



CAHA Board of Directors' Minutes - Board of Directors Meeting

Date: November 13, 2021

Location: San Jose Marriott, San Jose

Time: 9:00 A.M.

Present	Abs	Total # Abs	DIRECTOR	Present	Abs	Total # Abs	DIRECTOR
X			Thomas Hancock, President	X			Rob Foster
Zoom			Rosemary Voulelikas 1 st V.P.	X			Ben Frank
X			Chris Hathaway, 2 nd V.P.	X		1	Dan Granata
	X		Rick Hutchinson 3 rd V.P.	Zoom			Cameron Higley
X			Bridget Hopkinson, 4 th V.P.	Zoom			Nancy Hodge
X		1	Dave Bigelow	X			Alex Morrison
X			Matthew Blanchart	Zoom			John Paglia
	X	3	Curtis Brown		X	1	Vaughn Reuter
X			Kevin Culbertson		X	2	Chi-Yin Tse
X		1	Robert Field	Zoom			Becki Winckler
NON VOTING DIRECTOR				NON VOTING DIRECTOR/ GUEST			
Teresa Attebery, CAHA Secretary				Dan Ellison, PD RIC			
Wendy Goldstein, Pacific District Registrar							
Chris Hays, CAHA Treasurer							
Lameka Bell, CAHA Diversity & Inclusion							

Meeting called to order at 9:00am. Quorum in attendance. Rosemary Voulelikas motioned to approve September meeting minutes; second by Alex Morrison – **MOTION PASSED**

President – Tom Hancock

Congratulations to Ben Frank for his new role as a Pacific District Director. Ben filled the vacancy left by Steve Laing and is no longer a CAHA Director.

Treasurer – Chris Hays

Reports distributed and reviewed.

Member Services – Karen Hackett

Sorry to miss the meeting. I am heading to Scottsdale for a Showcase.

Here is an overview of where we stand.

California Amateur Hockey Association - 2021-22 CAHA Membership

Registration Summary Report

11/10/2021

Total Members Registered	71
Total Registered Online	71
Total Revenue Due	\$19,850.00
Total Revenue Collected	\$19,420.00

Uncleared Account Summary

Total Uncleared Accounts	3
Total Revenue Uncollected	\$430.00

Refund/Adjustment Summary

Total Adjustments	0
Total Revenue Collected	\$0.00
Total Revenue Refunded	\$0.00

Met with Wendy and she was looking into options of how to capture the disabled teams.

There are a few others not registered yet that I am trying to track down.

We basically built a list of clubs/programs from teams with portals that were active at some point from 2016-2022 so some clubs/programs may no longer be in existence.

Next steps:

- look at number of teams claimed in travel and tier for those programs and make sure the numbers line up with what was claimed Rocky Mountain registry.
- explore the uncleared accounts
- clean up the Member Services page on the CAHA website. There are 2 contact emails there and I do not have access to either.

Had one group reach out asking for a refund for fees paid last year since CAHA did not have games last year. This team did travel out of state for play and was, therefore, requiring USA hockey insurance so fees will not be reimbursed.

Please email any questions or feedback.

Legal Counsel – Geoff Leibl

I am pleased to report that my recent work as CAHA Legal Counsel has refocused back on specific hockey related issues. I have been in discussions with Tom Hancock and others on the following two projects both of which involve setting systems in place to avoid conflicts of interest and to protect CAHA Board Members from breaching their fiduciary duties:

A. Discipline and Appeals Committee Member Selection Process. Revamping the Discipline Committee member selection process and the CAHA Appeals Committee member selection process is required due to a recent decision from USA Hockey. The USA Hockey decision (Tom can elaborate) has brought into focus the need for CAHA to further amend the manner in which committee members are selected to hear appeals, with a goal of avoiding real or perceived conflicts of interest. I am currently exploring the possibility of working with a law school and/or mediation faculty member at a university to implement a system whereby law students and/or arbitrators in training sit on the CAHA committees as part of a course project or for class credit. My initial idea/concept is to have law students assigned to the Disciplinary Committee after some training from Rosemary, myself and Tom. The goal would be to have the composition of the Disciplinary Committee be the Disciplinary/Dispute Resolution Chairman and 2 or 4 students. With respect to the Appeals Committee, my goal is to bring in a professor (admin law or sports law or arbitration specialist) to chair it and include 2 or 4 law students on the committee, with CAHA Legal Counsel and/or CAHA President sitting in as observers. This concept is at the very beginning stages but I hope to meet with a couple of professors today (between CAHA games at Simi Valley) to discuss this in more detail. I will update you if/when there are more developments.

