



CAHA Board of Directors' Minutes

Date: January 20, 2018

Location: DoubleTree by Hilton LAX/EI Segundo

Time: 9:00 A.M.

Present	Abs	Total # Abs	DIRECTOR	Present	Abs	Total # Abs	DIRECTOR
X			Thomas Hancock, President	X			Chris Carcerano
X			Rosemary Voulelikas 1 st V.P.	X			Craig Carlyle
X			Laura Cahn, 2 nd V.P.	X			Kevin Culbertson
X			Tyler Shaffar, 3 rd V.P.	X			Ben Frank
X			Bridget Hopkinson, 4 th V.P.	X			Chris Hathaway
X			Jeff Blair		X		Rick Hutchinson
X			Matthew Blanchart	X			Mike Janda
X			Curtis Brown	X			Craig Johnson
X			Lance Burrow	X			Amanda Long
X			Jaime Campbell	X			Kathy McGarrigle
				X			William Stone
			NON VOTING DIRECTOR				USAH DIRECTOR / GUEST
	X		Mark Mauro, Director-of-Referees	X			Wendy Goldstein
	X		Chris Hayes, Interim Treasurer	X			Donna Kaufman
X			Jennifer Sprow, Secretary	X			Nancy Hodge
				X			Steve Laing

Thomas Hancock called the meeting to order at 9:00 am. There are 19 directors present; therefore a quorum present.

Minutes

William Stone moved to approve the minutes of the November 18, 2017 meeting as presented by Rosemary Voulelikas.

(motion **SECONDED** by Lance Burrow and **APPROVED**)

President's Report

Thomas Hancock attended USA Hockey Annual Meeting in Orlando last weekend. Informed the board of a potential issue with compensated/stipend volunteers that are directors on a board could be classified as an employee. Asked board to approve the expense to consult a labor attorney, to vet out our stipend structure and assure we are not running afoul of California labor laws. Chris Carcerano moved to approve the consultation expense.

(motion **SECONDED** by Kevin Culbertson and **APPROVED**)

In addition, Thomas Hancock reminded the board of the email votes regarding CAHA making a charitable donation in the amount of \$2000 to the Santa Rosa Fundraiser held as a result of the wildfires in Northern California in October 2017. The email vote occurred October 12, 2017 with a vote of 20 Yes.

Financial Report

Chris Hayes absent. Thomas Hancock informed the board they are in the process of restructuring the classifications for expensing. Chris will email a financial report for board review.

Member Services

Jaime Campbell reported:

- All-time record of payment collection from member services, of over \$20,000.
- To date, we have collected membership fees of \$20,580. Two-thirds of that are online payments through Rocky Mountain Registry, and one-third are checks.
- A reminder that next season, all payments must be online – no paper checks will be accepted.
- We have 79 registered and paid member organizations, with a total of 394 different teams registered. This is the first time we have had data to evaluate at this level, and it should be very helpful.

SafeSport

Lance Burrow also attended USA Hockey Annual Meeting in Orlando last weekend. Informed the board of sessions attended that included activities in locker rooms, locker room monitors, and shenanigans therein are continuing to be the real source of problems in SafeSport. Inclusive of bullying, emotional harassment, and ethnic slurs. SafeSport has been around long enough that we are now seeing a turnover in coaches and although the coaches are going through training, it seems as though they are not taking it as seriously as they need to. Lance is going to conduct some specifically targeted trainings in the north and south for both administrators and coaches and asked that the board support getting people out to these (possibly mandatory) meetings.

Phones (photographing/recording devices) in the locker room continue to be a problem all over USA Hockey. Lance suggested that CAHA should adopt a rule that simply states no phones are allowed in the locker rooms.

Another issue brought up was the Bylaw 10 process, in particular with respect to suspensions. We are not transparent enough, things go on in clubs that the leagues don't find out about, things occur on teams that clubs don't find out about and we need to consider some rules to make that transparency better.

USA Hockey is developing a transgender policy and a diversity program.

Relationship improvements are a work in progress with the Center for SafeSport.

Clubs should notify their respective commissioner/president when handing down club disciplines. With respect to adhering to Bylaw 10, the offender has the right to an appeal. Tom, Lance, Donna and Steve will draft a guideline and get it out prior to our June meeting for review and possible adoption.

