



Minnesota Hockey Board of Directors

Sunday, June 28, 2015

Marriott West, Minneapolis

Meeting was called to order by President Dave Margenau at 8:00 AM.

Roll Call was taken by Secretary Rhonda Madsen.

Board Members Present:

President Dave Margenau	Past President Dennis Green	Vice President Terry Evavold
Vice President Scott Gray	Vice President Dave Stigen	Treasurer Doug Kephart
Secretary Rhonda Madsen	Director Tom Mickus	Director Jake Reinseth
Director Scott Dornfeld	Director Mark Jacobs	Director Steve Gapinski
Director Brad Hewitt	Director Tom Christensen	Director Colleen Donovan
Director Steve Oleheiser	Juniors Director Ralph Hayne	Women's Director Nancy Wefler
Adults Director Dave Swenson	Director Emeritus Jim Bullard	Nick Nyhus for Director Rich Rakness
Todd Plackner for Referee Section	Director Eric Olson	

Staff Present: Executive Director Glen Andresen, Financial Administrator Kathy Hayes, and Marketing/Communications Assistant Derek Ricke

Minnesota District Representatives:

Dave Margenau, Director	Steve Oleheiser, Director	Doug Foster, Girls/Women's' Section Rep
Dennis Green, Director	Scott Gray, Director	

The voting quorum was announced. With 18 voting members present, simple majority was ten (10), two-thirds majority was twelve (12).

Minutes for the April 19, 2015 meeting were previously distributed electronically. With no changes or corrections, the minutes stand as distributed.

Minutes for the April 19, 2015 USA Hockey MN District meeting were previously distributed electronically. With no changes or corrections, the minutes stand as distributed.

Agenda Additions or Changes: No additions or changes were requested.

Treasurer's Report: Treasurer Kephart reported the Financial Statements through May 31, 2015. Report is unaudited and subject to adjustments. Revenues reported were \$1,873,222.63 and expenses reported were \$1,557,187.40 resulting in a net income of \$316,035.23. The financial statements will be referred to audit.

President's Report: President Margenau reflected on Walter Bush's comments upon his being presented with the Don Clark award Friday evening. Walter spoke of the history of MNH and USAH and the growth of hockey and the programs offered.

President Margenau highlighted the new programs MH continues to offer to the members citing the Positive Coaching Alliance (PCA) workshops, the Hockey Director Symposium, Tier 1 Hockey, an additional staff position and the continued growth of Disabled Hockey.

President Margenau read four emails he received expressing their appreciation to MNH: Monticello/Annandale/Maple Lake Hockey Association, the Dino Mights, Duluth Amateur Hockey Association, and a parent from the Boys HP 15 program.

President Margenau thanked everyone for their dedication, passion and leadership.

Executive Director's Report: Executive Director Andresen submitted a written report which is attached hereto and incorporated into these minutes.

MNH Golf Tournament will be held on July 21, 2015 at Bunker Hills Golf Course in Coon Rapids.

Committee Reports

Administrative Management: President Margenau reported that performance reviews were completed for Kathy Hayes and Derek Ricke and that the Committee met and approved merit pay increases..

Mr. Margenau, Mr. Andresen, Mr. Nyhus, and Mr. Beckman are currently working on the employee handbook.

The Committee approved up to \$75,000 in the 2015-16 budget for an additional staff position. Before hiring, final approval will be needed from the Committee and the MNH Board of Directors. The position title will be New Hockey Programs Manager. A draft of the position is currently in progress and details are being worked out with Hockey Operations. The Committee will bring to the MNH Board of Directors for final approval during the special meeting in July, via teleconference.

Adults: Director Swenson reported that there has been growth in participation and programs reported by AHA Hockey, Hockey Finder and the Wild League.

A new sanctioned Adult Tournament is scheduled to be held in Duluth October 16-18, 2015, with AHA hosting the tournament. The Adult State Tournament will be held spring of 2016. Details will be provided prior to the MNH fall meeting in September.

New Programs/Business Development: President Margenau reported that the Committee is working with the Administrative Management Committee to complete the job description for the new staff position.

Disabled Hockey: Director O'Brien-Gillen submitted a written report which is attached hereto and incorporated into these minutes.

District 1 – Director Mickus reported that they are having referee association issues. Mr. Mickus will work with Eric Olson and MOHA for resolution.

Edgecomb may be fielding a Jr. Gold A and B team next year.

District 2 – Director Reinseth had nothing to report.

District 3 – Director Dornfeld reported that he has been re-elected as the District 3 Director.

District 4 – Director Jacobs reported that Jeremy Reed has been elected as the new District 4 Director. Mark Jacobs was recognized for his years of service as the District 4 Director.

District 5 – Director Gapinski had nothing to report.

District 6 – Director Hewitt reported that a special meeting was held for Burnsville to present why they want to move to District 8.. There was a vote of 8-5 not in favor of having Burnsville move to District 8.

District 8 – Nick Nyhus, for Director Rackness, had nothing to report.

District 9 – Director Christensen had nothing to report.

District 10 – Director Donovan reported that they are currently working on issues associations have brought forward with regard to Mite hockey. A meeting is scheduled for July 6' 2015 to continue the discussion and respond to the issues.

District 12 – Director Oleheiser had nothing to report.

