

USA HOCKEY, INC.
2020 VIRTUAL ANNUAL CONGRESS
Board of Directors - Saturday, June 13, 2020
MINUTES (of Record)

Ron DeGregorio welcomed everyone to the first ever 2020 USA Hockey Virtual Annual Congress. This Board of Directors Meeting was held by Zoom Conference Call.

ROLL CALL

Bill Hall, Secretary, called the roll indicating there are 91 eligible voters. Bill noted that it is a majority or 2/3 of those who vote on any particular issue.

Voting Directors	Present: 84	
	2/3rds: 56	(if all are voting)
	Majority: 43	(if all are voting)

ATTENDANCE

PRESENT (VOTING MEMBERS)

OFFICER DIRECTORS

Don Mulder	Gavin Regan
Bill Hall	Donna Guariglia
Charles Fuertsch	Donna Kaufman
Mike Trimboli	Keith Barrett

SECTION DIRECTORS

Tom Branden, Registrars	Mike MacMillan, Coaches
Don Gould, Girls/Women	JJ O'Connor, Disabled
Eric Ballard, College	Ken Reinhard, Officials
Chris Vantimmeren, College	Bob Mathson, High School

AT-LARGE DIRECTORS

George Atkinson	Shawna Davidson
Bruce Urban	Sarah Fraser
John Tobin	Shelley Looney

ATHLETE DIRECTORS

Mike Blabac	Meghan Duggan
Jon Blum	Molly Engstrom
Craig Brady	Lyndsey Fry
Caitlin Cahow	John Michael Liles
Julie Chu	Taylor Lipsett
Chris Clark	Jenny Potter
Kendall Coyne-Schofield	

NCAA/PROFESSIONAL SPORTS ORGANIZATION DIRECTORS

Bill Daly	Mike Snee	Joe Bertagna
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Jay Finnigan, Atlantic
Glenn Hefferan, Atlantic
Frank McGady Atlantic
Gene Palecco, Atlantic
Larry Hellwig, Central
Al Deming, Central
Mike Mullally, Central
Les Teplicky, Central
Christine Mayer, Mass
Steve Rizzo, Mass
Thomas McGrath, Mass
Jim Maimone, Mass
Gordon Bowman, Michigan
Kevin Wood, Michigan
Roger Mauritho, Michigan
Dan Jaroshewich, Michigan

DISTRICT DIRECTORS

Tom Cline, Mid-Am
Paul Day, Mid-Am
John Karolcik, Mid-Am
Kaye Pinkowski, Mid-Am
Scott Gray, Minnesota
Doug Kephart, Minnesota
Dave Margenau, Minnesota
Steve Oleheiser, Minnesota
Chris Washburn, New Eng.
Cheri Bonawitz, New England
Tom Regan, New England
Richard Oliver, New England
Joe Baudo, New York
Joe Eppolito, New York
Mark Lamarr, New York
Gary Lebrun, New York

Dwayne Dillinger, N Plains
Greg Evenson, N Plains
Kris Knauss, Pacific
Steve Laing, Pacific
Wayne Sawchuk, Pacific
Jon Gustafson, Pacific
TC Lewis, Rocky Mtn
Kathleen Smith, Rocky Mtn
Geoff Pashkowski, Rocky Mtn
Mark Servaes, Rocky Mtn
Chris Powers, Southeast
Mike Mulhall, Southeast
John Coleman, Southeast
Marc Friedman, Southeast

PRESENT (NON-VOTING MEMBERS)

CHAIRMAN OF THE BOARD

Ron DeGregorio

DIRECTORS EMERITUS

Due to the meeting being held electronically and only voting members were present on the zoom call, attendance was not taken for directors emeritus.

ABSENT (VOTING MEMBERS)

Jim Smith, President	Eric Nystrom, Athlete
Don Fehr, NHLPA	Jim Slater, Athlete
Robert Esche, Athlete	Ryan Whitney, Athlete
Brianne McLaughlin-Bittle, Athlete	

MOMENT OF SILENCE

Ron DeGregorio requested a moment of silence to honor those who have passed away since the 2020 Winter Meeting:

Susan Johnson - Larry Johnson's Wife - longtime member of our International Council
Tom Engel - Emily Engel-Natzke's Father - USA Hockey Video Coordinator
Kristine Hine's Mother in Law – June Hines
Bobby Elmore – Darla Thompson's Father – District Registrar Rocky Mountain
Louis Francis Dillinger – Dwayne Dillinger Father – Northern Plains District Director
Lee Haugen – Affiliate Officer
Fred Pye – Central District RIC 1974-1983
Gaynelle M. Johnson - Shawna Davidson's Mother
Brian Bellgraph – CEP Instructor District 6 Michigan
Henriette Lamoureux – Grandmother to Lamoureux sisters
Paul Leo Lufkin – Longtime member of our Marketing Council
Dennis Redding - Kevin Redding's Father – RIC Connecticut
Kathleen "Sis" Bush – Walter Bush's wife
John Dotte – Active member of New York hockey and Chair for Youth Council
Jody Hayden – Bob Hayden's wife – Former Referee-in-Chief

Bill Aragon - Amber Aragon's Grandfather
Everett May – Sheila May's Father in Law
Justin Dunlop – Video Producer, Visual Corp.
Gina Tezel Mensay – Erin Mensay's Mother
Doug Heyliger – Son of Vic Heyliger

APPROVAL OF THE MINUTES

Bill Hall explained that there are three sets of minutes before the Board for consideration. Everyone should have received copies of each through an email. The first set is the special meeting of the Board of Directors that was held on April 8, 2020. Bill Hall asked for a motion to approve the April 8, 2020 minutes. Charlie Fuertsch made the motion to approve; the motion was seconded by Don Mulder. The MOTION CARRIED.

The next set of minutes for approval are the 2020 Winter Meeting Board of Directors Minutes. Gavin Regan moved to approve the minutes of the Board of Directors meeting from the 2020 Winter Meeting. The motion was seconded by Don Mulder. THE MOTION CARRIED.

The third set of minutes is a set of corrected minutes from the 2019 Annual Congress Board of Directors meeting. There is an additional correction to the presented minutes and Bill Hall called on Bruce Urban to present that correction.