Letter of emphasis/guidance document/checklist needs to be drafted to notify and enforce responsibilities of locker room monitors and sent out to all clubs. Potential lawsuits are pending due to incidents in the locker room. USA Hockey Club Excellence offers a checklist/tool you can cut and paste. Tom will reach out to Kevin Erlenbach and ask that he get together with each league to aid in answering questions on utilizing that tool.

Screening

Jaime Campbell reported the volunteer status as of 1/18, is a total number of screened applicants in the system (since 2015) of 6,035. Of those, 5,994 are currently eligible to participate.

Dispute Resolutions & Penalty Review

Rosemary Voulelikas reported that we have had a total of 18 hearings between November 18, 2017 and January 20, 2018.

- 7 Adults; 2 removal of helmet, 5 intent to injure
- 4 Players; 1 kicking, 2 racial slurs, 1 601F1 (assault/threatening an official)
- 3 Spectators in NORCAL
- 4 Coaches

In queue:

- 2 Adults
- 1 High School Player

Rosemary stated that we need more directors to step up and help with volunteering on the Disciplinary Resolutions Committee. Current panel members are getting worn out.

We need to make sure that clubs know it is their responsibility to the affiliate to notify their respective commissioner/president when they have a penalty review hearing or suspend someone, which is triggered due to a USA Hockey incident report.

Rosemary asked who is allowed to call a match penalty? Steve Laing instructed, an on ice official, anything outside the glass would be supplemental.

Rosemary is seeking clarification on Racial Slur, Rule 610, will be assessed a match penalty. Per Steve Laing, redefine the verbiage to allow supplemental discipline. Any rule we have a predefined advance greater suspension than what USA Hockey has, we will clean up the language not to use the word "match", but equal to a match and effective immediately. All our 30 day suspensions should be treated the same.

CAHA Select Camp

Rosemary Voulelikas reported that we have 256 registered players; 19 are Out-of-District, 3 are 2003, 8 are 2002 and 8 are 2001. Chris Carcerano is the coaching lead and so far has 8 evaluators from NORCAL and 10 evaluators from SCAHA, including the Goalie Development Coordinators. Changes to the 3 day camp format is the first session being practices have been converted to the first session being smaller games, time wise. Everyone is playing a series of three 45 minute (running time) games.

Rosemary asked for equal gender volunteers to assist she and Bridget at check in. Jennifer Sprow volunteered to assist with check in on Friday night.

Director of Referees Report

No report - Mark Mauro absent

GSE Consolidation Amendment Request

William Stone spoke about GSE being a consolidated club made up of four clubs; Vacaville, Tri Valley, San Mateo/Redwood City and Cupertino. San Francisco would like to be one of those clubs. They are a one sheet, city run facility that has other priorities they have to give their ice time to. San Francisco is very limited to what they can do in that rink. They in fact have to play approximately 25 of their home games in Vacaville, because they just do not have the ice. They have grown their program throughout the decade and now have produced some pretty strong teams. Last year they won 2 Norcal titles and a CAHA title.

William Stone motioned for San Francisco to be included in the consolidated tier team of GSE.
(motion **SECONDED** by Rosemary Voulelikas)

Ballot Vote conducted for voting directors. 11 Voted Yes – 8 Voted No
(Consolidation Request **PASSED**)

Youth Council Report

Girls Tier I Applications – Voted on by age division incrementally

12U AAA	<u>Jr. Ducks</u>	<u>Jr. Sharks</u>	<u>LA Lions</u>
Motion to approve Tier 1 Team Application by:	Kevin Culbertson	Kevin Culbertson	Not included in the motion to approve
Seconded by:	Lance Burrow	Lance Burrow	Not included in the motion to approve
Ballot vote:	19Yes/0 No Passed	19Yes/0 No Passed	Denied
14U AAA	<u>Jr. Ducks</u>	<u>Jr. Sharks</u>	
Motion to approve Tier 1 Team Application by:	Kevin Culbertson	Kevin Culbertson	
Seconded by:	Lance Burrow	Lance Burrow	
Ballot vote:	19Yes/0 No Passed	19Yes/0 No Passed	
16U AAA	<u>Jr. Ducks</u>	<u>Jr. Sharks</u>	
Motion to approve Tier 1 Team Application by:	Kevin Culbertson	Kevin Culbertson	
Seconded by:	Lance Burrow	Lance Burrow	
Ballot vote:	19Yes/0 No Passed	19Yes/0 No Passed	
19U AAA	<u>Jr. Ducks</u>	<u>Jr. Sharks</u>	
Motion to approve Tier 1 Team Application by:	Kevin Culbertson	Kevin Culbertson	
Seconded by:	Lance Burrow	Lance Burrow	
Ballot vote:	19Yes/0 No Passed	19Yes/0 No Passed	

