



**Minnesota Hockey Board of Directors  
Sunday, September 23, 2012  
Sawmill Inn, Grand Rapids, MN**

**Board Members Present**

President Margenau	Vice President Gray	Secretary-Treasurer DeMeo
Director Mickus	Director Merth	Director Dornfeld
Director Jacobs	Director Kephart	Director Rakness
Director Christenson	Director Timm	Director Hill
Director Oleheiser	Director Bushy	Vice President Perry
Vice President Stigen	Director Macho	Director Wefler
Vice President Evavold	Tom Peart for Director Morris	Director O'Brien
Colleen Donovan for Director Hewitt		Past President Green
Referee-In-Chief Olson		

**Staff Present:**

Financial Administrator Kathy Hayes      Marketing Intern Derek Ricke

**Minnesota District Representatives:**

Dennis Green, Director	Dave Margenau, Director	Steve Oleheiser, Director
John Perry, Director	Referee –in-Chief Steve Tatro	Disabled Representative Toni O'Brien
Girls/Womens Section Representative, Doug Foster		

**Director Emeritus:**

John Carter

**Committee Chairs:**

Rules Committee Bob Halverson, Junior Gold Metro League President, Tom Slaird

**Guests:**

Greg Evenson President, North Dakota Amateur Hockey Association.

President Margenau called the meeting to order at 8:00 AM. The roll was taken, with 23 voting members present with 16 2/3 majority and 12 simply majority.

**Minutes** for the June 24 meeting were distributed previously for consideration and were accepted with no corrections or additions.

**Agenda Additions or Changes**-President Margenau informed the Board they will convene into Executive session right after committee reports. Add to New Business – Requests for exemptions from the Minnesota Hockey's Bylaw Article 7 for board members who will also coaching or managing traveling teams this season.

**Treasurer's Report**- Secretary-Treasurer DeMeo distributed the Balance Sheet financials through August 31, 2012 and Profit and Loss for September 1-August 31, 2012. These are unaudited and are still subject to adjustment. The Balance sheet reflected assets of \$1,256,812.00. Pending adjustments are \$15,000.00 for accounts of receivable. Balances in the various bank accounts show cash in the amount of \$795,055.00 with \$460,809.00 in Certificate of Deposits. Liabilities are stated except for approximately \$68,000.00 worth of payables that are yet to be posted. The deferred revenue of \$159,000.00 represents the registrations that received during FY2012 for FY 2013 memberships and that portion of the USA Hockey FY 2013 block grant paid in FY2012. The operating report showed a net income \$244,304.00, compared to a budget of \$7,573.00. This resulted from certain budgeted expenditures for legal and clothing expenses that were not incurred. After other expense adjustments, it is anticipated that FY2012 will close showing net income of approximately \$200,000. The report was referred for audit.

**President Report** – President Margenau recognized everyone's time and effort to provide all of our players a place to play. The challenge to all of us is to grow the game, keep a focus on developing all of our players and ensure our players are safe on and off the ice.

#### **Committee Reports:**

**Administrative Management**- President Margenau reported there were 60 resumes received for the Executive Director position. The committee will meet to select 6-9 applicants to interview during the first week of October.

**Adult Women** – Director Wefler reported that a Hockey 101 program for new women coming to hockey will be introduced this year. The program will be funded through grants and equipment from Total Hockey.

**Disabled Hockey** –Director O'Brien reported that 2 Minnesota players on the Olympic sled teams Ezra McPhail & Wendy Lucter. Lucter also represents Team USA on the women's sled program. With the help of Dennis Green, Dave Margenau and Mike MacMillan we were able to find a company who could customize breezers for a little person who is involved with disabled hockey and was not able to wear an off-the-shelf size.