Diversity: Director Mickus reported that there was a couple of grant applications received.

A \$300 scholarship was distributed to a player.

There is still \$1,000 remaining to be used this year.

District Directors: Director Oleheiser briefly reported the topics from the District Director Committee report:

-Review of the Illinois Parent Rule, that if a parent is ejected from a game they are not allowed back in the arena for 3 games. The Committee endorses this rule and asked that the Rules Committee draft a similar rule for the board's consideration.

-Discussion for a one year pilot program having a Girls 15U level versus a Girls 14U level has been endorsed by the Committee and has been referred to the Rules Committee to bring to the board.

-Update on the Northfield Tournament (September 11 – 13, 2015).

-Discussion on the Format of Regions for the AA teams. District Directors will further discuss at a future meeting.

-Discussion of Fair Play Points at the Girls 12U level.

-Update from the Officials Committee.

- Association's should have a process to make sure locker rooms are monitored.

-The process and procedure for Associations to request movement from one District to another has been endorsed by the Committee.

-A change to the overtime rules for region and state tournaments was endorsed by the Committee.

Action items: Parent Conduct Rule, Girls 15U Pilot Program, and Region/State Tournament Overtime Format (5 on 5).

Executive Committee: President Margenau reported the following:

-Medical Attendants at Invitational Tournaments Ad-hoc Committee (Mr. Beckman, Mr. Kephart and Mr. Oleheiser) made the recommendation to change medical attendants being required, to medical attendants being recommended. This was referred to the Tournaments Committee, which their decision was to leave at medical attendants being required. A motion will be made by the Executive Committee at the special meeting in July for the Board to act upon the proposed change.

-Tier 1 program is progressing forward. At the Youth 18U Classification there will be a total of 8 teams, 7 teams administered by the Elite League and the Shattuck St Mary team. At the Youth 16U Classification there will be a total of 7 teams, 6 teams administered by the Prep Development League and the Shattuck St Mary Team. Playoffs will occur next spring at the conclusion of the High School season. At the Girls 19U Classification there will be a total of 4 teams, 3 teams administered by the Elite League and the Shattuck St Mary team. At the Girls 16U Classification there will be a total of 6 teams, 3 teams administered by the Elite League, 2 teams administered by the Premier Prep League and the Shattuck St Mary team. Playoffs will occur during the week after their season concludes and the beginning of the Girls High School season (October 20 – 22). Two teams will advance to the National Tournament being held in Blaine in the spring.

Rule changes needed for the Tier 1 Program: 1. Dual Rostering between Tier 1 (pre post season) teams and in-season teams. and 2. Allowing players of a lower level/classification to play in an upper level/classification. These two rule changes will be brought to the Special Meeting scheduled in July.

-The Executive Committee ratified the appointment of Ryan Coole as the Tier 1 Committee Chair. Two individuals expressed interest in the position and were interviewed by Mr. Green, Mr. Perry and Mr. Margenau.

-The effort to simplify the grievance procedure continues to move forward.

-The Program for an Administrative Leader Conference is currently being worked on.

-A complaint was received from the MN Made, and has been resolved. The complaint alleged that a violation of the agreement was breached. There was a proposal to an Association Board that was not acted upon that if a player leaves for a season and then returns, they will receive the penalty of not being able to play at the highest level.

-There are currently 15 Junior teams operating in Minnesota, 3 Tier II teams and 12 Tier III teams. We currently are in discussions with the United States Premier Hockey League to establish a Memorandum of Understanding (MOU) which will require approval of Vice President of Hockey Operations for any players with MN youth or high school hockey eligibility to be rostered on a MN Junior Tier III team. A similar MOU is in place for the NA3HL.

Finance and Budget: Finance and Budget Committee Chair Kephart brought forward four proposals for vote:

1. Auditing Firm – a motion was brought forth from the Finance and Budget Committee to retain services with Smith and Shafer as MNH’s accounting firm for the next three years. Discussion: Smith and Shafer will be paid in three installments totaling \$21,450. Motion was carried unanimously.
2. Financial Management Policies – a motion was brought forth from the Finance and Budget Committee to approve the changes to the Financial Management Policies as distributed. Motion was carried unanimously.
3. Stipend Schedule – a motion was brought forth from the Finance and Budget Committee to adopt the stipend schedule for the High Performance and Hockey Operations staff as distributed. Discussion: schedule is similar to last year, but adding an Assistant Director at the High Performance 14 level. Anyone involved with or has a family member involved with the High Performance program should abstain from voting. Motion was 11-approved; 0-opposed. Motion was carried unanimously.
4. 2015-2016 Budget – a motion was brought forth from the Finance and Budget Committee to adopt the budget for fiscal year 2015-2016 as presented and distributed. Motion carried unanimously.

Girls: Nothing to report.

Grievance Committee: Nothing to report.

Hockey Operations: Vice President Evavold submitted a written report which is attached hereto and incorporated into these minutes.

Handbook: Committee Chair Halvorson asked that any changes be submitted to him or the handbook will stand as is. Tournament rotation is okay, but the sites of the tournaments will be needed. Changes should be submitted by mid-July. Changes will be highlighted as in the past.