Bruce Urban pointed out a correction under ELECTIONS regarding his election as a Director-at-Large. Bill Hall called for other corrections. There were no other corrections. Bruce Urban moved that the minutes, as corrected and amended, be approved. John Tobin seconded the motion. The corrected minutes, as amended, were approved.

CHAIRMAN'S REPORT

Ron DeGregorio reported that the Executive Committee requested that Ron chair the Board meeting. Ron explained that his role will be to moderate this meeting to its conclusion.

Ron reported that the Center for SafeSport has advised USA Hockey that they have issued a lifetime ban to Tom "Chico" Adrahtas from coaching in the USA Hockey sanction activity or any activity involving a national governing body. The US Center for SafeSport has advised USA Hockey that the Center has jurisdiction and is investigating allegations that the people in the Amateur Hockey Association Illinois (AHA), as well as Jim Smith were aware of sexual misconduct by Adrahtas and did not take action. USA Hockey supports this action by the Center and will wait for the results of their investigation and then decide on appropriate actions to follow.

In addition, USA Hockey's Executive Committee has acted quickly in securing an independent investigator regarding allegations of conflict of interest issues related to Jim Smith. Consistent with USA Hockey's policy, the Executive Committee has also appointed a task force of USA Hockey Directors to investigate AHA on allegations related to governance in operation of their affiliate. These three investigations will proceed with due process and reasonable care and speed. The Executive Committee will determine its actions once the investigations are completed. Under New Business, the last item on the agenda, there will be an executive session of USA Hockey Board. The board will discuss and consider a resolution supporting these three independent investigation.

Ron recognized the courage of the players who addressed these despicable actions and acknowledged that the hockey community is saddened and angered for what they have endured. Ron discussed the importance of reporting abuse to police and other public authorities, including SafeSport and that fortunately now it is a part of our hockey culture. Ron stated that the goal of USA Hockey is to develop all participants to be better both on and off the ice while providing a fun and safe environment. Managing and reducing risk includes SafeSport training, concussion reporting protocols and Heads Up Hockey training to increase safety in our sport. Adding diversity and inclusion education to our organization will help us welcome even more people to the hockey world and make us stronger. Ron thanked everyone for their dedication toward a better USA Hockey.

EXECUTIVE DIRECTOR REPORT

Pat Kelleher reported that over the past two weeks of Annual Congress that there have been over 300,000 meeting minutes with over 4700 participants on Zoom meetings and webinars. The success of the virtual Annual Congress reaffirms the incredible commitment of our hockey community. The dedication of our volunteers and staff to USA Hockey and our sport is truly special. Pat thanked everyone for making this Congress successful and thanked the USA Hockey staff who worked extremely hard behind the scenes to make sure everything went as smoothly as possible.

Pat then spoke to the importance of safely getting players, coaches, officials and local hockey programs back into the rinks as being our number one priority. We must continue to follow the CDC and local health guidelines, but can agree that it is time to get back to the game that connects us all. We started Annual Congress on June 1st and we also began our membership renewal drive through emails, social media and a lot of good old fashioned “smiling and dialing”. We have reminded our members that hockey is back and hope that they can safely get back on the ice. We have had a great week of membership renewals but our membership is only about 50% of where we last year at this time.

Pat discussed the amount of work to do with regards to membership, but it has been encouraging to see the results coming in. This also has to continue to be total team effort as national level volunteers, staff, affiliate leaders and grassroots volunteers need to continue our collaboration. We have to listen to the needs of our local associations and offer the support they need. We are also fortunate during these challenging times to have an incredible partner in the National Hockey League and when they get back on the ice this summer it will provide a big boost to our game and another great platform to show that hockey is back. Pat thanked Bill Daly, who is on the call, as well as Commissioner Bettman, Kim Davis and everyone across the NHL for their continued support of USA Hockey.

We want to introduce the game of hockey to people because we believe in the positive impact our sport has on people’s lives and we want more people to be a part of the hockey family. We also want to be welcoming and inclusive for everyone. The outcry in our country around racism and inequality has been at the forefront of our conscience, especially during the past two weeks, and we have had some difficult conversations around race and racism during this Congress. Pat mentioned that the feedback received from many people is that they felt those conversations around diversity and inclusion were among the best conversations that they were involved with during Annual Congress. USA Hockey has been a leader in so many ways for so long, but for all the good things we’ve done in the field of diversity, equity and inclusion,

we still have significant work to do in advancing our efforts. Stephanie Jackson has been on staff with us for a just over a year and has helped USA Hockey listen more. We will continue to take steps to be more diverse and inclusive and that will translate to the grassroots level, to rinks and to local programs across our country. Sadly, racism exists both in our country and in our sport, it is critically important to be part of change and contribute to helping hockey and society. This will not only make us a better organization but will help us attract more people to the sport that we all love. We will also be taking more steps to educate ourselves collectively to move forward our effort around diversity and inclusion. Pat spoke to the short-term challenges to overcome, but with the passion, dedication and commitment that our sport inspires, we can continue to make hockey the best possible experience for more kids and families throughout our country.

USA HOCKEY FOUNDATION REPORT

Paul George reported on the USA Hockey Foundation. The investments of \$18.1 million has been reduced somewhat by the current markets and the impact of the pandemic. We have also made significant improvements to the facility in Plymouth, including \$2.4 million spent in the last fiscal year. The buildings listed in this report reflect our ownership of Plymouth and the headquarters in Colorado Springs, which are a significant component of our assets. We discussed last year that there were significant funds going back to 2015 that were owed to USA Hockey from the Foundation and much of that has been paid back. In fact, \$2.4 million has now been paid back to USA hockey. These were expense paid on behalf of the foundation by USA Hockey and then also funds that were held back in 2015 when we were purchasing the facility in Plymouth. You'll see on our balance sheet, a bond payable of about \$10.3 million. We are currently deferring principal and interest payments for the next three months thanks to conversations we have had with Wells Fargo. The NHL support at \$9.4 million last year is very significant and is in fact critical to the operations of USA Hockey. We thank the NHL, Gary Bettman, Bill Daly, and the rest of their team for all of their support.