**District Directors** – Director Hill chaired the meeting. Director Rakness suggested that the Rules Committee change the language in the Participation rule, paragraph 5.a.3 to read **"Be eligible at the "B" classification or lower in their new Association of School Attendance for one (1) year beginning with the first day that they notify in writing both involved associations of their intent to change schools, if they did not complete the grades offered in the school they were previously attending.** This would control some of the issues that are being faced by District Directors. School Waivers are causing team numbers to decline for small associations. President Margenau suggested that all Districts collect numbers on how many school waivers have been written in the past 3 years and bring that information to the winter meeting.

A/AA District Directors are empowered to work with their associations, putting teams at playing levels for which they are best suited.

Following up to discussions during the summer 2012 meeting, Director Dornfeld, presented a proposal for the addition of a suspension for a combination of two penalties for checking from behind, boarding and head contact to players and coaches. The purpose of the rule is to make the coaches more responsible of what the players do on the ice. It was the opinion of Directors that more work needs to be done to communicate to rule and collect the infractions and it was the opinion of the Directors to delay until the 13-14 season to get a better handle on the two issues.

District 2 had a question regarding the structure of other district referee associations. District 2 has negotiated a flat scheduling fee for referees of \$7,000.00 per season instead of \$5.00 a game. There were questions as to potential tax liabilities because of the relationship between the referees association and the District. Each district handles their referees in different ways. Some Districts mandate the associations use the District referee association which then could affect the State's view regarding their status as employees. President Margenau will be sending out a survey to collect information as to the District's relationship and/or

arrangement with their referee association/referees and review the information with legal counsel to get their opinion as to the potential of tax liabilities.

There is an end of year invitational tournament planned for B2 in Duluth. Interested teams should contact the Duluth Amateur Hockey Association for details.

The group discussed the procedure for rostering Mite players, so everyone in Minnesota Hockey is doing it the same.

**District Reports:**

**District 1** –Director Mickus registration is soon. He is working with District 8 regarding Mite registrations

**District 2** – Director Merth reported that there are an unusual amount of requests for school waivers. Thus far, 2 AA associations have requested to play down at the A level. They have entered into a new 2 year agreement with the District 2 Referee Association.

**District 3** –Director Dornfeld reported a joint effort is underway with District 2 to develop a C League.

**District 4** –Director Jacobs - No report

**District 5** - Director Kephart reported that all District 5 affiliate agreements have been signed

**District 6** – Colleen Donovan for Director Hewitt – No report

**District 8** –Director Rakness presented a revised affiliate agreement with Sibley changing the name. The West St. Paul Athletic Board, whose name is currently on the agreement, is scheduled to dissolve in the near future. This does not change any programs or structure to the youth program. **The Board ratified this action without objection.**

**District 9** –Director Christenson – no report.

**District 10** – Director Timm reported there are more co-ops being formed for girls programs due to a drop in registration numbers.

**District 11** – Director Hill reported that he is fielding a lot of questions about the participation rule and A/AA playing classifications.

**District 12** – Director Oleheiser –No report.

**District 15** –Director Bushy reported that the district would hold its fall meeting next Sunday, October 31. Thus far he has not received any requests for waivers.

**District 16** not present.

**Diversity** – Director Mickus –No report.

**Executive Committee** – President Margenau brought forth a Motion from the committee to confirm the appointment of Scott Gray for the Minnesota SafeSport Coordinator to work with our affiliates and District Directors to educate and put in place training programs and reporting procedures. Without objection, the **Motion carried unanimously.**

**Finance and Budget** –Secretary -Treasurer DeMeo reported that the Committee discussed a simplified chart of accounts, to help the budget process. They also discussed a budget amendment for the Adult Hockey program. Both items were postponed until the next meeting. They reviewed an opportunity to change the Minnesota Hockey Credit Card process which is currently under study. With Mike Snee's departure, Jim Bullard agreed to continue to help until another Executive Director has been found.

**Girls League** –Vice President Perry reported that Doug Foster has taken the position as state wide coordinator. Representatives from the League will meet Oct 7 in St Cloud.

**Grievance committee**-Secretary-Treasurer DeMeo reported that the committee has dealt with 2 grievances since the last Board meeting.