It was suggested to add and indicate the terms of the District Director to the handbook. Staff Administrator Hayes will verify the terms with the District Directors and submit to Committee Chair Halvorson.

Juniors: Director Hayne reported that there are currently no new teams in Minnesota.

The MN Junior Hockey League has gone dormant. 14 teams from the MN Jr Hockey League will move to the United States Premier Hockey League (USPHL) headquartered in Boston. The Northern Lights team will be dormant for the second year; and the Rochester team will be moving to the NA3 League.

The USPHL League will consist of three divisions: the Empire Division, which is the lower level and will consist of high school and 16U players; the Elite Division, which is the middle division and will consist of MN Junior age players; and the Premier Division, which is the top division and comparable to the NA League.

A Midwest Division is being created. There will be two conferences with collectively 22 teams (14 from MN and 6 recruited from the AAU Detroit area). This will create more crossover and travel.

Relocations: The Energy team will be moving from Maple Grove to Fogerty; the Twin Cities Steel will be moving from White Bear to New Ulm; and next year the Northern Lights will be moving to Ridder Arena.

Marketing and Communication: Vice President Gray submitted a written report which is attached hereto and incorporated into these minutes.

Membership Development: Marketing/Communications Assistant Ricke submitted a written report which is attached hereto and incorporated into these minutes.

Recreational Hockey: Director Mickus reported that the league is in the process of obtaining ice, which has been the biggest issue. They are expecting over 500 kids this season. Duluth Amateur Hockey Association (DAHA) is looking at providing a Recreational League. There will be recreational hockey opportunities in St. Cloud.

Referees: Todd Plackner, for Referee Section Director Olson, had nothing to report. It was asked that a referee representative be present at all MNH meetings.

Regional Coordinators: Vice President Stigen had nothing to report.

Rules: The Rules Committee brought forth rules changes, however the rule changes/report was not distributed to the Board as per the MNH By-laws. A provision that any additional governing documents that are to receive consideration for the Board of Directors require two-thirds of the voting board members in order to be placed on the agenda. MNH by-laws provide an option to bring items to the Board for adoption that weren't distributed ten days in advance.

A motion was made by Director Oleheiser to bring the proposed rule changes to the Board for consideration. The motion was seconded by Director Christensen. Motion was carried unanimously.

Committee Chair Halverson reported that the committee met on May 28, 2015. Modifications to the Bylaws and Youth Rules are proposed, as shown below for Board consideration.

Youth Rules Changes

R1. The District Directors would like to allow multiple-team scrimmage events under certain circumstances. The Tournaments Committee reviewed this, but could not agree on the proposal. Accordingly, the DD Comm. wants to propose it on its own. Their stated intent is to limit expenses and keep hockey affordable. These types of events allow for multiple games at one location between teams from many areas without travel to all the locations, reducing travel costs for all teams. It would allow teams to continue doing what has become a practice, without unnecessary oversight, and put parameters in place that would be consistent throughout the state.

XI. INVITATIONAL TOURNAMENT SANCTIONING

D. EXEMPT EVENTS – Sanction Applications and sanction fees are not required for the following events:

1. MN Hockey District, Region, and State Tournaments.
2. Events involving teams from a single MN Hockey District.

The rules and bracketing to be used for either of the above events must be provided to the Tournaments Committee Chair or the District Director.

3. Special Events involving up to 6 teams are allowed, subject to following criteria:

a) All teams must be MH-registered teams. No teams from outside MH.

b) All play between teams is PREDETERMINED. All teams will be aware of every team they will be playing and when, prior to first game of the event.

[R1]

- c) Subsequent play between teams is not determined by results of prior games.
 - d) No team event points are accumulated as a result of games.
 - e) No awards for teams or individual players.
 - f) All rules regarding team rest and number of on-ice events will be followed
 - g) Participating teams will provide necessary volunteers to assist with the game. Host association may not charge for off-ice officials unless that is their common practice.
 - h) No gate entry fees may be assessed to participating teams or spectators.
 - i) All game costs will be divided equally among teams playing.
 - j) Host association may charge a nominal administrative fee, not exceeding \$50 per team. This type of event cannot be conducted as a fundraising event.
 - k) The Host Association is responsible for:
 - Keeping complete financial and game format records of the event.
 - Complete accountability to the cognizant District Director upon request.
 - Adherence to the rules set forth above. Violations could result in sanctions including not being allowed to play in post-season at the level of the event.
- No pre-approval is required to conduct the above Special Events. However, complete financial and game format records must be provided to the Tournaments Committee Chair or the cognizant District Director on request.

The Committee recommended changes defined as R1 to be approved as presented. **Motion carried unanimously.**

Bylaws Changes

B1. Changes are proposed to the Sexual and Physical Abuse Policy (Bylaw 14):

ARTICLE 14 – SEXUAL, PHYSICAL AND EMOTIONAL ABUSE POLICY

The policies in this article are subject to any contrary requirements in Minnesota State law or local law applicable to MH Affiliates.

SAFESPORT POLICY – MH has instituted the SafeSport Policy created by USAH in conjunction with the United States Olympic Committee, as addressed in the USAH SafeSport Policy and Handbook. MH is committed to creating a safe and positive environment for its participants’ physical, emotional, and social development and ensuring it promotes an environment free from abuse and misconduct. As a part of this program MH has implemented policies addressing certain types of abuse and misconduct, and certain policies intended to reduce, monitor and govern the areas where potential abuse and misconduct might occur.

