



Minnesota Hockey Board of Directors  
Sunday, April 26, 2009  
Crowne Plaza, Minneapolis MN

The meeting was called to order at 8:00 by President Green.

Roll call was taken and the following voting members were in attendance:

Dennis Green	Dave Bakke	Barry Ford
Dave Margenau	Dave Meisner	Jerry DeMeo
Jim Bullard	Dave Stigen	Tom Mickus
Greg Nagan	Ty Eigner	Mark Jacobs
Doug Kephart	Brad Hewitt	Rich Rakness
Tim Timm	Pete Hill	Steve Oleheiser
Dave Stigen (for Dennis Bushy)	Mark Elliott	Bob Breu
Patt Ligman	Tim Morris	Dave Swenson
John Perry	Eric Olson	

Eligible voters present = 26 Simple majority = 14 2/3 Majority = 18

It is noted that Director Perry and Referee-In-Chief Olson arrived after the initial roll was taken but were present during all voting activities.

**Directors Emeritus Present**

John Carter Phil Graber Wally Odell

Minutes from the January meeting were submitted to the Board for review.

**A Motion was made by Director Breu** to approve the Minutes as submitted. Vice-President Meisner seconded the Motion. Motion carried.

**Agenda Additions and Changes**

None submitted

**Treasurer's Report**

Secretary-DeMeo provided a report of Minnesota Hockey's financial condition. As of April 24, 2009, the cash position was:

Republic – Duluth, MN Certificates of Deposit	\$200,000.00
Grand Rapids Bank – Grand Rapids, MN - checking	\$127,771.90
TCF – Twin Cities - checking	\$105,239.19
Money Market Savings	\$ 88,374.02
Money Market Savings	\$ 289,567.71
Mid Country Bank – Buffalo, MN - saving	\$ 92,539.49
Total	\$903,492.31.00

It noted that this amount includes a number of deposits from the Advance programs but the associated expenses have not yet been invoiced.

**A Motion was made by Vice President Margenau** and seconded by Vice President Meisner to approved treasurer's report as submitted. Motion carried.

**President's Report**

President Green asked the Board to recognize all of their volunteers and thanked the Board for all that they do for their districts, associations, and programs. He asked the Board to remember to thank their volunteer work force and to take care of that group. All the time and effort put into Minnesota Hockey is greatly appreciated.

President Green reminded the Board of the economic state of our country and to keep this in the back of their minds when they are administering their programs. All areas need to tighten their belts. There will probably be cuts made to the budget for next year.

Ginny Altman – Register Parliamentarian – gave the group a short lesson on meeting conduct. The subjects of “lay on the table” and “postpone” were explained. Ginny had a business size card to give to everyone explaining both of these issues.

### **Executive Director's Report**

\$1,500 state tournament checks will be cut and sent this week.

Meeting with Custom Lettering on May 4th in Hibbing to begin the process of detailed summary of how the new process for apparel sales during Minnesota Hockey tournaments went.

Minnesota Hockey will have a booth at MN Wild Fan Fest on Thursday, June 7. Executive Director Snee will be contacting the Board for volunteers to work at the booth.

All Board members will receive a password to access the new web site. Get ideas, changes, etc. to Executive Director Snee ASAP. The plan is to go live the last day of May. The current provider will be notified tomorrow of the change.

### **Committee Reports**

**Administrative Mgmt** – the committee has had 2 telephone conferences. The topics have been Kathy Hayes performance review, matching funds for employee retirement funds, and the new web site.

Kathy did receive a merit salary increase based on her performance and willingness to accept new responsibilities. Kathy will become a full time employee on June 1 to act as the new web site administrator.

401K contributions and the fund have been discussed and the information will be contained in the financial documents.

### **Adults**

Dave Swenson, Adult Committee Chair, provided the following report:

YTD Adult registrations total 4,189 that represents a 23 player increase or 0.6% over the prior year totals. Due to the change in USAH registration dates these counts will not change significantly and represent a “stub” year for comparison purposes.

Both the MN Wild League and the Adult Hockey Association are registering players for summer programs. The teams' counts are projected at 10% growth, however new player registrations will be classified with next year's counts.

The Adult Hockey Association has implemented a new Spring Elite program at the Richfield Ice Arena. Offering this program provided players at AHA's top skill level with new teams to compete with and provided USAH / MH registration benefits to the previously unregistered Richfield players.

AHA and the Duluth Entertainment and Convention Center are working to create a program to provide a league for players of the former Parks & Recreation city league as well as opportunities for adult beginner players.

The USA Hockey Adult Council is developing plans for a National Recreational Hockey event combining ice hockey with non-hockey activities. The inaugural Recreational Hockey festival is scheduled for March 2010 in Vail Colorado at the Dobson Arena.

Promotion events are being planned with the Minnesota Wild league operating at the National Sports Center as well as with the Adult Hockey Association. The Wild League will be holding their event at the National Sports Center to coincide with the NHL Stanley Cup final series. The Adult Hockey Association promotional event is being planned around a St. Paul Saints game to be held during the summer of 2009.

### **Adult Women**

Patt Ligman, Women's Director, provided the following report:

WHAM continues to grow at an 8 percent to 10 percent increase every year, with the majority of growth continuing at the entry levels. We also are seeing an increase in the number of college players playing in WHAM after their college careers are over. Growth is anticipated to continue, but the current economic conditions could play a large part in the rate of growth or even if there is growth.

This past year WHAM had players in seven different divisions. A suggestion has been made to add another division, which would be in the middle skill range.

The WHAM State Tournament saw 36 teams compete in the tourney, held March 19-22 at the SuperRink. Teams competed in six different divisions in four-team round robin play, six-team pool play, and one eight-team bracket. The A1 Division did not participate in the tournament as many of its players compete with the Whitecaps semi-pro team.

WHAM held elections April 25, and has elected Sara Reisdorf as the new president. Other officers also were elected.

The WHAM Board has gone almost a full year under its new structure. Meetings seemed to move along a bit quicker and the Board did not get bogged down in division issues as often.

More fines were issued to teams this year than last year for different infractions, an anomaly since there have been few fines in recent years. The Board for the first time will be distributing the fine money collected to worthy hockey related causes, which have yet to be determined.

