in Massachusetts and beyond. All of us have both the responsibility but more importantly the opportunity and privilege to play a role in moving Massachusetts Hockey into the next era of youth sports.
 - The staff and I look forward to playing a significant role in our future and are proud to be members of this organization. Let's keep moving our game forward and let's work together to ensure we are providing our membership with the leadership and governance that is expected.
- **John Tobin** directed the membership to Committee Reports that had been filed and posted online.
- **Greg Sophis** provided the Treasurers Report and there were questions posed from the floor.
- The Board was presented with the 2019-20 annual budget, after some discussion and debate, a motion was made to approve the budget, seconded and the budget was approved
- The Board then considered the pending legislative proposals. A summary of the votes on the many legislative proposals accompanies these minutes.



Massachusetts Hockey Annual Meeting Minutes



June 16, 2019 – Hotel 1620 at Plymouth Harbor, 180 Water St, Plymouth, MA 02360

- **John Tobin** asked the Mass Hockey USA Directors to provide updates from the Annual Congress.
 - **Tom McGrath**
 - Spoke about the new "Declaration of Player Safety and Respect" that was created by Youth Council and other USA Hockey Councils. Need Coaches Players and parents to buy into this. Asked all Directors to distribute to all the program reps.
 - Thanked programs that had sent me their thoughts and concerns regarding body checking and body contact.
 - Announced 2020 National Tourney Sites.
 - **Jim Maimone**
 - Attended the Diversity and Inclusion session, which provided for self-reflection and discussion about how people considered the subject of race. Diversity and Inclusion needs to be discussed to create awareness and self-awareness so that we can expand into non-traditional demographic markets and create a feeling of inclusion into the great game of hockey.
 - In the Technology meeting, Cameron Eckmeyer and Doug Ticas discussed the new USA Hockey ID. This was necessary because in the prior registration system each registration system players, coaches, and referees, a different number was generated. However, in June the system will create a new universal identification number by person. This will initially happen in the background and will be rolled out in the 2020-21 season.
 - Furthermore, the Technology team introduced a new electronic game sheet application. This application will allow scorekeepers to download teams and enter goals, penalties, etc. right in an iPad or tablet app. This will help identify players and coaches registered or more importantly not registered. In the future, the app will include the players picture and an identification QR code that can be used to check into games or tournaments. I have asked Cameron to discuss the PHL of New England and the Stoneham hosted tournaments piloting the app which is expected to be available in mid-July. I will keep the Mass BoD updated on the progress.
 - **Mark Lissner**
 - Need to provide the section with the Massachusetts Hockey in regards to playing up to rules in writing by July 1st, in regards to playing up. This relates to the USA Hockey rule that does not allow 12 Year olds and younger to play on National Bound teams. Affiliates can put in an exception for Tier II 14U Girls.
 - International Girls & Womens Hockey Weekend
 - October 5th to October 6th, 2019 & February 8th to February 9th, 2020
 - Discussion on elimination of host spot at Nationals for Tier I Girls similar to what is done at Tier I youth.
 - Youth Council discussing the following changes in regards to National Tournaments:
 - Language in regards to Tier I
 - Not cutting the ice for warmups
 - Increasing entry fee and removing hotel requirements
 - Girls/Women Sub Committee on Visibility discussing
 - Recruitment of female officials and coaches. Focusing on those coming directly out of college (NCAA and Club).
 - Massachusetts and New England holding female only clinics together to aid in recruitment
 - Bill Switaj is the liason from the Coaching Education group to the Girls/Women Section.
 - Introduction of Katie Million, new Director of Womens National Team
Programs: https://teamusa.usahockey.com/news_article/show/995786
 - National Camp Discussion
 - Naming of camps now set as 15 Camp, 16/17 Camp, 18 Select Camp
 - 18 Select Camp now after the other two camps. Some spots open in 18 Select camp for players to be picked from 16/17 camp.



Massachusetts Hockey Annual Meeting Minutes



June 16, 2019 – Hotel 1620 at Plymouth Harbor, 180 Water St, Plymouth, MA 02360

- Recreational Women's Tournament presented by Ashley Bevan. More teams are moving from the Senior A/B/C Nationals to this event. Long term plan to get all there.
- Need to have category for 21 over to accommodate the younger players, currently only 30 & Over.
- Currently holding off the hiring of the 3rd Female ADM Position (Emily West and Kristen Wright are current ADM Managers for Female Hockey)
- **Kevin Donovan**
 - We had 11 officials travel for national tournaments - 8 of the 11 worked the championship games.
 - We had 33 officials apply to one of the USA summer development camp. 17 have been accepted to camp.
 - We just had 18 officials work the MaHockey boys player development camp. It was a great weekend having them work the 3 man and being evaluated and we have 8 officials working the boys top 40 working the 4 man.
 - Mass has partnered up with NE, NY and Atlantic districts and will be holding the first joint Eastern women's officials camp here in MA in July.
 - Our numbers have been the best they have been in a long time. 2003 register officials and 1775 that completed all the requirements that is up from 1622 registered and 1266 complete my first year... that's an increase of 509 more officials with the ability to work games. We have a great positive trend going and Final have registration for officials and seminars before the season begins. We have gone from a Aug 1 date to a June 1 date for officials.
 - We have also had our first fulltime official (Conor Harrington) in the USA hockey officials development program and has been invited back for next year.
 - We had the pleasure of 2 women (Jenn Cameron & Kelly Cooke) represent the USA on the IIHF front working world championships.
 - We will be moving to Horizonwebref to assign all state games.
 - On a national front there has been a committee established to look at abuse of officials
 - New point of body contact and body checking – terms being used is stick on puck – you need to be playing the puck for a legal body check.
- The Board then considered the pending legislative proposals. A summary of the votes on the many legislative proposals accompanies these minutes.
- The elections for the positions of President, First Vice President, Second Vice President, Third Vice President, Fourth Vice President, Fifth Vice President, Treasurer, Secretary, At-Large E-Board and USA Hockey Director were held. It was explained that the terms for the Second Vice President, Fourth Vice President, Secretary would be one-year terms, all other positions will be two-year terms.
 - **Bob Joyce** was elected President of Massachusetts Hockey
 - **Jeff Brown** was re-elected as First Vice President
 - **Christine Mayer** was re-elected as Second Vice President
 - **Steve Rizzo** was re-elected as Third Vice President
 - **Phil Zona** was re-elected as Fourth Vice President
 - **Jay O'Neill** was re-elected as Fifth Vice President
 - **Greg Sophis** was re-elected as Treasurer
 - **Tim McMahon** was elected as Secretary
 - **Dave Young** was re-elected as an At-Large member of the Executive Board
 - **Chip Bradbury** was elected as an At-Large member of the Executive Board
 - **Jim Maimone** was re-elected to serve as a USA Hockey Director.
 - **Kevin Donovan** presented the new compensation rates for officials which were voted on and approved.
- President Elect - **Bob Joyce** announced the dates for first three monthly meetings for September 9, 2019, October 7, 2019 and November 4, 2019.
- A motion was made to adjourn the meeting at 11:28 a.m., seconded and approved.