SEXUAL ABUSE POLICY - It is the policy of MH that there shall be no sexual abuse of any minor participant involved in MH sanctioned programs, Training Camps, Hockey Clinics, Coaches Clinics, Referee Clinics, Invitational, Playoff Tournaments or other MH events by an employee, volunteer or independent contractor. Sexual abuse of a minor participant occurs when an employee, volunteer or independent contractor touches a minor participant for the purpose of causing the sexual arousal or gratification of either the minor participant or the employee, volunteer or independent contractor. Sexual abuse of a minor participant also occurs when a minor player touches an employee, volunteer or independent contractor for the sexual arousal

or sexual gratification of either the minor participant or the employee, volunteer or independent contractor, if the touching occurs at the request or with the consent of the employee, volunteer or independent contractor.

Neither consent of the player to the sexual contact, mistake as to the participant's age, nor the fact that the sexual contact did not take place at a hockey function are defenses to a complaint of sexual abuse.

Upon proof of violation of this policy, the violator will be permanently banned or suspended from MH sanctioned programs and/or the programs of its Affiliate Associations.

SCREENING POLICY - MH will not authorize or sanction in its programs that it directly controls any volunteer or employee who has regular, routine, or frequent access to children (anyone under the age of majority) who refuses to consent to be screened by MH before he/she is allowed to have such ~~routine~~ access to children. Further, it is the policy of MH that it will require its affiliates to adopt this policy as a condition of its affiliation with MH.

Persons may be disqualified and prohibited from serving as employees or volunteers of MH if they have:

1. Been convicted (including crimes the record of which has been expunged and pleas of "no contest") of a crime of child abuse, sexual abuse of a minor, physical abuse, causing a child's death, neglect of a child, murder, manslaughter, felony assault, any assault against a minor, kidnapping, arson, criminal sexual conduct, prostitution related crimes, gross misdemeanors, felonies, or controlled substance crimes;
2. Been adjudged liable for civil penalties or damages involving sexual, emotional or physical abuse of children;
3. Been subject to any court order involving any sexual, emotional ~~abuse~~ or physical abuse of a minor, including but not limited to domestic orders for protection;
4. Had their parental rights terminated;
5. A history with another organization (volunteer, employment, etc.) of complaints of sexual or physical abuse of minors;
6. Resigned, been terminated or been asked to resign from a position, whether paid or unpaid, due to complaint(s) of sexual, emotional or physical abuse of minors; or
7. A history of other behavior that indicates they may be a danger to children in MH

NOTICE TO ALL PERSONS SUBJECT TO MINNESOTA HOCKEY SCREENING PROGRAM

MH reserves the right to use information obtained in the course of its Screening Program in any reasonable manner to protect its participants, affiliate organizations and programs from risk of future criminal behavior.

PHYSICAL AND EMOTIONAL ABUSE POLICY - It is the policy of MH that there shall be no physical or emotional abuse of any participant involved in any of its sanctioned programs, its Training Camps, Hockey Clinics, Coaches Clinics, Referee Clinics, Invitational and MH Playoff Tournaments or other MH events by any employee, volunteer or independent contractor. Physical abuse means physical contact with a participant that intentionally causes the participant to sustain bodily harm or personal injury. Physical abuse also includes physical contact with a participant that intentionally creates a threat of immediate bodily harm or personal injury.

Physical abuse does not include physical contact that is reasonably designed to coach, teach or demonstrate a hockey skill. Permitted physical conduct may include, but is not necessarily limited to, shooting pucks at a goaltender, demonstrating checking and other hockey skills, and communicating with or directing participants, during the course of a game or practice, by touching them in a non-threatening, non-sexual manner. Emotional abuse means a pattern of deliberate, non-contact behavior that has the potential to cause emotional or psychological harm to a participant. These behaviors may include

verbal acts, physical acts, or acts that deny attention or support. Bullying, threats, harassment and hazing are all forms of emotional abuse.

The Committee recommended changes defined as B1 to be approved as presented. **Motion carried unanimously.**

Screening Policy Changes

S1. The following updates to the Screening Policy are proposed by the Screening Committee to address changes driven by USA Hockey's SafeSport Policy.

SEXUAL ABUSE, EMOTIONAL ABUSE, PHYSICAL ABUSE AND

CRIMINAL BACKGROUND SCREENING POLICY

Section 1: Intent

The intent of these rules is to reduce the risk of a MH participant becoming the victim of sexual, emotional or physical abuse.

Section 2: Uniformity of Standard

All personnel of MH and of its affiliates are subject to this screening standard.