The WHAM Board will be conducting a survey in the next month or so of its members to determine what the Board and league can improve to better serve its members.

### **Audit**

Director Elliot asked President Green about what form he wanted for the checklist to be given to the associations. Should he also create a handbook for new presidents of the associations? President Green thought the checklist should be short but that there should be a guide or handbook that goes along with the checklist. President Green and Director Elliot will meet before the summer meeting to review the progress of this task.

### **Disabled**

Antonia Boelter, Disabled Committee Chair, reported that the group had an excellent year.

They are expecting to expand to Rogers, International Falls, and Moorhead areas. The Disabled Festival will not be held in Minnesota next season but will be the following year.

Sled Hockey is trying to get a new Mid-West league to cut down on the travel.

Sled Hockey and Special Hockey thank the Minnesota Board for all the help and money that has been given to the programs.

### **District Directors**

District 1 – Director Mickus reported that he is looking to form more co-op teams at the A level. They are still struggling with the numbers.

District 2 – Director Nagan had nothing new to report

District 4 – Director Jacobs reported that everything went well this year. They had the second largest increase in players among the Districts.

District 5 – Director Kephart reported that he has implemented mandatory online registration this year and it went very well. Mound/Westonka is being persistent in moving out of District 5.

District 6 – Director Hewitt reported that everything going well except for the Minnesota Hockey regional & state tournament situation. The host associations in his district experienced significant financial losses and would appreciate some relief from Minnesota Hockey.

District 8 – Director Rakness reported there is a new high school forming – East Ridge – that will be taking students from Woodbury and Cottage Grove. This could mean a new association.

District 10 – Director Timm reported that his district enjoyed very good year. They will work with District 5 on the girls programs to create a larger league. District 10 referees and District 10 will donate another \$2,500 to sled hockey and \$500 to special hockey. Will probably co-op more teams at the various playing levels.

District 11 – Director Hill reported he doubled the district volunteer staff and it is now up to 4. He talked to District 12 about combining the leagues to get more games with less travel.

District 12 – Director Oleheiser reported changes to the district this year to get inline with others.

District 15 – Vice President Stigen reported for Director Bushy. He said that the district was facing decreasing numbers and will look to co-op teams among the smaller associations

District 16 – Director Elliott reported that the biggest problem faced was explaining that there are 12 districts in Minnesota and his members wonder how they got to be District 16

### **Diversity**

Nothing to report.

### **Executive Committee**

President Green reported that the committee met on Friday, April 24 to discuss various issues. Among them was the Prairie Island Indian community and its partnership with the MN Wild for selling programs at the Wild games. As a result of this partnership, Minnesota Hockey received \$54,054 in matching funds. Currently the associations that sell programs at the games get \$750 and this will be matched by this donation. Each District will still get the \$1,233.00 and that leaves a balance of \$18,000 that will be split among various programs. Some of the programs being considered are Disabled, HEP and Diversity. Some consideration will be given to retain some of the money in light of the unknown financial status for next season.

Director Rakness asked the Board if we could possibly consider using the Treasure Island Resort and Hotel as a meeting place because of all the support that has been given to Minnesota Hockey by them. President Green took a straw pole to see if there were any objections to holding a meeting at the casino. No objections came forth from the Board so they will be added to the list of properties that are being checked out.

### **Finance/Budget**

Secretary/Treasurer DeMeo reminded the group of the costs incurred when individuals reserve meals, rooms, etc. and then don't show up. He reminded the Board that we cannot reduce the number reserved for meals at the last minute. He asked that individuals who are unsure about meal attendance not indicate that they will be there. It's easier to add than subtract meals.

Past Board actions have changed the budget changed from surplus to deficit. The changes were due to overlooked marketing commissions to the Wild, an addition to the P&P budget for Let's Play Hockey advertising, and funding for a long term athletic development committee.

The discussion of losses at the Region and State tournament from Saturday resulted in a study going forward to see what the losses are and then make recommendations. All tournaments' financial reports will be looked at to see if changes can be made.

District 2 is in immediate need of money to cover ice expenses, officials, etc.

***Motion was made by Secretary/Treasurer DeMeo*** to make a bridge loan of up to \$10,000 to District 2 to help them cover these expenses with a minimal interest rate based on current money market savings account. It was seconded by Director Hewitt. Motion carried.

### **Girls League**

Vice President Margenau reported that the league functioned well again this year. Another 19UB team was added.

### **Grievance**

Committee Chair Jerry DeMeo reported that the Committee heard one grievance on April 8<sup>th</sup> that dealt with residency waivers for four players. These waivers were approved with contingencies from the District Director; however, these contingencies were not noted on the formal waiver agreement. If the contingencies were enforced, they would affect an entire team, not just the 4 players in question. This resulted in confusion among those receiving waivers and the team upon which they were playing. The committee found in favor of the grieved party.

### **High School Boys**

Director Eigner referred to the report given during the Hockey Operations Committee meeting on Saturday, April 25 and stated he had nothing further to report.

### **High School Girls**

Director Morris referred to the report given during the Hockey Operations Committee meeting on Saturday, April 25 and stated he had nothing further to report.

### **Hockey Ops**

Director Mickus and Director Hewitt reported on their work on a proposed recreation league.

Vice President Ford thanked Chief of Coaches MacMillan and Vice-President Margenau for their work on the American Development model.

He also thanked Registrar Carlson and Controller Bullard and Kathy Hayes for their work on the Advanced program.

He stated that all reports given during his committee meeting on Saturday, April 25 would stand as given

### **Handbook**

Committee Chair Halverson reported that by the June Board meeting most of the information should be in for the handbook. He has about 2 weeks after that to get everything turned in so as to have it in the handbook. Committee members' lists are needed by that time also. President Green will appoint the committee chairs in the next week.

Director Nagan asked that District 2 be relieved from hosting any Minnesota Hockey Tournaments for the 2009-10 season. District 15 is happy to help out.

### **Junior Gold**

Committee Chair Kruger reported that numbers were down slightly this year. Only 3 outstate teams. They are working on organizing more teams for next season. President Green expressed appreciation to the Metro League on behalf of Minnesota Hockey for their generous donation to the Minnesota Hockey Scholarship fund.

### **Juniors**

Director Breu distributed an article by Brian McDonough to serve as his report. The article is incorporated into these Minutes and is attached herewith.