One was from District 6 dealing with a parent's challenge to an association's coeducational locker room policy, which prevents boys & girls who play on the same youth team from dressing in the same locker room at the same time. The parent claimed that this requirement was detrimental to team chemistry and was denying female players the opportunity to receive the same coaching advantage because they were not all together at the same time. The association would not change its policy, claiming that it was following its interpretation of

USA Hockey's recommendation for coeducational locker rooms. The decision was appealed to and upheld by the District and the Maroon region. The Grievance committee affirmed those decisions.

The other grievance dealt with a subtle hazing matter where certain team players were submitted to a traditional initiation rite. One parent complained to the association, who investigated the matter and determined it wasn't hazing. It was appealed to the District which ruled that the act was a form of subtle hazing and required punitive action as defined in the USA Hockey Annual guide. The association appealed to the Maroon region which upheld the District decision and further addressed the matter of the association's inability to recognize the hazing. The Region required that the coaches & the association undergo anti-hazing education and be placed on probation until the education was complete. The original parent Grievant thought the penalties prescribed by USA Hockey were not properly assessed by the District to all individuals who either were involved or knew of the hazing incident. He appealed the matter to the Grievance Committee through his attorney. The Grievance Committee did not hold a hearing as there was no new evidence to consider but reviewed the evidence previously presented. Upon completion of its review, the Committee found that while the team's head coach had received a proper suspension for the hazing incident, no action was taken against the assistant coach who was also a party to the incident. The Committee decided that the assistant coach should receive a penalty similar to the head coach. Further, the Committee identified a gap in Minnesota Hockey's education as it relates to hazing and that the association had no guidance to properly conduct an investigation into the hazing incident. The Committee recommended that Minnesota Hockey take immediate steps to become more proactive to provide this education.

**High School Girls** – Tom Peart attended the meeting for Director Tim Morris and referred to his verbal report which was given on Saturday, September 22.

**High School Boys**- Director Macho reported that the High School Coaches Association will hold its fall meeting in Duluth at the end of October. The program will include an ADM presentation on the ice and a presentation on long term athletic development.

**Hockey Operations** – Vice President Evavold referred to his verbal report which was given on Saturday, September 22.

**Handbook**. Committee Chair Bob Halverson reported there were a lot of last minute changes to this year's handbook but it did get out in a timely matter.

**Junior Gold** – Tom Slaird attended for Committee Chair Bruce Kruger and reported that the Committee discussed holding a one site state tournament at Plymouth Ice Center for 2013, as a part of a two year project. District 8 will host the event in 2014.

**MIAMA** – Director Rakness reported that Ice Arena Association will work with Minnesota Hockey to hand out any information, pamphlets or posters. Submissions should be sent to Dean Mulso for distribution.

**Publicity and Promotions** – No report.

**Recreation League** – Director Mickus reported that registration is now open, with a lot of interest for the 10u and 9u. Ice availability in the Northwest area is still a concern. He will attend the spring meeting in Duluth to get the Rec Hockey started there.

**Referees** – Referee-In-Chief Eric Olson reported that the MHOA Camp is in St Cloud. MHOA Fall meeting was held Aug 25 in Onamia. Seminars have already begun for officials. They also held an instructor training refresher course. Checking from behind will be a 5 minute major and a 10 misconduct; Boarding will be a 5 minute major. Checking from behind, boarding and charging will be reported on the electronic gaming form. A copy of the memo sent to all the officials has been forwarded to Minnesota Hockey.

**Regional Coordinators** – Vice President Dave Stigen reported that all Gold Region AA/ A teams will play each other up to postseason. Vice President John Perry has visited all districts in the Maroon region. Tournament Hosting packages have been received. A/AA competition committee has met. The deadline for playing classification requests is Oct 6. The Committee will meet on Oct 7<sup>th</sup> to consider them.

**Rules** –No report

**Scholarships**- Vice President Gray reported that the Committee met early to help consider applicants for the Russian trip.