Section 3: Applicability of Standard

- A. The personnel of all MH associated organizations shall be screened pursuant to these screening rules.
- B. For purposes of these screening rules, MH associated organizations shall include, but not necessarily be limited to, MH (the officers and directors of MH and the members of all of its committees), affiliated community hockey associations, other affiliates, teams of affiliates, affiliated girl's/women's programs, all teams or organizations registered with MH, and Team Minnesota, USA Hockey/MH festivals and development camps.
- C. For purposes of these screening rules only, on-ice officials who officiate games for MH teams shall be considered personnel of an MH associated organization.
- D. For purposes of these screening rules, personnel shall include any officer, board of directors member, coach, team manager, official and coaching/official instructor, whether or not they receive compensation for their services. Other personnel may be included at the discretion of the MH Screening Committee (hereinafter "the Committee").
- E. For purposes of these screening rules, the personnel required to be screened under these screening rules shall collectively be referred to as "members."
- F. For purposes of these screening rules, participation as such members (including participation by other personnel screened who thereby become members) shall collectively be referred to as "screened activities."
- G. MH affiliates or associated organizations may, in their discretion, apply the requirements of these screening rules to other volunteer personnel not carried on rosters or registered by means of a USA Hockey Individual Member Registration form (or by electronic registration) and not specifically mentioned herein.
- H. All persons subject to these screening rules shall be randomly screened at least once every ~~three~~**two** years, absent special circumstances requiring more frequent screening. ~~Each year~~ **The Committee shall maintain data bases containing those members who were screened and approved the previous year as well as the current year. divide the group of persons subject to these rules into three approximately equal sized groups for screening, and one such group shall be screened each year, plus such other persons which the Committee shall identify, in its sole discretion.** Special circumstances

requiring discretionary screening would include, but not be limited to, the situation in which MH or a MH associated organization becomes aware that a person subject to these rules has recently been convicted of a crime which may render that person ineligible to participate in activities of MH and its associated organizations. It is also intended that members identified as new coaches, team managers or referees each year shall also be identified each season and screened before they are allowed to participate in MH screened activities where they would have direct contact with minor participants.

I. A member who does not consent to be subject to the application of these screening rules and to provide the Committee with complete and accurate identifying information as requested, shall not be allowed to participate in screened activities. For purposes of this policy, it is determined that, at minimum, members shall be required to provide the following information:

1. First, full middle and last name;
2. Any previous names used, including but not limited to maiden name or nickname;
3. Current and any other residence addresses for the last ten years;
4. Date of birth;
5. Social Security number;
6. Home telephone number;
7. Any past criminal conviction or civil action which may disqualify that member under Section 4 below; and
8. Such other identifying information as shall be specified in a Minnesota Hockey Confidential Screening and Consent Form adopted by the Board of Minnesota Hockey from time to time.

Section 4. Standard for Participation of MH and Its Associated Organizations.

A. A person **shall be** disqualified and prohibited from participating in screened activities, if the member has been convicted of any "Background check crime" or any "Child Abuse crime" as defined in Minn. Stat. § 299C.61, and/or any of the following crimes as they may be defined in any jurisdiction:

Murder in the first, second or third degree	Mistreatment of residents or patients
Manslaughter in the first or second degree	Criminal abuse of a vulnerable adult
Assault in the first, second, third, or fourth degree	Kidnapping
Arson in the first or second degree	Abduction
Controlled substance crime in the first, second, or third degree	Solicitation of children to engage in sexual conduct
Great bodily harm caused by distribution of drugs	Malicious punishment of a child
Crime committed for the benefit of a gang	Neglect or endangerment of a child
Criminal sexual conduct in the first, second, third, fourth or fifth degree	

B. A person **may be** disqualified and prohibited from participating in screened activities if:

1. The member has been convicted (including crimes the record of which has been expunged and pleas of "no contest") of any crime of violence against minors, or any crime which indicates the person may pose a threat of harm or risk to the safety and well-being of players, parents, organization or others under his/her direction, stewardship or relationship. Such crimes include but are not limited to all felonies not described in A. above, domestic assault, indecent exposure, and multiple convictions for operating motor vehicles or watercraft while under the influence of alcohol or controlled substances; or
2. It is determined that he/she has been adjudged liable for civil penalties or damages involving sexual or physical abuse of children, is subject to any court order involving sexual abuse or physical abuse of a minor, including, but not limited to, domestic order for protection, has had his/her parental rights terminated for reasons involving sexual or physical abuse of children; or

3. MH or any of its affiliates comes into possession of verified information that he/she has a history with

another organization (as a volunteer, employee or otherwise) of complaints of physical, ***emotional*** or sexual abuse of minors, resigned, been terminated or been asked to resign from a position, whether paid or unpaid, due to complaint(s) of sexual or physical abuse of minors.

Disqualification under this section 4.B. shall be at the discretion of the Committee after due consideration of relevant information.

C. Notwithstanding the provisions of Sections 4.A. and 4.B. above:

1. If a person has been convicted of any "Background check crime" or any "Child Abuse Crime" as defined in Minn. Stat. § 299C.61 or any of the crimes enumerated in Section 4.A., and this conviction was entered more than ten (10) years before the beginning of the current hockey season (on or after September 1), the committee may utilize its discretion whether to disqualify that person under the Policy; and

2. If a person has been disqualified under Section 4.A. above, that person may apply, in writing, to the Committee for reinstatement when either of the following is true:

a. more than ten years have elapsed since the conduct on which the disqualification was based occurred; or

b. if the disqualifying conduct occurred three years or more before the disqualification, more than ten years have elapsed since the disqualification was made by the Committee. Further, the Committee may, in its discretion, review any reinstatement requests from disqualifications based on section 4.B.