He also reported that the MJHL is working with the CSHL, WSHL and the NPHL(NORPAC) to establish a working relationship to honor each other's sanctions. These four leagues use the same values in operating their organizations. Meetings between the Alliance continue on a Bi-Monthly basis. Items being addressed but not limited to:

- Establishing a delinquency list of players who owed money post season.
- A showcase in 10-11 season.
- Player Compensation for recruiting a Coalition League's player.
- Suspension List during the season for non payment.
- Establish written policies for Coalition.

### **MIAMA**

Director Rakness reported on behalf of this group. May 20 is spring workshop in Faribault. Executive Director Snee will be at the meeting to discuss the state of hockey in Minnesota.

Minnesota is one of the leading states for air quality and they have to turn in reports on a weekly basis based on their testing. He stated that he was not familiar with the incident that occurred during the PeeWee B Regional Tournament in Morris but would be sure it was on the agenda for discussion during the spring workshop.

### **Planning**

Vice President Bakke referred to the report given during his committee meeting on Saturday, April 25 and stated he had nothing further to report.

### **Publicity**

***Motion was made by Vice-President Bakke*** that the Board approve Coach in Chief MacMillan's request for up to \$5,000 to provide hospitality at the USA Hockey Level 5 National Coaches Symposium, to be held in St. Paul during the month of August. Seconded by Director Rakness. Funds will come from the existing P & P promotional budget. Motion carried.

Secretary/Treasurer DeMeo reminded Coach MacMillan that because there was an "up to" limit placed on these funds, the Board will need to receive an accounting of how the money is spent.

### **Referees**

Referee-In-Chief Eric Olson reported that there are two retiring supervisors as of April 25, 2009 District 11 – Scott Patten has retired after 5 years as supervisor. District 12 – Tod Plackner has retired after 5 years as supervisor. Two new supervisors as of April 25, 2009 are District 11 – Nick Biondich is taking over for Scott Patten; District 12 – Chris Kavanaugh is taking over for Tod Plackner

122 officials participated in the youth and girls state tournaments this year.

MHOA Camp – Dave Weisjahn will be camp director again this year. There are 12 applicants for the camp to be held June 13-18 in St. Cloud.

The MHOA has established reciprocity agreements with Wisconsin, North Dakota and South Dakota to allow officials registered with their own affiliate association. Because of this change we need to submit a by-law change to allow officials from adjoining states to officiate within Minnesota.

With more inter-district play throughout MN, we ask all district directors to consider standardized playing rules throughout the state.

Summary of Penalties for 2008-2009 season was provided to the Board for review. Among the notable items are:

- Game Misconduct/Match Penalties – 714 this year vs. 739 last yr. 3% Decline
- Match Penalties – 34 this yr vs. 20 last yr. 70% increase. Majority of those match penalties were for kicking.
- Fighting – 163 this yr vs. 217 last yr. Decline of 25%
- Check from Behind – 161 this yr vs. 134 last yr. Increase of 20%.

In Mocha's opinion, Stop Patches do not deter check from behind. There was a 20% increase in these calls this year. Over an 8 year trend we are averaging 134 per year.

MHOA held Board elections. Two positions were up for election this year for two-year terms, President and North Vice President. Our new Board positions are President – Eric Olson; North Vice-President – Buzz Olson

### **Regional Coordinators**

Vice-President Margenau – Maroon directors investigating having Bantam A and AA league.

Vice-President Stigen – nothing to report

### **Rules**

Committee Chair Halverson presented several proposed Bylaw and rules changes.

He presented a proposed change to Minnesota Hockey Bylaw Article 7, pertaining to the election of a Director Emeritus, which would require a waiting period of 180 days from the end of the candidate's term on the Board.

***A Motion was made by Secretary/Treasurer DeMeo*** that the Minnesota Hockey Bylaw Article 7, pertaining to the election of a Director Emeritus be amended to add the following language: ***In the case of an outgoing MH Board member, there must be a waiting period of at least 180 consecutive days from the date of completion of their term on the MH Board.*** Director Breu seconded the Motion. Motion carried.

Mr. Halverson presented a proposed change to Minnesota Hockey Bylaw Article 7 pertaining to the structure of the Executive Committee. He reminded the Board of President Green's wishes that there be a provision for two District Directors to serve on this committee and, because the structure of the committee was defined within Article 7, the Bylaw needed to be changed by the Board.

***A Motion was made by Director Nagan*** that the language in Minnesota Hockey Bylaw Article 7 pertaining to the structure of the Executive Committee be amended to include the sentence that ***Such officers along with two District Directors appointed by the President shall constitute the Executive Committee.*** Vice-President Stigen seconded the Motion. Motion carried.

The Rules Committee will meet within the next 3 weeks to address additional items submitted for review/action during the June Board meeting

### **Safety**

Committee Chair Tarse stated that the committee will be working on the referee's recommendation on the use of the stop patch. The survey with District 3 continues and the topic of concussions will be looked at as it is an increasing problem in the sport.

### **Scholarships**

Committee Chair Olson reported that some of the criteria will change for next year and it will be on the web site. President Green thanked Director Morris for the certificates given to the recipients. President Green asked that District Directors get an email notifying them if they have a scholarship winner so that they can sit with the winner at the banquet.

### **Screening**

Committee Chair Gray reported that there has been no contact from USA Hockey on taking over screening, so Minnesota Hockey will continue to screen everyone in the data base. Color of forms does not matter so new ones

will not be printed this season and it can be taken off the web site. 22 individuals were disqualified this season and all but 6 were reinstated.

Social Security Numbers will no longer be required but it makes it easier to find individuals if they have a common name.

### **Tournaments**

Director Timm provided the report on behalf of the committee. The committee requested information on the state tournament financials from Executive Director Snee. They will look at a 12 team state tournament with no region and possibly a 14 team state tournament with no regions.

Report given during the committee's meeting on Saturday, April 25 stands as given

President Green asked the Planning Committee to get the plan to form 14 districts from Director Timm and study the proposal.

***A Motion was made by Secretary/Treasurer DeMeo*** that the Minnesota Hockey Anti-Discrimination Policy proposal be brought up from New Business so that it may be conveniently addressed at this time. Vice-President Meisner seconded the Motion. Motion carried.