The net income in fiscal year 2019 was about \$111,000 down from the prior fiscal year, but that was due to a number of expenditures, including both paying back some funds to USA Hockey and the improvements in Plymouth that were previously mentioned. Now to the current situation. Obviously the pandemic has changed our entire situation. Until the pandemic, fiscal year 2020 was tracking with fiscal year 2019 and we were doing reasonably well. Now with rinks closed and philanthropy down by \$300,000 we are in a different situation. We have taken several measures to help our financial situation and we are watching expenses very closely. Many of our employees in Plymouth are hourly employees and they are not drawing down any funds at this time. In addition, we have secured a PPP loan to help with those salaried employees and are paying close attention to maintaining our bond. As I mentioned earlier, we have received a deferral which has been very helpful, but we also have an obligation to maintain certain balances. We have a line of credit that we are required to keep in place, and there are financial covenants that are important. Needless to say, Wells Fargo Bank is keeping an eye on our investment portfolio as well. We are adhering to our spending policy at the Foundation, and like most well run foundations we have adopted a spending policy.

Paul reviewed the balance sheet and reported that the USA Hockey Foundation currently has \$50 M in Total Assets and \$14 M in Net Assets. He reviewed the financial relationship between the Foundation, HARP (Hockey and Arena Protection), and USA Hockey Inc. Paul is pleased to say the Foundation has been very alert throughout these difficult times and thanked everyone for their hard work.

TREASURERS REPORT

Donna Guariglia reported on the USA Hockey budget, budget process, significant variances in revenue and significant variances in expenses.

Budget Process:

This year a different approach was taken to the budgeting process. Initially, we wanted to fall in line with the strategic plan and target a 4% surplus. . When Pat and Kelly Mahncke received the budgets back from the department heads, we had a \$4.7M gap to close to reach our surplus target.

A four-year historical review was done because we are on a quad, and revenue and expenses increase in a similar proportion due to where we are with respect to the Winter Olympics. This approach enabled us to analyze which programs had the most increases in expenses and why. Four years ago, we also had a surplus. When Pat and Kelly met with the department heads, they challenged them to run their programs with an allocation of money for expenses that were proportionate to the spending four years ago. Everyone did the best that they could, but when we got the figures back, we still had a lot of work to do based upon our revenue projections to close the gap and reach a surplus.

After reducing our program, event, and operational budgets as much as possible, every line item was reviewed and had to make some difficult decisions to get the budget to where we felt was best. There were two additional areas that Jim Smith, Pat Kelleher, Donna Guariglia, and Kelly Mahncke suggested to get us close to our surplus goal. We proposed to reduce the affiliate block grant and the organization's contribution to employee health insurance benefits, which resulted in a \$1.3 M surplus.

Kelly and Donna presented the budget to the Finance Committee on April 16th and the Finance Committee did not support the cuts to the affiliate block grant. Since the Finance Committee meeting, we have fully restored the affiliate block grant and the employee health insurance benefits, which resulted in a \$510K surplus. As time progressed and COVID-19 raged on, additional budget provisions had to be made. For example, USA Hockey committed to hosting the IIHF U18s in FY21. Due to the pandemic, USAH was not able to host the event in April 2020. Another change that affected the budget was pushing the Level 5 coaching symposium back to FY21. The new surplus with the most recent changes results in a \$650K surplus.

Significant Variances in Revenue from last years approved budget:

Overall, it is expected that USA Hockey's revenue will be \$1M less than last year. Total registration revenue is expected to be \$1.3 M less than last year's budget. There are many uncertainties around stay-at-home orders, public confidence, and the pandemic. Projecting revenue is difficult amidst this uncertainty, and no one knows where our revenue will be in three months. It is challenging to speculate where our registration numbers will be. As a result, a contingency budget has been prepared should USA Hockey need to course-correct. We are preparing for various scenarios so that we can act promptly to protect USA Hockey's best financial interests.

The decrease in coaching revenue is because we changed the level four coaching clinic to a one-day event (versus two or three-day event). The decrease in international transfer revenue is due to the fact that the IIHF reduced the amount that you can charge another country from 500 Swiss francs (CHF) to 300 Swiss francs. Our tournament revenue is projected to be a little closer to actuals in this budget.

Overall, grant revenue is projected to be less by nearly \$350K. Raise the Flag Campaign is a \$5 M campaign that goes through the end of 2022, and we are budgeting \$500K as a realistic number for revenue in FY21. The funds for this campaign are designed to go towards our elite teams and to help with the arena. Although we have \$500K more from Raise the Flag campaign, we are projecting less for the VA

grant to be more realistic, less from the international grants to match what we get from the USOPC, and less for the goalie program. . Ron DeGregorio, , Steve Thompson, and Tami Tranter are working hard to generate revenue for the goalies at the affiliate level.

Corporate sponsorships revenue is projected to be \$640K more than we budgeted for last year. Currently, Tony has already booked \$3.1M in FY20 in corporate sponsorships alone, and we have multi-year, recurring agreements and contracts for much of this revenue. Renewals account for all but \$250K in new revenue. Some of our sponsors include Nike, BioSteel, Dunkin', True, Chipotle, and AAA.

Event revenue will be lower because we thought a lower revenue number for the U18s would be more realistic in FY21. The goal is to make this event budget neutral. Total net sales revenue is lower to be closer to actuals.

There is a little more in the budget for miscellaneous revenue this year to conservatively bring us closer to actuals. In addition, we are capturing more of the story. For example, if we are going to be reimbursed for some travel we wanted to capture the full picture. Rather than showing the net cost, we showed the full expense and the revenue for reimbursement.

Significant Variances in Expenses over last year's approved budget:

Overall, our expenses are \$130K more than last year. Player Development expenses are up because we are hosting the U17 boys 5 Nations event next summer, an event we host every five years. The block grant is higher due to increase in the number of players playing over last year. Originally, we proposed that we reduce the block grant by a dollar from USA Hockey, (\$2.50 to \$1.50) in FY21 but the affiliate block grant has been fully restored. The Junior program was reduced by almost \$100k by reducing the amount that we contribute to the NAHL and USHL.

The officials' budget is higher in expenses over last year's budget due primarily to the advanced symposium and the rules committee). The coaching expenses are lower commensurately with the fact that we reduced these coaching clinics to a one-day event versus two or three-day event. Men's international had a lot of fluctuation over last year with a net increase in expenses primarily due to increases in Sled national team and the Four Nations tournament. Women's International is lower in expenses due to consolidating travel for Elite Development and the National Team budget. The adult is higher in expenses due to the World University Games that happen every other year. Membership services are higher in expenses due to increases in insurance costs.