3. If a person has been disqualified under Section 4.B. above, ~~that~~ that person may apply, in writing, to the Committee for reinstatement if more than ten years have elapsed since the conduct on which the disqualification was based occurred, ***or the Committee, at its sole discretion, believes special circumstances related to said disqualification warrant review.***

4. In the case of subparagraph 2. or 3. above, the Committee shall review the applicant's criminal record and overall conduct in the relevant period and may exercise ~~its~~ its discretion to either reinstate or again disqualify the applicant.

5. Nothing in this Section 4.C. shall prevent the Committee from disqualifying an applicant under either Section 4.A. or 4.B. in the exercise of its discretion after reviewing the record of conduct of the applicant.

6. Any decision by the Committee pursuant to this Section 4.C. shall be appealable by the applicant as provided in Section 7. below.

Section 5. Screening Procedure

A. **Individual Members** Each person seeking to participate in MH activities shall consent to be screened as pro-

vided by these screening rules and shall ~~sign a consent form provided by MH before participating in screened activities~~ ***complete the screening application available on the MH website, located under the SafeSport heading.*** Such ~~application form~~ shall be ~~completed~~ ***completed*** signed ~~every other~~ each year, and shall authorize MH or its designee to perform one or more background checks to determine whether the signer is the subject of any reported criminal conviction or otherwise poses a risk to the safety and well-being of participants under his/her direction or stewardship. The ~~application consent form~~ shall be ~~completed~~ ***completed*** provided at the time or times requested by MH.

B. The MH Screening policy mandates that those members, as defined in Section 3 herein, over the age of 18 years that will have regular, routine or frequent access to youth participants to be screened prior to such members having such access. An approved screen shall be valid for two years, absent special cir-cumstances. All previously screened persons must be rescreened every two years. MH shall manage and directly supervise the screening program. MH will select one or more

screening vendors or methods and shall require all local programs have their members screened through MH's vendors and methods in compliance with this screening program. Those members who will have regular, routine or frequent access to, or supervision over minor participants must include a national screen that covers a national criminal database, the sex offender registries for all fifty states, and every county database in which the applicant has lived during the previous five years. MH or its vendor shall verify the identity of the screened individual through a social security number verification or other acceptable identity verification process. MH shall have a Screening Coordinator or Chair, who may also be the MH SafeSport Coordinator, who is responsible for monitoring and reporting on compliance with the screening policy by MH and its local programs. Those members, as defined by Section 3 herein who do not have regular, routine and frequent access to the minor participants shall not require a "national" screen as detailed above, but will be screened every two years for crimes of record occurring in Minnesota.

~~B. Registration Personnel~~

~~1. Minnesota District Registrar and Associate Registrars. Screening forms and related instructional materials shall be provided by the Committee to the Minnesota District Registrar in time for distribution of them with registration materials. The Minnesota Registrar and/or Associate Registrars shall distribute the screening forms and instructional materials to the MH associated organizations when registration materials are distributed to them.~~

~~2. Local Association registration coordinators, ACE Coordinators, MH event and camp directors:~~

~~a. Except as directed below for new coaches and new team managers, MH associated organizations shall each collect the signed consent forms from all members and submit those forms in a timely manner through the team registration process to the Committee for review. Event or camp registrars shall have the same responsibility.~~

~~b. At the local association level, it shall be the responsibility of the local association registration coordinator to:~~

~~1) Identify any new coaches and team managers. For purposes of this Screening Policy, a "new coach" or "new team manager" is either an individual who did not participate at all in MH activities in the preceding season or who did participate, but with a different MH associated organization or who participated previously as a minor and now has reached majority.~~

~~2) Obtain the necessary identifying information for screening from that coach or team manager on a signed Minnesota Hockey Confidential Screening and Consent Form and provide it to the local registration coordinator before those new coaches or team managers are allowed to participate in screened activities where they would have direct contact with minor participants.~~

~~c. It shall be the responsibility of the local registration coordinator (or the Association President or Chair) to transmit the necessary identifying information for new coaches and new team managers electronically to the Committee immediately upon receipt, but in any event before the new coach or new team manager is allowed to participate in screened activities where they would have direct contact with minor participants. Concurrent responsibility for this restriction shall rest with the local association's president with the assistance of the local ACE Coordinator or coach in chief.~~

~~d. For purposes of the foregoing, if a local registration coordinator is not in place, it shall be the responsibility of the local Association President or Chair to comply with the foregoing subparagraphs a-c and provide the necessary information and screening forms to the Committee.~~

~~C. MH Referee Section Director. At the direction of the Referee Section Director:~~

~~1. All referee registration, training and certification programs shall include a process whereby signed Minnesota Hockey Confidential Screening and Consent Form are collected from all referees each season and submitted in a timely manner to the Committee for review.~~

[S1] ~~2. New referees shall be identified by the MH District Supervisors of Officials (or their designees) at the time of registration and training. It shall be the responsibility of the MH District Supervisors of Officials or his designee to obtain and transmit the necessary identifying information for new referees electronically to the Committee immediately upon receipt or before those new referees are allowed to participate in screened activities where they would have direct contact with minor participants. For purposes of this policy, a "new referee" is either an individual who did not participate at all in MH activities in the preceding season or who did participate, but with a different MH associated organization, or who participated previously as a minor and now has reached majority.~~