Boys Tier I Applications – Voted on by requesting club

18U AAA	<u>Jr. Ducks</u>	<u>Jr. Kings</u>	<u>Jr. Sharks</u>	<u>Titans</u>	<u>Jr. Reign</u>	<u>Jr. Flyers</u>
Motion to approve Tier 1 Team	Ben	Mike	Chris	William	Rosemary	Kathy
Application by:	Frank	Janda	Carcerano	Stone	Voulelikas	McGarrigle
seconded by:	Mike Janda	Ben Frank	Craig Johnson	Rosemary Voulelikas	William Stone	Kevin Culbertson
ballot vote:	18 Yes/1 No Passed	19Yes/0 No Passed	15Yes/4 No Passed	1Yes/18 No Denied	14Yes/5 No Passed	1ABS/18 No Denied

16U AAA	<u>Jr. Ducks</u>	<u>Jr. Gulls</u>	<u>Jr. Kings</u>	<u>Jr. Sharks</u>	<u>Titans</u>
Motion to approve Tier 1 Team	Ben	Laura	Mike	Chris	William
Application by:	Frank	Cahn	Janda	Carcerano	Stone
seconded by:	Mike Janda	Craig Carlyle	Ben Frank	Craig Johnson	Rosemary Voulelikas
ballot vote:	18 Yes/1 No Passed	15 Yes/4 No Passed	19Yes/0 No Passed	15Yes/4 No Passed	3Yes/16 No Denied

15U AAA	<u>Jr. Ducks</u>	<u>Jr. Kings</u>	<u>Jr. Sharks</u>
Motion to approve Tier 1 Team	Ben	Mike	Chris
Application by:	Frank	Janda	Carcerano
seconded by:	Mike Janda	Ben Frank	Craig Johnson
ballot vote:	18 Yes/1 No Passed	19Yes/0 No Passed	15Yes/4 No Passed

14U AAA	<u>Jr. Ducks</u>	<u>Jr. Kings</u>	<u>Jr. Sharks</u>	<u>GSE</u>
Motion to approve Tier 1 Team	Ben	Mike	Chris	Chris
Application by:	Frank	Janda	Carcerano	Carcerano
seconded by:	Mike Janda	Ben Frank	Craig Johnson	Bridget Hopkinson
ballot vote:	18 Yes/1 No Passed	19Yes/0 No Passed	15Yes/4 No Passed	1ABS/18 No Denied

13U AAA	<u>Jr. Ducks</u>	<u>Jr. Kings</u>	<u>Jr. Sharks</u>
Motion to approve Tier 1 Team	Ben	Mike	Chris
Application by:	Frank	Janda	Carcerano
seconded by:	Mike Janda	Ben Frank	Craig Johnson
ballot vote:	18 Yes/1 No Passed	19Yes/0 No Passed	15Yes/4 No Passed

12U AAA	<u>Jr. Ducks</u>	<u>Jr. Kings</u>	<u>Jr. Sharks</u>
Motion to approve Tier 1 Team Application by:	Ben Frank	Mike Janda	Chris Carcerano
seconded by:	Mike Janda	Ben Frank	Craig Johnson
ballot vote:	18 Yes/1 No Passed	19 Yes/0 No Passed	15 Yes/4 No Passed

11U AAA	<u>Jr. Ducks</u>	<u>Jr. Kings</u>	<u>Jr. Sharks</u>
Motion to approve Tier 1 Team Application by:	Ben Frank	Mike Janda	Chris Carcerano
seconded by:	Mike Janda	Ben Frank	Craig Johnson
ballot vote:	18 Yes/1 No Passed	19 Yes/0 No Passed	15 Yes/4 No Passed

Starting in 2019 it will be mandatory for each Tier I applicant club to be in attendance at the January meeting, prepared to support their application.

Youth Council - Continued

Playoffs are coming up and help is needed. Especially on trophy day, with events going on at multiple rinks, we need all hands on deck. Please volunteer, we need as many people on deck as possible.