Beth Johnson, a member of the Willmar Youth Hockey Association addressed the Board on the issue of discrimination. She cited instances where gender discrimination was being practiced and requested that the Board take appropriate action to eliminate such instances in the future. She requested that the Board consider the following recommendations:

*1. If not done already, amend Bylaw Article 13 to reflect consistency with USA Hockey's commitment to equal opportunity by including the word "equal" to modify "opportunity."*

*2. Amend Bylaw, Article 13 to include the word "equal" and the following two sentences at the end of the existing paragraph:*

*... "These steps shall include (but are not limited to) requiring written reason(s) for any rules which result in unequal opportunities for amateur athletes. Every Minnesota Hockey District and local program is bound by the above equal opportunity provisions, which include providing substantially equal ice time whenever possible."*

*3. Define the term "discrimination" for your own organization (MH). Provide this definition to your districts and their membership so all are informed of MH's commitment to equal opportunity and antidiscrimination, and know what discrimination is.*

*4. Define the term "gender neutral programming" for your own organization and provide this definition to your affiliate districts.*

*5. Define "equal opportunity," perhaps by utilizing language from MH's own website: "Equal opportunity includes scheduling number of ice hours and time of day, equipment usage, ... number of tournaments and any other rules or restrictions the association places on the team." Provide this information to your Districts and MH directors."*

*6. MH should strongly recommend that the district rules reflect the written reason for any different treatment between teams of similar Youth and Age Classification as provided in USA Hockey's Annual Guide at page 9. Rules in each district, if different for like teams, should reflect the reasons why teams are treated differently. These reasons should be fact based.*

Ms. Johnston suggested that one such action would be to clarify the wording in the Minnesota Hockey Bylaws that addressed discrimination. She provided specific wording for her proposed language changes. Ms. Johnston's full proposal is incorporated into these Minutes and attached.

***A Motion was made by Secretary/Treasurer DeMeo*** that the Minnesota Hockey anti-discrimination policy recommendations presented by Beth Johnson be referred to the Minnesota Hockey Rules Committee so that they may be reviewed and prepared in legislative format in order to be submitted to the Board for consideration during the June 28<sup>th</sup> meeting. Director Hewitt seconded the Motion. Motion carried.

President Green expressed appreciation to Ms. Johnston on behalf of the Board for taking an interest in this issue.

**OLD BUSINESS**

Secretary-Treasurer DeMeo presented the Board with a revised Minnesota Hockey Conflict of Interest Policy. A copy of that Policy is incorporated into these Minutes and is attached hereto.

**A Motion was made by Secretary-Treasurer DeMeo** that the Board adopt the Minnesota Hockey Conflict of Interest Policy as presented and that all Board members and current committee members be required to sign. The Motion was second by Controller Bullard.

This is a by-law requirement and takes a 2/3 majority to pass. At the time of voting, there were 26 members present or accounted for. 18 in voted in favor of adopting the Policy and 7 voted against. President Green did not vote. A roll call vote was requested to ascertain if the Motion had the required 2/3 majority in favor of adoption of the Policy.

Dennis Green – did not vote	Dave Bakke - No	Barry Ford - No
Dave Margenau - Yes	Dave Meisner - Yes	Jerry DeMeo - Yes
Jim Bullard - Yes	Dave Stigen - Yes	Tom Mickus - No
Greg Nagan - Yes	Ty Eigner - Yes	Mark Jacobs - Yes
Doug Kephart - Yes	Brad Hewitt - No	Rich Rakness - No
Tim Timm - Yes	Pete Hill - Yes	Steve Oleheiser - Yes
Dave Stigen (for Dennis Bushy) - Yes	Mark Elliott - No	Bob Breu - Yes
Patt Ligman - Yes	Tim Morris – No	Dave Swenson - Yes
John Perry - Yes	Eric Olson - Yes	

The 18 affirmative votes were confirmed and the Motion carried.

Secretary-Treasurer DeMeo presented the Board with a revised Minnesota Hockey Code of Conduct. A copy of that Code is incorporated into these Minutes and is attached hereto.

**A Motion was made by Secretary-Treasurer DeMeo** that the Board adopt the Minnesota Hockey Code of Conduct as presented. The Motion was second by Director Perry.

Director Elliott expressed concern about the language contained in paragraphs 5 & 6. He felt the language was too vague and required re-drafting. Director Ligman agreed with these comments. Both stated they could not support adoption of the Code of Conduct as written.

This is a by-law requirement and takes a 2/3 majority to pass. 14 in voted in favor of adopting the Policy and 10 voted against. There was one abstention. President Green did not vote. A roll call vote was requested to ascertain if the Motion had the required 2/3 majority in favor of adoption of the Policy.

Dennis Green – did not vote	Dave Bakke - Yes	Barry Ford - Yes
Dave Margenau - No	Dave Meisner - Yes	Jerry DeMeo - Yes
Jim Bullard - Yes	Dave Stigen - Yes	Tom Mickus - Yes
Greg Nagan - Yes	Ty Eigner - Yes	Mark Jacobs - Yes
Doug Kephart – No	Brad Hewitt - No	Rich Rakness - No
Tim Timm – No	Pete Hill - Yes	Steve Oleheiser - No
Dave Stigen (for Dennis Bushy) - abstain	Mark Elliott - No	Bob Breu - Yes
Patt Ligman – No	Tim Morris – No	Dave Swenson - Yes
John Perry - No	Eric Olson - Yes	

Motion defeated with 10 negative votes.

Directors Elliott & Ligman offered to propose language to re-draft paragraphs 5 & 6 of the Code so as to clarify their intent. Secretary-Treasurer asked that they submit their proposed language to him before May 29 so that the Code could be revised and placed on the agenda for the June Board meeting.

Secretary/Treasurer DeMeo informed the Board that Minnesota Hockey Records Retention Policy was not yet ready for adoption by the Board. He asked the Board to postpone consideration of the Minnesota Hockey Records retention Policy to the June Board meeting.

**A Motion was made by Secretary-Treasurer DeMeo** that the matter of the Minnesota Hockey Record Retention Policy be postponed until the June meeting. Director Elliot seconded the Motion. Motion carried.