~~D. Board Presidents or Chairs and Advance Program Directors. The chief officer of each MH associated organization or Advance Program shall:~~

~~1. Compile a list of names of all members from such organization to be screened according to this policy (including coaches, team managers, and board members).~~

~~2. Certify in writing that the list of names is complete for the current season, by sending a copy of that list to the Committee.~~

~~3. Submit the certified list of names and signed consent forms to the cognizant MH District Director or Advance Program coordinator at the time of team registration. Partial lists of names of members and partial groups of signed consent forms may be submitted at different times, but such partial lists and groups, taken together, shall comprise a complete list of the names of all members to be screened, and the certification shall state that the lists taken together comprise a complete list of the names of all members to be screened.~~

~~4. As to new coaches and new team managers, assist the local registration coordinator in identifying those individuals and transmitting their identifying information to the Committee before those members are allowed to participate in MH activities where they would have direct contact with minor participants.~~

~~5. In recognition of special circumstances arising in the timing of identifying coaches for Advance Program tryout festivals, application may be made to the MH Vice President for Hockey Operations for an extension of time to transmit the identifying information to the Committee so that a coach may be allowed to participate in screened activities where they would have direct contact with minor participants pending completion of screening of that coach. The MH VP of Hockey Operations shall have discretion to grant a reasonable extension after consideration of relevant information.~~

~~E. MH District Directors. It shall be the responsibility of the MH District Directors to oversee the timely collection and submission of screening information according to this policy. Upon receipt of verified lists, the MH District Directors shall forward them to the Committee.~~

C. ~~District Directors~~ **The USAH Registrar/Associate Registrar** shall not authorize a team roster for which there is not a **record in the data base of signed consent form for each coach or team manager having been screened and approved.** ~~The signed consent forms shall be collected by, or delivered to, the cognizant MH District Director, who shall promptly forward them to the Committee within 10 days of a team's roster authorization.~~

D. Screening Committee. The Committee shall consist of the MH Women's Director, the Minnesota District Risk Manager, the Minnesota District Registrar, and four or more other members appointed by the MH President. No MH District Director shall serve on the Committee. The Committee shall:

1. Collect all verified lists of members to be screened ~~and signed consent forms,~~ and construct a computer data base of all members.
2. Promptly conduct background checks on the selected members utilizing a database service appropriate to the purposes of this policy.
3. Receive and review the information disclosed by the background checks, applying the criteria for disqualification specified in this policy.
4. If relevant information, as defined by Section 4 of this policy is received concerning a member, promptly review and discuss the information, and determine whether the member is eligible to participate in activities of MH or its associated organizations.
5. If the Committee determines that the member is disqualified and prohibited from participating in screened activities, its Chair shall notify in writing the member, the member's affiliate, the Minnesota District Registrar and the cognizant MH District Director that the member is not eligible to participate in screened activities. The notice to the disqualified member shall provide instructions for an appeal of the decision.
6. Schedule and conduct appeals to the Committee as provided in Section 7 of this policy.
7. Maintain and update the data base to indicate when the criminal background check was made on each member, and all information received.
8. Safeguard all information, so as to comply with all statutory data privacy requirements, and the member's personal rights to privacy.
9. Seek better methods of implementation and assist members in implementing these rules, and with the approval of the MH Executive Committee, audit affiliates to gather data on compliance with these rules.
10. If the Committee employs persons or companies to assist in obtaining and reviewing background check information, such persons or companies shall observe standards of strict confidentiality concerning his, her or its work, and shall reveal the screening information only to the Committee.

Section 6. Awareness Program

MH shall incorporate into its various literature and clinic programs education/awareness information as developed by the Committee or by USA Hockey, or other authoritative sources as pertinent information become available.

Section 7. Appeals

- A. Members who are determined to be ineligible to participate in the screened activities may appeal in writing such determination of the Committee within 10 days of receipt of the notice of ineligibility. The appeal shall be in writing addressed to the Chair of the Committee, at the address given in notice of ineligibility.
- B. The Committee, or a designated subcommittee thereof consisting of not less than three members, shall hear all such appeals within 30 days of receipt of the written appeal. The appeal shall be heard at a place and time determined by the Committee, and shall be conducted in accordance with the practices of MH as set forth in Article 6 of the By-Laws of MH. The appealing member shall be given reasonable notice of the time and place of the hearing, and shall be invited to attend. A decision on the appeal shall be given in writing, signed by the Chair of the Committee (in the case of a subcommittee, by the chair of the subcommittee), and shall be rendered within 10 days of the hearing.

C. A member whose appeal to the Committee results in an adverse ruling due to factual or procedural errors may appeal to the Screening Appeals Committee of MH within 10 days of the receipt of the adverse ruling by the Screening Committee. The Screening Appeals Committee shall consist of five members, who shall be the MH President, the Minnesota or MH Risk Manager, and three members appointed by the MH President. No MH District Director shall serve on the MH Screening Appeals Committee. The appeal shall be in writing, addressed to the MH President, and must detail the factual or procedural error(s) which occurred. The Screening Appeals Committee shall hear such appeal within 30 days of the receipt of the written appeal. The appeal shall be heard at a place and time determined by the Screening Appeals Committee, and shall be in accordance with the rules and practices of MH, as set forth in Article 6 of the MH By-Laws. A decision on the appeal shall be given in writing, signed by the President of MH, and shall be rendered within 10 days of the hearing.