**Screening** – Vice President Gray no report

**Tournaments** - Director Timm request presented a tournament guide book which contains recommendations for conducting an invitational tournament. He emphasized that the information in this book is subordinate to the Minnesota Hockey Handbook. He asked everyone look the tournament book and e-mail any suggested changes to him. Bob Halverson requested to review the tournament rotation.

**Secretary-Treasurer DeMeo** requested that those making reports refrain from submitting a “stands as submitted yesterday” report. All making a report should either provide their report during the Board Meeting or submit a written report that can be attached to the Minutes of the meeting.

Upon conclusion of the Committee Reports, the voting members of the Board convened in Executive Session at 9:00 AM. Upon conclusion of the Executive Session at 9:20 PM, President Margenau reconvened the Board meeting to continue with the meeting’s agenda.

### **USA Hockey Reports**

**Director Margenau** – Serves on 3 committees 1) 8U player development committee, 2) subcommittee of the finance committee that is examining restructuring of membership fees, 3) Finance committee subcommittee dealing with accounts of the referee and chief.

**Director Green** – is the Minnesota Hockey representative on the USA Hockey Youth Council. They will hold a meeting in October in Chicago to determine which USA Hockey teams will be playing at national tournaments. All Associations can participate in national tournaments but need to notify their District Registrar by October 1, 2012. Eligible teams must abide by national rules including age requirements. Minnesota typically declares Boys teams at the age classifications of 14,16 and 19 from Shattuck and Girls at the age classifications of 14,16 from Shattuck as well as the 19 from Thoroughbreds .

The Council is dealing with a spreadsheet sent out to document any playing rule changes that are made by the USA Hockey affiliates do. After this review, they will decide if they want to submit any rules changes to USA hockey by November 1<sup>st</sup>. USA Hockey playing rules will now be reviewed every 4 years instead of every 2 years as before.

**Director Oleheiser**- received notice that he has been appointed to Safety and Equipment committee,

**Director Perry**-has been appointed to the USA Hockey Nominating Committee. **Referee-In-Chief Tatro**- no report

**Girls/Women’s Section Representative Foster**- reported that the IAHF weekend is Oct 14 and 15 Minnesota has 15 of the 120 associations that are participating Girls hockey day. The goal is to increase U8 registration players to 20,000 by 2014. USA Player Development camp has been passed to Mike MacMillan to see if Minnesota wants to run it again next year. We have declared U16, U19 from Shattuck and U19 Thoroughbreds Playoff Feb 23 and 24<sup>th</sup> at Wakota Ice arena.

**Disabled Hockey Representative O’Brien** provided a written report which is attached herewith and incorporated into these Minutes.

**Old Business**- None

### **New Business**

A Motion was made by Vice President Perry to exempt members of the Board from the requirement defined in Minnesota Hockey Bylaw Article 7 which restricts board members from coaching and/or managing traveling teams. Those requesting exemptions were Eric Olson, who will coach the girls 10U team in Coon Rapids, Dennis Bushy, who will coach a Bantam team in Moorhead, and Scott Macho, who will coach the girls 10U team at Rosemount. 2<sup>nd</sup> by Director O’Brien. For those who are Coaching and on the Board are requesting any

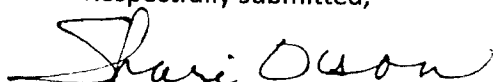
exemption from the conflict of interest, Eric Olson 10u Coon Rapids Girls. Director Bushy Moorhead Bantam, Scott Macho 10U Girls at Rosemount. **Without objection, the Motion carried unanimously,**

Prior to adjournment, President Margenau requested comments on how the board felt holding outside the Metro area. Most felt it was good because it provided more time outside of the meeting's forum for discussion on issues.

President Margenau expressed appreciation to Director Oleheiser for all the arrangements made for this weekend.

Having no further business, the meeting was adjourned at 10:35 AM

Respectfully submitted,



Shari Olson  
Recording Secretary

***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 24<sup>th</sup> day of September, 2012***

***Gerald B. DeMeo, Secretary-Treasurer***