The season has been going fairly smoothly, we have one more CAHA weekend left. Aside from a few minor issues, overall it has been a good season.

Tier I/Tier II Commissioner Report

Kevin Culbertson shared that most of the Tier I positions are already set. Only one seeding left to be determined this weekend between the first and second place 18AAA's.

Per Tom Hancock, by our rule for the Tier II flight 1, flight 2 the last place team in flight 1 is responsible to provide an ice slot and be the home team, having the flight 2 team travel to their rink and play. Put prospective teams on notice, and ask that they send confirmation of their available ice slots.

High School Commissioner Report

Rosemary Voulelikas said no report - final rosters February 1st.

Girls/Womens Commissioner Report

Bridget Hopkinson

- Girls Select Camp
 - 105 girls registered for girls camp next Sunday 8am in Lakewood.
 - 14 are out of district players – waiver requests and resumes sent in
 - Format
 - Mix the two older birth years and mix the two younger birth years
 - This year teams will be smaller. Three teams instead of two teams.
 - Skate three times instead of two times.
- Playoffs
 - Women's B and Women's C teams are all going directly to Nationals this year. No District Playoffs for Women's.
 - 14U Tier I – Two team division
 - 16U Tier I – Best of three. Two team division

Girls/Womens Commissioner Report - continued

- 19U Tier I – Lady Ducks go directly to Nationals
- 14U & 19U Tier II – Five team tournament/Round Robin – Top two go to final game
- 16U Tier II – Six team division

- Cayla Barnes is on the US Olympic Team
- Dominique Petrie MVP for 18U
- On Jan. 5 & 6, 2018 two NCAA Teams played at Honda Center
 - St. Lawrence University – D1
 - Lindenwood University – D1
 - Highlighted the Lady Ducks during their game day profile
 - 4 Lady Ducks playing D1 in the same event
 - All scored in the 1st game
 - All got points in the 2nd game
 - Clinic with the college player - attended by 60 girls from southern California
- Good growth in girls hockey – between the 5 clubs participating we have 34 teams

Pacific District Reports

Steve Laing reported the High School National Teams have been declared. California requested a second pure team, which was granted (1 pure team & 1 combined team). The only other team out of the Pacific District is Nevada 1 combined team this year also.

There are approximately 25 girls interested in playing in the Showcase.

High School registration throughout the nation

33,800 are registered as High School players. California is ranked 7th amongst all the teams with 1,739 athletes

SafeSport – In California

- Incidents reported or provided to the USA Hockey National office.
 - 2017-2018 – 11 cases
 - 2016-2017 – 16 cases
 - 2015-2016 – 17 cases
 - 2014-2015 – 13 cases
 - 2013-2014 – 9 cases
- Screening – percentages of completed training
 - 95% coaches
 - 87% officials
 - 84% other (volunteers/managers)

Pending federal legislation from March 2017

Senator Feinstein proposed legislation after hearing the news regarding the US Gymnastics failure to report information that they had received and failure to share that information with other clubs. The legislation moved rather quickly last year and was already passed by the House. USA Hockey legal department expressed support for the legislation, however we do have a couple of points that may be problematic for us. We have hired a lobbyist in Washington DC to work with Feinstein's office and we expect the changes to be made before it goes to the senate. The legislation wants us by law to send out all the information with all the reports to every single member in the organization. That would equal 350,000 kids/youth players receiving it. Our focus is, we would be more comfortable sharing determinations rather than full reports of misconduct. Giving everyone a brief synopsis of what happened.

Tryout Rules

Current rule is you cannot tryout prior to the National Championships are completed, however, we do have programs that are already advertising tryouts before Nationals. There have been some concerns with our attorneys that USA Hockey is not enforcing this rule and in the USA Hockey Guidebook, any violation is probation for a subject coach, team or program. The hearing usually goes to the Youth Council, however, an attorney doesn't think Youth Council has the authority to make those decisions, so they think it should go to the National Tournament Committee. Opinion pending with the attorneys.

Conflict of Interest

Has been a very long process; right now the Conflict of Interest policy is close to 14 pages. Once vetted, hopefully it will be reduced, and USA Hockey will have a policy in place. We would like to see every affiliate have the same exact policy. It is Steve's goal, once USA Hockey approves theirs that we streamline it to a point that we can get it down to a smaller number of pages. As soon as he can get it all together, it will be offered to all of our affiliates to see if they want to adopt it. Everything else will then be referred to the Guidebook in the future.