D. The member may appeal any adverse decision or other action of the **Screening** Committee in writing within ten days of the receipt of the decision to the Screening Appeals Committee. Such appeal shall be processed in accordance with Section 7.C. of these Screening Rules. A written decision signed by the Chair of the Committee (or in the case of a decision by a subcommittee, by the chair of the subcommittee) shall be considered *prima facie* evidence of the facts stated therein, and the burden of proof as to **what factual or procedural error(s) occurred** ~~why the member should become eligible for participation in screened activities~~ shall be upon the appealing member in any hearing before the Screening Appeals Committee.

Section 8. Complaints of Sexual and/or Physical **and Emotional** Abuse

[S1] A. Complaints concerning violations of the provisions of this Article and/or of MH's Sexual, **Emotional** and Physical Abuse Policy (By-laws, Article 14) shall be in writing addressed to **the MH SafeSport Coordinator**. ~~the President of MH~~, and **although preferably** ~~shall be signed by the complainant,~~ **may be submitted anonymously**. The complaint shall state in full and complete detail the basis of the complaint concerning the alleged violations.

B. Upon receipt of such written complaint, the **SafeSport Coordinator** ~~President~~ shall ~~refer the matter to the Committee for its review~~ **the complaint and determine who will conduct the ensuing investigation of the allegations pursuant to the USAH SafeSport Policy Handbook. As a mandatory reporter,** ~~All~~ credible complaints of sexual, **emotional** and/or physical abuse shall be referred to the appropriate law enforcement officials by the **SafeSport Coordinator** ~~President after the Committee review.~~

C. The **SafeSport Coordinator**, may, in its discretion, initiate administrative action against the member against whom the complaint was made pursuant to the applicable sections of the By-laws and Rules of MH, including this Article.

The Committee recommended changes defined as S1 to be approved as amended and presented. **Motion carried unanimously.**

Rules report will be submitted to the Board 10 days before the special meeting scheduled in July.

SafeSport/Screening: Director Gray submitted a written report which is attached hereto and incorporated into these minutes.

Tournaments/Awards: Committee Chair Nyhus submitted a written report which is attached hereto and incorporated into these minutes.

USA Hockey Reports

Director Margenau submitted a written report which is attached hereto and incorporated into these minutes.

Director Green reported that he has been on the Youth Council for 18 years serving as Vice President and a member of numerous committees. Mr. Green is currently Co-chairing the Recreational Hockey Committee and the Tier 1 Standards Committee.

Director Gray reported that he has been placed on the Legal Council and on the Emergency Response for SafeSport subcommittee and the Uniform Guidelines for Screening subcommittee.

Director Oleheiser submitted a written report which is attached hereto and incorporated into these minutes.

Director Foster submitted a written report which is attached hereto and incorporated into these minutes. Please submit any Girl Coordinator changes to Director Foster.

Director Kephart reported that as a new Director, it was interesting to learn of the issues occurring all over.

Old Business:

District 1 Affiliate Agreements – District Director Mickus asked that the Langford and Edgecomb Affiliate Agreement be postponed to the September meeting until the other Affiliate Agreement for Johnson Como North St. Paul Youth Hockey is resolved.

New Business:

Rescind the April 19, 2015 Vote on Article 7 and Article 9 of MNH By-Laws: Director Donovan withdrew the agenda item to rescind the April 19, 2015 vote on Articles 7 and 9 of the MNH by-laws noting that the District Directors have agreed to research ways to make sure their Association Members are represented at the MNH Board meetings, such as electronically or by electing two separate Directors – one to perform the duties of the District Director and one to represent their respective memberships. The alternatives will be discussed further at the Fall meeting.

Johnson Como North St. Paul Youth Hockey Association Affiliate Agreement Merger: An Affiliate Agreement was distributed.

Director Reinseth was aware of a merger, but not aware of the assignment of the merged association District 8 and has not been contacted by anyone informing him of the move. Director Reinseth would like action on the Johnson Como North St. Paul Youth Hockey Association Affiliate Agreement postponed.

Representatives from Johnson Como made a presentation as to why the Johnson/Como/NSP association should be assigned to in District 8 and would like to move forward with the request. There were no representatives present from North St. Paul.

Director Reinseth made a motion to postpone action on the Johnson Como North St. Paul Youth Hockey Association Affiliate Agreement until the special meeting scheduled in July. Director Oleheiser seconded the motion. The motion carried with one opposition.

Request to Reassign Forest Lake from District 2 to District 10: Representatives from Forest Lake made a presentation as to why Forest Lake should be reassigned from District 2 to District 10. 90% of the Forest Lake Association membership voted to move to District 10. District 2 Director Reinseth added that the District Associations voted unanimously, with exception to Forest Lake, in opposition to the move.. President Margenau referred the request to Vice President Perry, Director Reinseth and Director Donovan for further discussion.

President Margenau announced the Fall meeting will be held September 18-20, 2015 at the Big Woods Event Center in Fergus Falls.

With no further business, President Margenau adjourned the meeting.

Respectfully Submitted,

Rhonda J Madsen, Recording Secretary