District accounts are lower in expenses to more closely match expectations. Risk management is higher due to the SPEC budget and having more people to help in the field. Public relations expenses are lower this year because we are switching three magazine print editions to a digital format. We will now have five editions that are digital, and five that are hard copies. The administration budget is higher due to increases in insurance costs, additional employees in the legal department, and ensuring that the contribution to the US Ice Rink Association is in the budget this year. Membership development is higher because we have \$200K allocated for Diversity and Inclusion initiatives. ADM is lower to help with the budget and doing fewer events. There are so many unknowns, and we will continue to closely monitor the budget and reforecast as more information becomes available.

Glenn Hefferan moved to approve the 2020-21 budget, seconded by Gene Palecco. All in favor, passed.

COUNCIL & SECTION REPORTS

The council and committee reports were posted on the USA Hockey events app prior to the Annual Congress and no additional updates were made at the meeting.

DIVERSITY & INCLUSION REPORT

Donna Guariglia reported on the Diversity and Inclusion Task Force. A year ago, under the direction of our new D & I Director Stephanie Jackson, training on diversity and inclusion began with an emphasis on unconscious bias and the willingness to address incidents that occurred within our sport. In October there was a presidential directive for Rule 601 (b) changing the penalty for discriminatory, racial and derogatory slurs of any kind from a game misconduct to a match penalty. Stephanie continued monthly meetings with the D & I Task Force with many guest speakers who shared their stories and programs. She also visited many of our Affiliates to help train and initiate conversation on D & I.

Over the past two weeks of Congress, the focus on Diversity, Equity, and Inclusion was seen in almost all of our meetings. The kick-off session with RISE had over 170 participants getting to know ourselves and challenge our thoughts on race and culture. Our Roundtable Discussion with Pat, AJ Mlecsko-Griswold, Kendall Coyne Schofield, and Lisa Hinkelman discussed the steps USA Hockey has taken and continue to take to advance progress in our women's programs. The Executive Director's Hour - A Discussion on Race & Equity and The Way Forward had D & I Director Stephanie Jackson moderating a discussion with Pat, Kim Davis, Anson Carter, Blake Wheeler, JT Brown, Jacob Slavin, and Bill Proudman, and was very well received. Our Executive Committee and staff leadership worked with Bill Proudman in a session on slowing down, listening to people's stories and learning how to navigate sameness and differences.

We all experienced a lesson in learning a little bit more about who we really are and what true feelings were exposed over the last few weeks. Several local affiliates have begun to develop their own D & I initiatives. Atlantic President Glenn Hefferan has engaged Jen Croneberger as their Director of Culture Change and she will lead the AAHA Diversity, Inclusion, and Belonging initiative. In Texas TC Lewis has had pucks made with logos -Players against Hate with a hockey stick in a circle with a line through it. USA Hockey put up a temporary logo to celebrate Pride month throughout June. The task force will work with Stephanie and Kevin Erlenbach to help create a D & I webpage. We are also working on creating focus groups to help bring people in from the outside to share best practices.

Sports run parallel with society and we now have the professionals in place to help advance and implement our goals for D & I. We will be working with Bill Proudman's group for training our staff and volunteer leadership. We also have an agreement with RISE to be our partner and to support our affiliates. This training will provide the education and experience to enrich our understanding of who we are in this space. It is an important business decision that will advance our D & I goals as stated in our Strategic Plan.

LEGISLATIVE PROPOSALS

Bill Hall explained the process for the legislative proposals. The regulations do state that the board can entertain a motion to defeat a motion at this meeting and it could be approved with 2/3 vote.

Proposals to be amended

Prior proposed deletions are ~~stricken in black~~ and additions are **in bold black type**.

New proposed amendments are ~~stricken in red~~ and new additions are in **bold underlined blue type**.

Bill announced that the following amendments proposals have been withdrawn by the submitters; Policy #1, Junior #7, #8, and #10.

The submitters wish to withdraw these proposals; however, there is not a procedure to allow for that at this meeting. With that in mind, Bill asked for a motion to consider any or all of these proposals, but if there is no motion then they will die. Bill Hall asked for any motion to consider any or all of the proposals. Seeing none, the proposals die for lack of motion.

Policy #2 – Cheri Bonawitz moved to approve the proposal, seconded by Dan Jaroshewich. All in favor, passed.

Programs and Philosophies #1 – there was no motion, proposal died due to lack of motion.

Elections #1, #2 and #3 – Bill Hall presented the submitted amendments for Elections #1, #2, and #3.

Elections #1: On Page 7 of the Legislative Proposals, amend the proposal as follows:

(3) Directors At-Large

Each Director At-Large shall be elected by the Board of Directors. **Nominations to run for the office of Director At-Large shall be submitted to the Nominating Committee no less than 30 days prior to the Board of Directors Meeting at which the election will be held. Nominations may only be made from the floor: (i) if no one has been nominated prior to 30 days before the Board Meeting, ~~or~~ (ii) for elections held to fill a vacancy as Director At-Large, or (iii) upon approval of the nomination by a 2/3 vote.** The Directors At-Large shall serve a term of three (3) years, which terms shall be staggered so that one third of the Directors At-Large shall be elected each year. In the event that a Director At-Large shall be unable, for any reason, to serve his/her full term, at the next meeting of the Board of Directors, the Board shall elect a Director At-Large to serve for the unexpired term of the Director At-Large being replaced, **provided that nominations to fill an unexpired term as a Director At-Large shall not be required to be submitted 30 days in advance.**

Elections #2: On Page 8 of the Legislative Proposals, amend the proposal as follows:

(1) Executive Committee

The Executive Committee shall consist of fifteen (15) members. It shall include all of the officers of USA Hockey and sufficient Athlete Directors to insure that not less than 20% of its membership is composed of Athlete Directors. Three (3) directors (Director Representatives) shall be elected by the Board of Directors for a three (3) year term beginning at the conclusion of the Annual Congress from the membership of the District Directors, Section Directors or Directors At-Large. These elections will take place during the Annual Congress electing one Director Representative each year for the Director Representative whose term is expiring. **Nominations to run for Director Representative shall be submitted to the Nominating Committee no less than 30 days prior to the Board of Directors Meeting at which the election will be held. Nominations may only be made from the floor (i) if no one has been nominated prior to 30 days before the Board Meeting, ~~or~~ (ii) for elections held to fill a vacancy in a Director Representative position, or (iii) upon approval of the nomination by a 2/3 vote.** Director Representatives shall not have successive terms of office as members of the Executive Committee. In the event a Director Representative is unable to complete his/her full term of service for which the Director Representative was elected, the Board of Directors shall elect a replacement Director Representative who shall serve the unexpired term, **provided that nominations to fill an**

unexpired term as a Director Representative shall not be required to be submitted 30 days in advance. The Executive Committee shall be empowered to act on the behalf of the Board of Directors between Bylaws meetings of the Board provided that (a) the Executive Committee shall not have the authority to amend, alter, or repeal the Bylaws or Rules and Regulations, but may recommend such changes to the Board of Directors for consideration and (b) the Executive Committee shall have the authority to amend, alter or repeal Rules and Regulations only in the case of an emergency when a vote of the Board of Directors cannot reasonably be obtained, and in such event the action taken by the Executive Committee shall be placed on the agenda at the next meeting of the Board of Directors for ratification, amendment or repeal.

Elections #3: On Page 10 of the Legislative Proposals, amend paragraph 4(c) of the proposal as follows:

- (c) **Nominations to run for any officer position shall be submitted to the Nominating Committee no less than 30 days prior to the Board of Directors Meeting at which the election will be held. Nominations may only be made from the floor (i) if no one has been nominated prior to 30 days before the Board Meeting, ~~or~~ (ii) for elections held to fill a vacancy in an officer position, or (iii) upon approval of the nomination by a 2/3 vote.**

Kris Knauss moved to approve the amendments, seconded by Glenn Hefferan. Amendments approved. John Tobin moved to approve the proposals as amended and as a block, seconded by Dan Jaroshewich. All in favor – passed.

Legal #1 – Charlie Fuertsch moved to approve the proposal, seconded by Steve Liang. All in favor – passed.

Coaches #1 – Bill Hall presented the submitted amendments to Coaches #1. **On Page 12 of the Legislative Proposals, amend the proposal as follows:**

(1) Required Coaching Education Program Levels for Ice Hockey

All coaches must have the required certification level prior to January 1 of the current season, unless earlier deadlines are established by the district and/or affiliate.

All coaches must complete the online age-specific modules PRIOR to participating with their team.

- (a) All coaches must enter USA Hockey's Coaching Education Program at Level 1, and must continue their education with a coaching clinic each year until, at a minimum, they achieve Level 4. Coaches of only 8U or younger players should remain at Level 1 until such time as they are coaching any older age level of play. A coach may attend only one (1) certification clinic per year. Once Level 4 is achieved, coaches will need to complete 5 ~~credits~~credit hours of Continuing Education within each subsequent three-year period [as outlined in Paragraph (c) below].
- (b) In addition to the training in paragraph (a) above, coaches must also complete online age specific training modules specific to the level of play they are coaching, if they have not already taken that module. This requirement applies to all coaches at all levels, 1 through 5. Coaches may complete more than one age-specific module in any given season.
- (c) Effective in the 2021-2022 season, ~~C~~oaching certification at Levels 4 and 5 is valid for three (3) seasons, as indicated by the expiration date. Before the expiration of their level, coaches must accumulate 5 ~~credits~~credit hours of continuing education by either taking Level 5, or by attending other USA Hockey Continuing Education clinics. The USA Hockey clinic listings will indicate all continuing education offerings and the credit value of each. The Coaching Education Program retains

the responsibility for defining continuing education credit values, including clinic or online course work.

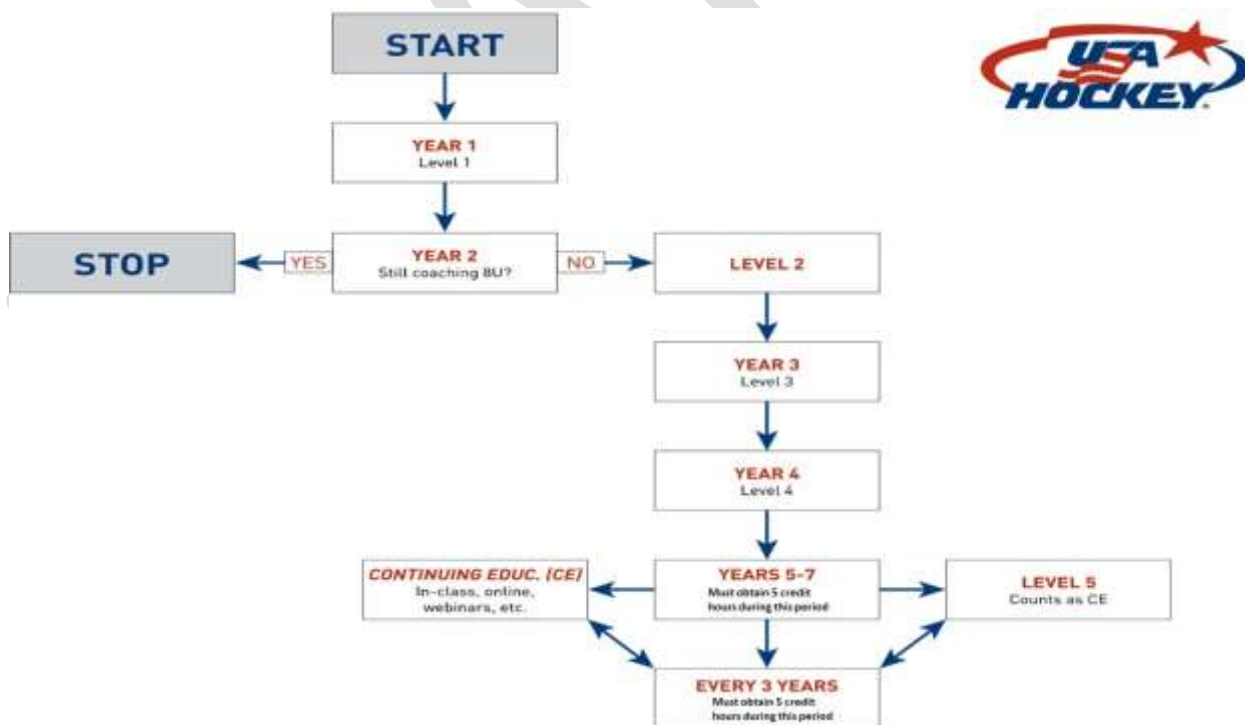
(d) Grandfather Clause – For those coaches who received Level 4 or 5 prior to January 1, 2020, only coaches of ~~national-bound~~ Tier I and Tier II teams are required to do continuing education as required ~~given~~ in (c) above.