#### **NEW BUSINESS**

Directors Hewitt and Mickus presented their outline for a pure recreational youth hockey league. One of the keys to the league's success is an exemption from the Minnesota Hockey residency. They would like to form an official Minnesota Hockey committee so that they may plan a budget and program to be ready for the 2009-10 season. They plan to request Board approval at the June meeting for launching the league in the fall of 2009.

Vice-President Margenau asked if they would consider a one year pilot to see if waivers are required before an exemption from the rule is granted. Director Mickus and Director Hewitt will attend the Rules Committee meeting to make it clear what they intend to do and so the rules can be modified if necessary.

**A Motion was made by Secretary-Treasurer DeMeo** that the matter of forming a youth recreation hockey league be referred to Rules, Hockey Ops, and Budget to create a proposal for presentation to the Board at June meeting. Director Breu seconded the Motion. The Motion carried

**A Motion was made by Secretary-Treasurer DeMeo** to authorize the Directors of Districts 1 and 6 to promote the proposed Recreational Hockey league at the MN Wild Fan Fest with a promotional flyer reviewed and approved by Executive Director Snee. Director Perry seconded the Motion. Motion carried

#### **ELECTIONS**

Nominating Committee Chair Halverson called for nominations for the office of Vice-President, Gold Region. Incumbent Dave Stigen has placed his name in nomination for this office. After calling for nominations three times, Mr. Halverson asked for a Motion to close nominations for the office of Vice President, Gold Region.

**A Motion was made by Director Elliott** to close nominations for the office of Vice President, Gold Region. Seconded Director Nagan. Motion carried.

**A Motion was made by Director Timm** to elect Vice President Stigen by Acclaim. Second by Director Nagan. Motion carried.

Nominating Committee Chair Halverson called for nominations for the office of Vice-President, Hockey Operations. Incumbent Barry Ford has placed his name in nomination for this office. After calling for nominations three times, Mr. Halverson asked for a Motion to close nominations for the office of Vice President, Hockey Operations.

**A Motion was made by Director Breu** to close nominations for the office of Vice President, Hockey Operations. Seconded by Vice-President Stigen. Motion carried.

**A Motion was made by Secretary-Treasurer DeMeo** to elect Barry Ford by acclamation. Second by Vice-President Stigen. Motion carried.

Nominating Committee Chair Halverson called for nominations for the office of Vice-President, Tournaments. The election is being held to fill the one remaining year vacated when current Vice President, Bill Gable, resigned for health reasons. Kevin Dickie and Paul Watzke have placed their names in nomination for this office. After calling for nominations three times, Mr. Halverson asked for a Motion to close nominations for the office of Vice President, Tournaments.

**A Motion was made by Director Elliott** to close nominations for the office of Vice President, Tournaments. Second by Vice-President Stigen. Motion carried.

Paper ballots were given to all voting members and counted. Kevin Dickie, having received the required majority of the ballots cast, was elected to the office of Vice President, Tournaments.

**A Motion was made by Director Timm** to destroy the ballots. Second by Vice-President Meisner. Motion carried.

Nominating Committee Chair Halverson called for nominations for the office of Controller Incumbent Jim Bullard has placed his name in nomination for this office. After calling for nominations three times, Mr. Halverson asked for a Motion to close nominations for the office of Vice President, Controller be closed.

**A Motion was made by Director Elliott** to close nominations for the Office of Controller. Second by Vice-President Stigen. Motion carried.

**A Motion was made by Director Elliott** to elect Jim Bullard by acclamation. Second by Director Hewitt. Motion carried.

**A Motion was made by Director Timm** to elect Bill Gable as Director Emeritus. Secretary-Treasurer DeMeo raised a Point of Order to call attention that this topic was not on the agenda and, before the Board could consider the Motion, the rules would have to be suspended so as to place the matter on the agenda

**A Motion was made by Director Elliott** to suspend the rules so the Board may consider placing Bill Gable's name in nomination for Director Emeritus. Director Breu seconded the Motion. Secretary-Treasurer DeMeo reminded the Board that, according to Minnesota Hockey Bylaw Article 9, a unanimous vote is required to suspend the rules. The Motion was defeated.

It was recommended that the matter to nominate Bill Gable for the title of Director Emeritus be placed on the agenda for the Summer Meeting.

**A Motion was made by Secretary/Treasurer DeMeo** to adjourn the meeting. Director Nagan seconded the Motion. Motion carried.

The meeting adjourned at 10:59 AM.

Respectfully submitted,

CAROL D. CARLSON

**I have reviewed the above Minutes and confirm that they represent the proceedings of this meeting of the Minnesota Hockey Board of Directors, held on the 26<sup>th</sup> day of April 2009**



**Gerald R. DeMeo, Secretary-Treasurer  
Minnesota Hockey**

*Minnesota Hockey annotations: This document was presented to the Minnesota Hockey Board of Directors during its meeting of April 26, 2009. The presenter was Ms. Beth Johnston of the Willmar Youth Hockey Association*

**Minnesota Hockey Gender Equity Concerns  
April 2009  
Annual Board Meeting**

**SPECIFIC WORDING OF PROPOSED CHANGE:**

Amend Bylaw, Article 13 to include the word "equal" and the following two sentences at the end of the existing paragraph:

... "These steps shall include (but are not limited to) requiring written reason(s) for any rules which result in unequal opportunities for amateur athletes. Every Minnesota Hockey District and local program is bound by the above equal opportunity provisions, which include providing substantially equal ice time whenever possible."

**1. MH Article 13 By-law Violation**

USA Hockey and MH (as well as all of MH's districts) are bound by equal opportunity provisions contained in both organizations' By-laws. Article 2, MH By-laws. The list of circumstances described in this report, however, raises a doubt about MH's commitment to equal opportunity. The conclusion could be reached that MH either ignored or intentionally circumvented the equal opportunity provisions mandated by USA Hockey. The proposed language change to Article 13 and the steps included in the end of this report seek to dispel this impression.

The first circumstance that indicates a lack of commitment to equal opportunity is the MH By-law omission of the word "equal." On March 10, 2009, the MH Rules Chair stated that this By-law has not contained the word "equal" since its enactment in 1993. "It has never said, "...provide an equal opportunity..." It is surprising that for the past 16 years, MH has agreed to provide only an opportunity to its amateur athletes without regard to equality. This is a violation of USA Hockey's By-laws and MH's Affiliate Agreement with USA Hockey.