Girls/Womens Multi District Camp – June 9-16, 2018

- Numbers are in place. Add as many alternates as you can, those numbers could adjust. We could see a lot more names added.
- Multiple discussions regarding prep issues, the manner in which the coaches and scouts have engaged with our players and parents in the past has been less than ideal. The players and parents are our customers, we need to establish some better ground rules that will allow us to protect our players and parents during the games and camp. While at the same time being reasonably accommodating to the prep staff. This will be addressed with the players and parents at the beginning of camp.
- Down time being addressed. Looking to provide other options for players to participate in if they want, not mandatory (i.e. setting up volleyball nets) instead of standing around on their phones.
- Proposals coming up in June. The district authored two proposals that we talked about in the past.
 - One is the women that use to play college or in the Olympics they only allow X numbers and has to be so many years, right now with the unanimous approval of the girls section that proposal will move forward. That will allow any number to play after a 10 year hiatus.
 - The other was a suggestion made to move the Women into the adult category. Adult Council said no (doesn't want to deal with the women's issues). We need to do better with our Women's programs and are going to streamline the process for our women, trying to cut some of the rules and procedures out. Over the next several seasons we should see some significant changes in the Girl's/Women's section, making it easier and more viable for our women to go on and play without having to go through all the minutia.
- Transgender Policy – Is still being worked on. A Transgender committee has been created to take a look at the policy, which should be completed shortly.

Donna Kaufman spoke about fluid movement from Girls to Womens, rather than keeping them under Youth Council. On a new taskforce to take a look at the Women's game and also women administrators, putting females in more diverse sections of USA Hockey. The Women's National Team asked for a group of people that would look at how women fit in the program.

Added to the tryout rules above – An affiliate set their tryout dates for March 12th. The rule says to be a Tier I program you must meet the criteria. If you have tryouts before, the National Championships are completed, then you are not eligible to be a Tier I program in the first place, discipline is a moot point.

Quarterfinals for Tier I are coming back this year.

- Females are going back to quarterfinals in the morning and semifinals in the afternoon.
- Tier I Youth teams are going to be playing another day. The tournament will be extended until Tuesday. One game a day. Quarterfinals on Sunday, semifinals on Monday and finals on Tuesday.

Youth Council Legislation

- Host information has been removed from Tier I
- \$800 for a District Tournament has been removed
- Junior #6 dealt with changing our relationship with Junior programs/leagues. USHL will no longer be certified by the Junior Council. USA Hockey will do five year contracts. Relationships with Junior leagues will be by contract, not by certification with Junior Council.
- NAHL relationship with USA Hockey will probably also go to a contract at the January 31, 2018 meeting.
- Biggest conversation at Youth Council right now is checking at 13U/14U. From the medical community there has been a determination that body checking at the age/level is detrimental to the player. Real hockey versus player safety issue. Lots of conversation on this over the next year before we get to the new rules.

New Business

Screening renewal

- Contract increase with Verified Volunteers from \$23 to \$26
- NCSI (a preferred vendor of USA Hockey) \$20
- Jaime Campbell gathered bids/proposals from Verified Volunteers, Protect Youth Sports and NCSI

Kevin Culbertson motioned to approve using NCSI as our screening company

(motion **SECONDED** by Chris Carcerano and **APPROVED**)

ADM Update/Report

Ben Frank shared

1. 10U ½ Ice – Now officially in a few states Alaska, Washington, Nevada.
2. NARCE - The North American Rink Conference & Expo – Interested in doing a West Coast version, would be willing to subsidize the cost for their instructors to come to California and would like CAHA endorse it. Ben to send Tom the information in an outline and he will broadcast it out.

Old Business

- Jim Labbe appeal tabled to June meeting
- CAHA High School Pilot Event – get final numbers and confirmation to Rosemary and Tom

There being no further business to come before the board, Rosemary Voulelikas motioned to adjourn the meeting.

(motion **SECONDED** by Mike Janda and **APPROVED**)

Next Meeting June 16, 2018, El Segundo

Meeting adjourned at 3:28 pm

Meeting minutes submitted by Jennifer Sprow / California Amateur Hockey Association Secretary