(e) Previous/Expired Certifications

Coaches with any expired certification will retain their previous certification levels provided the certification can be verified. Coaches may re-enter the certification system at that previous level and be subject to the certification guidelines in (a) through (c) ~~as given~~ above.

Replace the Picture on Page 14 of the Proposal with the following:

Typical Coach Education Clinic Progression Chart



Mike MacMillan moved to approve the amendments, seconded by Ken Reinhard. Amendments approved. Mike MacMillan moved to approve the proposal as amended, seconded by Gordon Bowman. All in favor – passed.

Coaches #2 and #3 – Mike MacMillan moved to approve the proposals as a block, seconded by Ken Reinhard. All in favor – passed.

Officials #1: Bill Hall presented the following: On page 20 of the Legislative Proposals, amend 4th bullet point in the middle of the page as follows:

- ☐ Complete online SafeSport training every ~~two seasons~~ and fulfill **USA Hockey Affiliate** Screening Requirements every two seasons.

Charlie Fuertsch moved to approve the amendments, seconded by Ken Reinhard. Amendments approved. Charlie Fuertsch moved to approve the proposal as amended, seconded by Donna Kaufman. All in favor – passed.

Girls'/Women's #1 and #2 – Don Gould moved to approve the proposal, seconded by Joe Eppolito. All in favor – passed.

Youth #1: Bill Hall presented the following: On page 24 of the Legislative Proposals, disregard original proposed amendments, reinstate current language from the Annual Guide, and amend the proposal as follows:

Disregard all amendments previously made in January, and amend the existing language in the Annual Guide as follows:

No player 12 years of age or younger (as defined in the age classification chart for the current season) is eligible to play on a team intending or declared to compete in the District or National Championships or playoffs leading thereto except as follows:

For the ~~2018-19 and 2019-20 seasons~~ 2020-21 season for Girls 14U Tier II only, an Affiliate may permit up to three players that are 12 years of age for the current season (as defined in the Youth/Junior Age Classification chart in the Annual Guide) to be rostered on a Girls 14U Tier II team intending or declared to compete in the District or National Championships or playoffs leading thereto if the Affiliate finds that either: (a) The younger player(s) are from the same local geographic area as the team they intend to play for and are needed to field a Girls 14U Tier II team with a roster size recommended by the ADM, or (b) There is no 12U girls team available in the player's home local geographic area.

A player 13 years of age or older may play on a youth or girls' team in an older classification at a District or National Championship Tournament only if the applicable Affiliate's rules or decisions, and the applicable local program's rules or decisions, permit that player to do so. A player residing in one Affiliate may not play on a team in an older classification in a different Affiliate unless both the Affiliate where the player resides and the Affiliate where the player desires to play have granted permission to play in an older classification. In the event a youth or girls player has been denied the permission to play in an older classification in the Youth or Girls' District or National Championships on a team in an Affiliate other than the Affiliate where the player resides, the player may appeal such denial to the National Championship Appeal Committee.

Don Gould moved to approve the amendments, seconded by Kathleen Smith. Amendments approved. Don Gould moved to approve the proposal as amended, seconded by Bob Mathson. All in favor – passed.

Youth #2 and #3 – Mike Mulhall moved to approve the proposals as a block, seconded by Joe Baudo. All in favor – passed.

Juniors #2 – ~~Was done separately due to the change of bylaws.~~ Donna Kaufman moved to approve the proposal, seconded by Cheri Bonawitz. All in favor – passed.

Junior #5: Bill Hall presented the following: On page 44 of the Legislative Proposals, combine paragraphs 3 and 4 as follows:

3. Team Action

(a) If the separation between the player and the team is initiated by the team's action (e.g. trades, drops, etc.) and the player does not appear on the team's initial protected list, the player must be notified in writing by the team and shall be entitled to a full refund of tuition paid less \$500 for training and other associated expenses borne by the team.

3.4. Team Action

(b) If the separation between the player and the team is initiated by the team's action (e.g. trades, drops, etc.) without tampering being involved, the player **must be notified in writing by the team and** shall be entitled to a refund or reduction in tuition due based on **(A) the difference between** number of games for which the player was on the roster divided by the total number of games on the team's regular season schedule, **(B)** multiplied by the amount of tuition paid, **(C)** less any obligations owed to the team and/or his billet family upon the execution of a mutual release with the team to memorialize the settlement. If the team action is based on disciplinary action in regard to organizational team rules, no refund or reduction shall be due under this paragraph.

Donna Kaufman moved to approve the amendments, seconded by Steve Laing. Amendments Approved. Donna Kaufman moved to approve the proposal as amended, seconded by Bob Mathson. All in favor – passed.

Junior #12: Bill Hall presented the following: On page 58 of the Legislative Proposals, disregard original proposed amendments, reinstate current language from the Annual Guide, and amend the proposal as follows:

J. Junior Classifications Expansion

(1) Tier I League

USA Hockey shall designate and certify the United States Hockey League ("USHL") as the Tier I Junior Hockey League in USA Hockey. The operating standards for the USHL and teams within the USHL shall be as set forth in a league licensing agreement approved by the USA Hockey Executive Committee and entered into between USA Hockey and the USHL.

(2) Tier II League Certification

~~[Effective as of December 21, 2018]~~ USA Hockey shall have and certify one or more leagues within USA Hockey as a certified Tier II Junior Hockey League. The operating standards for each Tier II League and teams within the League shall be as set forth in a league licensing agreement approved by the USA Hockey Executive Committee and entered into between USA Hockey and the applicable league.

(3) Minimum Standards for Tier III Certification

In order to be eligible for Tier III Junior certification by the Junior Council of USA Hockey, the applicant league must satisfactorily complete the two (2) year ~~probationary~~ Provisional Status period and the following minimum criteria must be met (unless exceptions are approved in advance by the Junior Council upon written application and hearing), and each league must be recertified by the USA Hockey Junior Council every year in June.