Although MH may believe that the Affiliate Agreements it has with each of the local associations satisfies the equal opportunity requirement, the reality as described in Part 3 of this report reflects that this safeguard is not effectual to satisfy the mandate of equal opportunity.

**2. MH Youth Rules and Regulations language change: a pretext?**

Prior to the winter of 2005, MH Youth Rules and Regulations provided in pertinent part: "For purposes contemplated in these rules and regulations...Girls 14 & Under is equivalent to the Youth Bantam classification, Girls 12 & Under is equivalent to the Youth Peewee classification ..." In the winter of 2005, the term "is equivalent" was eliminated from these rules.

The rule was changed to: "For purposes contemplated in these rules and regulations...Girls 12 & Under shall follow the provisions of the Youth Peeewe classification..."

The words "is equivalent" were deleted from the MH Rules. Is it coincidental that the rule which originally referenced rule equality between female and male hockey players was changed to omit the reference to equality? The change in the language was made (according to MH Archives) to:

"Clarify that rules governing a specific division are intended to cover other essentially equivalent division(s). The old verbiage could, for example, appear allow a Youth 16 & Under team to participate in games against a Jr Gold A or B team and this was not the intent. The new verbiage should correct that notion."

If that was the purpose of the language change, why didn't the rules just state that? The official justification for the language change involves just clarification of competition between Youth 16U and Jr. Gold A or B teams. The necessity of removing the words, "is equivalent" from comparisons between male and female classifications seems like a pretext.

By itself, the omission of "equal" in the Antidiscrimination By-law would possibly not be remarkable. However, there seems to be a pattern in the exclusion of the word "equivalent" in describing the rule applications to boys and girls divisions. These two changes or omissions to the By-laws and the rules could be construed as indicating an attempt by some members of MH to deny equal opportunity to all amateur athletes, especially in light of the circumstances described in Part 3.

**3. MH failed to comply with Article 13 of its By-laws either intentionally or through the unauthorized actions of its D5 Director.**

**A. MH knew of unequal treatment of 12U players in District 5 and did not take any necessary steps to comply with the Antidiscrimination policy, as required by Article 13 of the By-Laws.**

Until April 1, 2009, District 5 of MH has provided 1.5 hours of game time and resurfacing to its Peeewe and Bantam teams for many years. Its 12U and 14U have less game time (1 hour and 1.25 hours, respectively). This information is *prima facie*, or obvious, evidence of discrimination. The MH director of District 5 is charged with enforcing the rules and regulations of MH under MH By-Law, Article 7. When responding to the complaint of unequal game times for girls' teams in District 5, the MH Director said February, 2009: "[The local associations are] required, as per their Affiliate Agreement, to provide an equal competitive opportunity, taking into account ability, physical size and other athletic criteria. Obviously, the local Affiliates feel that the 1 hour game satisfies that concern. I have asked the membership if this was something that they wanted, and no one ever made a motion to secure the change."

**B. USA Hockey provided an opinion that equal game time is required when ever possible, but the MH Director of D5 withheld this information from the D5 Grievance Committee.**

On February 10, 2009 the D5 MH Director obtained an opinion from MH Rules Chair that the 12U and Pee wee game times need *not* be equal and this was *not violative* of the Antidiscrimination By-law or any other rule. The D5 Director also was provided with a contradicting opinion from USA Hockey on February 12, 2009 which stated: "Every [MH District and] local program is bound by the above equal opportunity provisions, which include providing substantially equal ice time when ever possible." This information was known to officers of MH as well as the D5 Director. No attempt to defer to the USA Hockey opinion or correct the opinion of the MH Rules Chair was made.

**C. MH's own website indicated this issue had been addressed previously.**

MH's own website information also contradicted MH Chair of the Rules Committee and the rules of D5. MH should be aware of information on its website as well as the history of this issue. [http://www.minnesotahockey.org/players/girls\\_classifications.asp](http://www.minnesotahockey.org/players/girls_classifications.asp).

"Comparisons of Girls and Youth teams "has been discussed often..." Girls 12 and Under are equivalent to the Pee wee classification... The comparison of age groups was explained in detail in the Handbook to assist associations in providing equal treatment to all teams, whether female, male, or mixed gender... This equal treatment includes scheduling number of ice hours and time of day, equipment usage,... number of tournaments and any other rules or restrictions the association places on the team." Further, "If an association or District Director makes a rule for the Girls 12 & Under age classification, then that rule should also pertain the Youth Pee wee age classification according to the MH Handbook. ... Unfortunately rules have had to be written so that treatment is equal. Common sense should prevail, but that has not occurred. There are still situations that occur in the state today that create an unfair treatment of girls who want to play hockey."

Specific requests to MH for information that previously discussed this issue were not productive.

**D. MH D5 Director withheld information during the initial grievance hearing in violation of Article 2 of the MH By-laws.**

MH did not provide any of the web or USA Hockey information to its district affiliate. The only information the D5 Director provided was the MH Rules Chair opinion that unequal game times were not violative of the Antidiscrimination By-law or rules. Eight parents of 12U players filed a grievance with D5 and requested that the decision be made based upon all of the information they submitted to the D5 MH Director, including the USA Hockey's clarification. The MH director participated extensively in the grievance process but never acknowledged or provided USA Hockey's opinion to the other members of the D5 Grievance Committee. (Only when the grievants referred during the hearing to the preeminence of USA Hockey was it discovered that the opinion had been withheld; the grievants then requested that USA Hockey's opinion be furnished to the D5 Board.)<sup>1</sup> D5 found that it need not provide substantially equal ice time when ever possible to its female teams.

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<sup>1</sup> The withholding of pertinent information during the grievance seems to violate Article 2 of the MH Bylaws which requires the MH Board to be guided by the core value of INTEGRITY-. Every

The only reasonable conclusion to be drawn from the actions of the District Director is that (1) the MH Director of District 5 was acting on direction from MH and intentionally violating USA Hockey and MH By-laws, (2) the MH Director of District 5 is uninformed about MH Bylaws and the mandates of USA Hockey; or (3) the MH Director of District 5 was acting unilaterally in violation of his fiduciary duties to MH. In any event, MH should determine the cause of these actions and take appropriate action to protect itself from the impression that these acts were directed or condoned by MH.