Donna Kaufman moved to approve the amendments, seconded by Steve Laing. Amendments Approved. Donna Kaufman moved to approve the proposal as amended, seconded by Larry Hellwig. All in favor – passed

Juniors #1, #3, #4, #6, #9, #11 and #14 – Donna Kaufman moved to approve the proposals as a block, seconded by Glenn Hefferan. All in favor – passed.

Adult #1 and #2 – Don Mulder moved to approve the proposals as a block, seconded by Tom Cline. All in favor – passed.

Officials #2 – Ken Reinhard moved to approve the proposal, seconded by Don Gould. All in favor – passed.
High School #2: Bill Hall presented the following amendments: On page 13 of the Additional Proposals, amend as follows:

IX. DISTRICT PLAYOFFS AND NATIONAL CHAMPIONSHIPS

Youth Classifications (13 & 14 (14U), 15-only (15O), 15 & 16 (16U), 17 & 18 (18U))

Girls'/Women's Classifications (13 & 14 (14U), 15 & 16 (16U), 17 to 19 (19U),

Women's Senior A, B & C)

High School Divisions Classifications (~~Varsity and/or Prep School Divisions~~ Division I, Division II, Prep School Division and Girls Division)

Each season, USA Hockey shall conduct District Playoffs and National Championship Tournaments and/or playoffs leading thereto in the Youth, Girls'/Women's and High School age classifications. The Rules and Regulations governing eligibility and qualification for the District and National Championships are set forth in this Article IX. The USA Hockey Youth Council shall approve a USA Hockey District and National Championship Tournament Guidebook, which shall be published and available on the USA Hockey website on or before September 1 prior to the following year's District and National Championships. Except as set forth herein, to the extent of any contrary information in the USA Hockey Annual Guide, the District and National Championship Tournament Guidebook shall be the binding authority for the requirements, rules, regulations, operation and procedures of all USA Hockey District and National Championship Tournaments. For regulations applicable to regional,

invitational and national championships for the Junior, Adult Men and Senior Women (30 & Over, 40 & Over and 50 & Over) classifications, please contact the appropriate registrar, the junior staff liaison, or the USA Hockey national office.

Note: Each reference to District and National Championship Tournaments shall refer to District and National Championship Tournaments and/or playoffs leading thereto.

A. Player and Team Registration

All national tournament-bound teams and players (except Women's Senior A) must be registered with USA Hockey and must be a member in good standing of an affiliate association on or before December 31 of the playing season. (Women's Senior A teams must be registered with USA Hockey and be a member in good standing of an affiliate association by the third Monday in March). Teams competing on natural ice have until January 20 to register. Player changes to the official team roster for youth Tier I and Tier II teams and girls'/women's national tournament-bound teams will not be accepted after December 31. For games to count in meeting the 20/10 (14/10 girls'/women's) rule, that team's official team roster registration form (1-T) must be certified by the appropriate district registrar or his/her designee prior to that game being played.

B. Coaching Education Requirements

All coaches must have current USA Hockey certification and the corresponding online age-specific module to participate in the district and national championships. All coaches are expected and required to follow all USA Hockey rules, including the helmet rule, during all pre- tournament and tournament events. ~~Non-compliance will result in a Discipline Committee hearing with a minimum one game suspension. Please refer to the Coaching Education requirements, USA Hockey Annual Guide.~~ **If a coach is found non-compliant with the helmet rule during any pretournament or tournament event(s), it will result in a Discipline Committee hearing with a minimum 30-day suspension from all activities involving USA Hockey registered programs. The Discipline Committee will refer the non-compliance back to the appropriate affiliate to implement the suspension. Pre-tournament refers to any on-ice sessions, practices, or scrimmages that a coach participates in at any tournament venue or in the tournament city up to 2-days prior to the start of the National Championships (i.e. Tuesday or Wednesday prior to the tournament).**

Mike Mulhall moved to approve the amendments, seconded by Bob Mathson. All in favor – passed.

High School #1 through High School #7 – High School proposals #1 through #7 were submitted after the April 1st date, however were approved by the Youth Council. They were also submitted to and approved by the Executive Committee and approved to be placed on the agenda. Keith Barrett moved to approve the proposals, including #2 as amended, seconded by John Coleman. All in favor – passed.

ELECTIONS

Charlie Fuertsch, Chair Nominating Committee, conducted and explained the election process.

Donna Guariglia is standing for re-election as Treasurer. No other nominations from floor. It was moved that nominations are closed and that Donna Guariglia be re-elected by acclamation as Treasurer. That motion passed and Donna Guariglia was re-elected by acclamation as Treasurer.

John Tobin is standing for election as Vice President, Legal Chair. No other nominations from floor. It was moved that nominations are closed and that John Tobin be elected by acclamation as Vice President, Legal Chair. That motion passed and John Tobin was elected by acclamation as Vice President, Legal Chair.

Mike Trimboli is standing for re-election as Vice President, Marketing Chair. No other nominations from floor. It was moved that nominations are closed and that Mike Trimboli was re-elected by acclamation as Vice President, Marketing Chair. That motion passed and Mike Trimboli was re-elected by acclamation as Vice President, Marketing Chair.

Charlie announced that Dwayne Dillinger and Don Gould would stand for election for the Director Representative to the Executive Committee. There were no other nominations from the floor. Nominations were closed. Zoom polling took place, polling closed. Dwayne Dillinger was elected as Director Representative to the Executive Committee.

Charlie announced there are two positions for Director-at-Large. There are three nominees for those positions. Shawna Davidson, Chris Clark and Bob Joyce. There were no other nominations from the floor. Nominations were closed. Zoom polling took place, and because there was no majority vote, Bob Joyce drops off. Another poll was held for Shawna and Chris. Shawna Davidson was re-elected as a Director-at-Large.

Another poll took place for the second Director-at-Large position, there were no other nominations from the floor. Nominations were closed. Zoom polling took place between Chris Clark and Bob Joyce, and Chris Clark was elected as a Director-at-large.

Charlie Fuertsch indicated that those who have served for 15 years or more as a director are eligible for Director Emeritus. Charlie received a nomination for Joe Bertagna. Charlie asked for nominations from the floor, nominations were closed. All in favor by acclamation, Joe Bertagna was elected Director Emeritus.

As a result of their election as officers of USA Hockey, Donna Guariglia, John Tobin and Mike Trimboli are also elected as members of the Board of Directors to the USA Hockey Foundation.

ANNOUNCEMENTS

Ron DeGregorio reported on the current slate of officers for HARP.

Officers:

President

Treasurer

Assistant Treasurer

Secretary

Assistant Secretary

Anthony Ciavaglia

Paul George

Robert Weldon

John Wilson

Peter Joy

Board of Directors:

Paul Moggath

Martin McDonough

Ron DeGregorio announced the new athlete directors for 2020-21:

Chris Butler – Athlete Director (newly elected)

Brianna Decker – Athlete Director (newly elected)

Alex Lyon – Athlete Director (newly elected)
Michael Blabac – Athlete Director (re-elected)
Meghan Duggan – Athlete Director (re-elected)
Eric Nystrom – Athlete Director (re-elected)

Julie Chu was re-elected by the athletes to serve as Athlete Representative on the Executive Committee.

Ron DeGregorio announced the new National/District Volunteer elections and appointments since the 2020 Winter Meeting.

Newly Elected/Appointed

Chris Washburn – Director, New England District
Cosmo Clarke – Coach-in-Chief, Rocky Mountain District
Jason Reynolds – Player Safety Coordinator, Michigan District
Kyle Peckham – Player Safety Coordinator, New England District
Machele Whitmore – Associate Registrar, Minnesota Hockey Association
Nicole Siglin – Player Safety Coordinator, Massachusetts District
Tanya Brewer – Associate Registrar, Texas Amateur Hockey Association

Re-Elected/Appointed

Chris Powers – Director, Southeastern District
John Cioffi – President, Vermont State Amateur Hockey Association
Mike Keaney – President, Maine Amateur Hockey Association

2021 NATIONAL CHAMPIONSHIPS

Keith Barrett announced the 2021 Youth and Girls National Championships.

Youth Tier I 14-15	San Jose, CA
Youth Tier I 16-18	Amherst, NY
Youth Tier II 14U	Frisco, TX
Youth Tier II 16U	Grand Rapids, MI
Youth Tier II 18U	Green Bay, WI
Girls Tier I 14U, 16U, 19U	West Chester, PA
Girls Tier II 14U, 16U, 19U	Irvine, CA

OLD BUSINESS

Ron announced and congratulated Les Teplicky and his wife Darlene, who were sworn in as American citizens this past Friday.

Ron also recognized Charlie Fuertsch's retirement, and thanked Charlie for his incredible service to USA Hockey, and for the remarkable job he has done as Vice President. Casey Jorgensen and Pat Kelleher presented (virtually) Charlie with a USA Hockey custom jersey and thanked him for all his years of service.

FUTURE MEETING DATES

- a. 2021 Winter Meeting – January, 13-17 – Gaylord Palms Resort Convention Center in Orlando, Florida
- b. 2021 Annual Congress – June, 9-12 – Denver Marriott Tech Center in Denver, Colorado

It was referenced that the above meetings could be held virtually.

Ron DeGregorio requested a motion to go into an Executive Session of the Board of Director. Bill Hall made the motion to go into Executive Session and Mike Trimboli seconded. All in favor – Passed. Ron thanked all USA Hockey attendees for joining and the board members transitioned into the closed executive session.

After concluding the Executive Session, it was reported that the attached Resolution of the Board of Directors of USA Hockey, Inc. had been passed unanimously by the Board of Directors.

ADJOURNMENT

Bill Hall made a motion to adjourn and Mike Trimboli seconded. All in favor – passed.

RESOLUTION OF THE BOARD OF DIRECTORS OF USA HOCKEY, INC.

At a duly called meeting of the Board of Directors of USA Hockey, Inc. held on June 13, 2020, the following resolutions were approved by the Board of Directors:

WHEREAS, USA Hockey reported allegations of abuse by a former coach, Thomas Adrahtas, to the U.S. Center for SafeSport upon receipt of a letter from one of the individuals that suffered the abuse;

WHEREAS, the U.S. Center for SafeSport suspended Adrahtas the next day from all sports governed by the USOPC or national governing bodies, including USA Hockey and all of USA Hockey's programs, and USA Hockey immediately implemented and enforced the suspension;

WHEREAS, media has reported on the abuse, as well as allegations that current and past representatives of the Amateur Hockey Association Illinois (AHAI), including USA Hockey President Jim Smith, had knowledge of the reported abuse and did not make reports;

WHEREAS, at meetings of the USA Hockey Executive Committee on May 8 and May 11, 2020, the Executive Committee (with Jim Smith not in attendance) took actions that resulted in the following investigations:

- a. the U.S. Center for SafeSport has taken jurisdiction and is investigating allegations that people within AHAI, including Jim Smith, were aware of sexual abuse and misconduct by Adrahtas and did not take action;
- b. a committee of USA Hockey directors, who are outside and independent of AHAI, is investigating allegations related to AHAI's governance and operation, including conflicts of interest, lack of financial transparency and handling of complaints by members (which is consistent with USA Hockey practice in oversight of our affiliate organizations); and
- c. a third party attorney has been engaged to investigate allegations that Jim Smith may have had inappropriate business relationships or conflicts of interest with AHAI (collectively, the "Investigations"); and

WHEREAS, the Executive Committee has established an oversight subcommittee from the Executive Committee comprised of Charles Fuertsch (to be succeeded by future chair of Legal Council), Keith Barrett, Donna Kaufman and Mike Trimboli, together with Pat Kelleher and Casey Jorgensen from the staff, to work with the independent investigator and the USA Hockey committee reviewing AHAI's governance and operations.

RESOLVED, that the Board of Directors applauds the courageous individuals who came forward to help bring the abuse to light.

RESOLVED, that the Board of Directors believes it is necessary to complete a thorough investigation of the allegations raised and to take action as appropriate based on the findings of the Investigations.

RESOLVED, that the Board of Directors reaffirms the commitment of USA Hockey that the safety of its participants is of paramount importance, and that USA Hockey and its representatives shall continue to take all action to maintain a leading SafeSport Program and the safest possible environment for participation in ice hockey.

RESOLVED, that the Board of Directors hereby approves ratifies and confirms the actions and decisions taken to date by the Executive Committee to initiate the Investigations and to seek thorough conclusions regarding the allegations described herein.