**E. MH violated its authority and grievance procedure, Article 6.**

MH is obligated to follow its grievance procedure as set forth in its By-laws. This procedure is not discretionary, but is mandatory, including the procedure as it applies to time frames for appeals and decisions. But when the issue of equal opportunity is the type of appeal pending, the time for decision is ignored in order to circumvent the appeal process requirements. MH's appeal procedure requires a written determination of an appeal within 12 days. Grievants in D5 filed a timely appeal but a decision was not made within the time specified by the MH Bylaws, Article 6. This, too, is a violation of USA Hockey's By-laws and MH's Affiliate Agreement with USA Hockey.

The D5 Director delayed his decision until D5 had the opportunity to (coincidentally?) amend its rules to provide equal time for its players. The D5 Director has always maintained that District 5 need not provide equal game times to its female teams, and without a written decision stating otherwise, the only decision which can be relied upon for future skaters is one that says District 5 can have unequal game times for its female skaters. This is an attempt to circumvent USA Hockey's Preeminence By-law, Article 2 and the Antidiscrimination Bylaw, Article 13.

**Conclusion**

In light of the all of the circumstances described here, there is an impression that there has been a purposeful decision by MH to circumvent the USAH requirements of "equal opportunity" to all amateur athletes without discrimination on the basis of gender. The language change proposed and these steps should correct any misunderstanding about MH's commitment to equal opportunity to all amateur athletes.

**Proposed Action Plan to address the requirement of Article 13 that "MH will take all steps necessary to comply with Antidiscrimination policy."**

1. If not done already, amend Bylaw Article 13 to reflect consistency with USA Hockey's commitment to equal opportunity by including the word "equal" to modify "opportunity."

2. Amend Bylaw, Article 13 to include the word "equal" and the following two sentences at the end of the existing paragraph:

... "These steps shall include (but are not limited to) requiring written reason(s) for any rules which result in unequal opportunities for amateur athletes. Every Minnesota Hockey

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director has a fiduciary duty of honesty in its dealings with an organization's affairs. This duty seemingly was also breached when pertinent information was intentionally withheld.

District and local program is bound by the above equal opportunity provisions, which include providing substantially equal ice time whenever possible.”

3. Define the term “discrimination” for your own organization (MH). Provide this definition to your districts and their membership so all are informed of MH’s commitment to equal opportunity and antidiscrimination, and know what discrimination is.

4. Define the term “gender neutral programming” for your own organization and provide this definition to your affiliate districts.

5. Define “equal opportunity,” perhaps by utilizing language from MH’s own website: “Equal opportunity includes scheduling number of ice hours and time of day, equipment usage,... number of tournaments and any other rules or restrictions the association places on the team.” Provide this information to your Districts and MH directors.”

6. MH should strongly recommend that the district rules reflect the written reason for any different treatment between teams of similar Youth and Age Classification as provided in USA Hockey’s Annual Guide at page 9. Rules in each district, if different for like teams, should reflect the reasons why teams are treated differently. These reasons should be fact based.



## **Minnesota Junior League Hockey Report To The Minnesota Hockey Board of Directors Sunday, April 26, 2009**

Minnesota Junior Hockey League  
MJHL enjoys another successful campaign  
By Brian McDonough

The Minnesota Junior Hockey League enjoyed one of its most successful seasons ever in 2008-09, both in terms of competitive balance and player development.

"It was an outstanding year for us," said MJHL commissioner Bob Breu. "Every one of our programs raised the bar collectively to make this a meaningful season for everyone, most importantly our student-athletes."

On the ice, the Minnesota Ice Hawks' string of four straight regular-season championships was snapped, as the Granite City Lumberjacks, coached by Brent Boerger, finished with a league-best 41-5-2 record, good for 84 points - two more than the Ice Hawks.

In the Bush Cup Playoffs, however, the Nick Fatis-led Ice Hawks downed the Lumberjacks in the finals, 2 games to 1, in an evenly matched series that saw two games go into overtime and the other decided with 18 seconds left in regulation.

"You couldn't have scripted a better finals than that," said Breu. "It was awesome."

Fittingly, both the Lumberjacks and Ice Hawks represented the MJHL at the USA Hockey Tier III Junior A National Tournament in Massachusetts. No stranger to the event, the Ice Hawks, making their fourth straight appearance, finished with a 2-1 record.

The Lumberjacks, thanks to a 2-0-1 mark in round-robin play, advanced to the tournament's semifinals where they fell to the eventual champion New Hampshire Jr. Monarchs of the EJHL, 4-2. "Both teams proved again why the MJ one of the top junior leagues in the country," said

Breu. "It was an outstanding tournament from our perspective; both teams represented us well, on and off the ice."

A number of other teams were in the hunt for the league title for much of the year, including the Minnesota Owls, who finished in third place with a 32-14-2 mark, good for 66 points. Six points behind them were the Wisconsin Mustangs (29-17-2). The Twin Cities Northern Lights finished in fifth place (49 points), with the Minnesota Flying ACES (34 points), Hudson Crusaders (32), St. Paul Lakers (27 points) and the Minnesota Wildcats (22 points) rounding out the league standings.

Seth Ronsberg, the league's MVP who played much of the season with the Wildcats before being traded to the Owls, led the MJHL in scoring with 101 points on 48 goals. At the other end of the ice, Lumberjacks goaltender Justin Lochner led the league in wins (28), goals-against average (2.11) and savepercentage (.925).

Minnesota Junior Hockey League

MJHL teams also advanced a number of players to higher-level junior leagues during the season, and many graduates were recognized with accolades playing for other junior programs and in college. "And now, over the spring and summer months, we'll get to see a number of our players decide on colleges, which is always exciting," said Breu. "Seeing our student-athletes advance and reach their goals both on the ice and in the classroom is ultimately what our league is all about."

### **2009 All-Star Team**

Forwards

Adam Wiesner Rochester, MN Minnesota Ice Hawks

Alex Naujokis Paynesville, MN Granite City Lumberjacks

Brad Lukasz East Grand Forks, MN Hudson Crusaders

Garret Windle Downington, PA Twin Cities Northern Lights  
Jake Calleja New Richmond, WI Wisconsin Mustangs  
Jakub Simicek Slovakia Minnesota Owls  
Justin Brausen Little Canada, MN Minnesota Owls  
Justin Neis Cedar, MN Hudson Crusaders  
Korby Anderson Owatonna, MN Minnesota Ice Hawks  
Seth Ronsberg Lake Elmo, MN Minnesota Owls  
Tony Schultz Morris, MN Minnesota Flying Aces  
Tyler Wahl Willmar, MN Granite City Lumberjacks  
Defense  
Bryce Stevens Rochester, MN Minnesota Ice Hawks  
Erik Ordahl Rochester, MN Twin Cities Northern Lights  
Garrett Anderson Bloomington, MN Hudson Crusaders  
Nik Haley Sun Prairie, WI. Minnesota Owls  
Robby Dahl Saul Rapids, MN Minnesota Ice Hawks  
Steve Mlodozyniec Cloquet, MN Granite City Lumberjacks  
Goal Tenders  
Alex Bjerck Roseau, MN Minnesota Ice Hawks  
Justin Lochner Sauk Rapids, MN Granite City Lumberjacks



## CONFLICT OF INTEREST POLICY

### Article I Purpose

The purpose of this policy is to protect the interest of Minnesota Hockey Inc. (the "Organization") when it is contemplating entering into a transaction or arrangement that might benefit, directly or indirectly, the private interest of an officer, director or committee member of the Organization. This policy is intended to supplement, but not replace, any applicable state and federal laws governing conflict of interest applicable to nonprofit and charitable organizations.

### Article II Definitions

#### 1. Interested Person

Any director, officer, or member of a committee having the Organization's delegated powers, and who has a direct or indirect financial interest as defined below, is an Interested Person.

#### 2. Financial Interest

A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

- a. An ownership or investment interest in any entity with which the Organization has a transaction or arrangement,
- b. A compensation arrangement with the Organization or with any entity or individual with which the Organization has a transaction or arrangement, or
- c. A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Organization is negotiating a transaction or arrangement.

Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A financial interest is not necessarily a conflict of interest. Under Article III, Section 2, a person who has a financial interest may have a conflict of interest only if the Organization's governing board or its delegate decides that a conflict of interest exists.

**Article III**  
**Procedure**

**1. Delegated Power**

The governing board of the Organization shall empower the Executive Committee (Committee) to oversee and administer to this policy. If a member of this Committee is the subject of a potential conflict of interest, that member shall not participate in any decision of the Committee to determine if a conflict of interest exists. Upon written notice that a potential conflict of interest exists, the Committee shall convene within seven (7) days from receipt of such notice to hear the facts in the case and to render a decision in accordance with this policy. The decision of the Committee in conflict of interest matters is final and not subject to further appeal.

**2. Duty to Disclose**

In connection with any actual or possible conflict of interest, an Interested Person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the Committee.

**3. Procedures for Addressing the Conflict of Interest**

- a. An Interested Person may make a presentation at the Committee meeting designated for this purpose, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.
- b. The Chairperson of the Committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.
- c. After exercising due diligence, the Committee shall determine whether the Organization can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.
- d. If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the Committee shall determine by a majority vote of the disinterested Committee members whether the transaction or arrangements is in the Organization's best interest, for its own benefit, and whether it is fair and reasonable. The Committee shall make its findings and decision known to the Organization's governing board who shall make the final decision as to whether to enter into the transaction or arrangement.

**4. Violations of the Conflict of Interest Policy**

- a. If any member of the Organization has reasonable cause to believe that an Interested Person has failed to disclose actual or possible conflicts of interest, he/she shall inform the Committee who, after investigation, shall inform the Interested Person of the basis for such belief and afford the Interested Person an opportunity to remedy the alleged failure to disclose.
- b. If, after hearing the Interested Person's response and after making further investigation as warranted by the circumstances, the Committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary or corrective action as provided for in the Organization's Bylaws.

**Article IV**  
**Records of Proceedings**

The minutes of the Committee wherein conflict of interest matters have been discussed shall contain:

- a. The names of the Interested Persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the Committee's decision as to whether a conflict of interest, in fact, existed.
- b. The names of all persons who were present for discussions relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

**Article V**  
**Compensation**

- a. A voting member of the Organization's governing board who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.
- b. A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Organization for services is precluded from voting on matters pertaining to that member's compensation.
- c. No voting member of the Organization's governing board, or a committee whose jurisdiction includes compensation matters, who receives compensation, directly or indirectly, from the Organization, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

**Article VI**  
**Annual Statements**

Each director, officer and member of a committee with Organization-delegated powers shall annually sign a statement which affirms such person:

- a. Has received a copy of the conflict of interest policy,
- b. Has read and understands the policy,
- c. Has agreed to comply with the policy, and
- d. Understands the Organization is charitable and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

**Article VII**  
**Periodic Reviews**

To ensure the Organization operates in a manner consistent with charitable purposes and does not engage in activities that could jeopardize its tax-exempt status, the Committee shall cause periodic reviews to be conducted. The periodic reviews shall, at a minimum, include the following subjects:

- a. Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's length bargaining.
- b. Whether partnerships, joint ventures, and arrangements with management organizations conform to the Organization's written policies, are properly recorded, reflect reasonable investment or

payments for goods and services, further charitable purposes and do not result in inurement, impermissible private benefit or in an excess benefit transaction to any Interested Party.

**Article VIII**  
**Periodic Reviews**

When conducting the periodic reviews as provided for in Article VIII, the Organization may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the Organization's governing board of its responsibility for ensuring periodic reviews are conducted.

**Article IX**  
**Activation**

By affixing my signature hereto, I certify that:

1. I am an Interested Person as defined in Article II (1) herein.
2. I have received a copy of the Minnesota Conflict of Interest Policy.
3. I have read this policy and understand it.
4. I agree to comply with this policy. If I feel that I may have a conflict on interest, I agree to declare this to the Minnesota Hockey Executive Committee and abide by its decision.
5. When requested to do so, I will provide any and all information required to permit the Executive Committee to make a proper decision relative to any conflict of interest that I may have.
6. I understand the Organization is charitable and does not exist to provide financial benefit to its officers, directors and members. I further understand that in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Witness

\_\_\_\_\_  
Signature