B. Tier 1 Selection Process - Boys. Given that the last CAHA meeting dealing with the Tier 1 selection resulted in my disapproval rating dropping to an all-time low, I have attempted to find a selection method for Tier 1 that is objective and does not result in CAHA Board members violating their fiduciary duty or having to recuse themselves from the process. The attached is an example of the type of selection process that I am comfortable recommending as one that would not be considered self-dealing, as the criteria for eligibility is objective and is obtainable by any Club. The attached is just an example of the type of eligibility process that I am of the opinion would be lawful for CAHA to implement and hopefully gives all board members some ideas regarding how to proceed going forward. Please understand that I am tasked with protecting the entity (CAHA) but also must properly guide board members regarding their duties, responsibilities, limitations and a format similar to the above would, in my opinion do both.

EXAMPLE OF OBJECTIVE TIER 1 SELECTION PROCESS

1. CAHA Board sets a limit on the number of Tier 1 teams it will permit and the number of teams decided upon should apply to each division. For this example only, assume the number selected is five (5) teams.
2. CAHA Board changes Tier 1 eligibility to be the five Clubs that had the most registered travel hockey players in the previous season, from 8U-18U. The calculation would be based on actual rostered players on each team roster at the end of the previous season and would not include in-house or tournament rosters. Tier 1 players and rostered players on the girls' teams in each Club would be excluded from this calculation.
3. Create an option for Clubs to merge to create a Tier 1 Merged Club for a single season and in so doing if the combined number of previously rostered players results in the 'merged club' being ranked in the top five (as per #2 above) it will be permitted to submit Tier 1 teams for that season; removing the 5th ranked non-merged Club from eligibility.
4. All Tier 1 teams must have a minimum 5 players who were rostered at the conclusion of the previous season with qualifying Club. For 'merged clubs', each Tier 1 team must have at least 3 players from each of the merged clubs who were rostered at the conclusion of the previous season with that Club.
5. Each of the five eligible Clubs must submit at least three Tier 1 teams in a single season. Failure to roster at least 3 teams will exclude the Club from Tier 1 eligibility and the 6th ranked Club (based on #2 and #3 above) will have the opportunity to participate in Tier as per these guidelines.
6. If a Club's cumulative win percentage vs other CAHA Tier 1 teams in league play falls below 33% the Club will not be eligible for Tier 1 the following season. Each Club forming a merged Club would also be ineligible if the merged Club's win percentage falls below 33% as per the above.
7. If less than 5 teams are formed per division, the division will operate with the number of submitted qualifying teams.
8. Clubs do not have an option to petition to be included in Tier 1 beyond these guidelines.

9. CAHA should amend the current rules to delete the need for a specific number of AA teams to qualify for Tier 1.

Tom and Rosemary to discuss the discipline committee revamp above. Appeals committee could more likely change as suggested.

We need to alter the Guidebook season dates with respect to recruitment.

Safe Sport – Scott Gray

Currently 5 active investigations. 4 are expected to be non-Safe Sport. 8 complaints have been submitted within the last week.

Tom to start providing monthly summary to the board.

Discipline & Disputes – Rosemary Voulelikas

Discipline committee has been busy! 25 Match penalties since the September meeting. The committee has held 7 hearings with 3 scheduled on November 15. There are 9 match penalties to address. There have been slurs; leaving the bench; attempt to injure; removal of helmet; kicking and threats.

CAHA Selects – Rosemary Voulelikas

League camps will be held in December.

Allocations:

SCAHA:	NORCAL:
21 Forwards	9 Forwards
15 Defense	6 Defense
6 Goalies	3 Goalies
Plus 3 alternates per age group	

Select Camp is for 2005-2008

There are 60 players per age group expected at the CAHA Camp.

Players playing out of District are contacting Rosemary.

We need coaches to evaluate and a lead coach.

CAHA Camp will take place Jan 21-23 in Lakewood.

High School Commissioner – Rosemary Voulelikas

Monday November 15 is when official letter of intent is due to Rosemary from the high schools and also when the 200% game schedule is due as well as the Admin fee.

ADM Report: Ben Frank

Refer to 10U presentation sent out.

We need to get people on board for 10U half ice and not force it. Different states are handling this in different ways. Suggestion is to have a special CAHA jamboree style event.

Chris Hathaway suggested we start season with a hybrid schedule of cross ice then move to full ice with a plan to move full season to half ice after a few years.

Tom Hancock would like to start as a pilot program of CAHA Jamboree weekends.

Officials – Mark Mauro

Mark was not present and did not provide a report.

Dan Ellison reported that there are 832 registered officials in California. 488 have completed all requirements. Registration closes November 30.

State playoffs will be covered with appropriate level officials.

Lameka Bell – Diversity & Inclusion

Lameka suggested that the CAHA board attend a D&I class at the January meeting. Class takes 2-4 hours.

Lameka and Tom are meeting with the Jr Kings Community Outreach team in December.

Youth Council – Chris Hathaway

Not busy.

Tier Commissioner – Kevin Culbertson

Very busy! There has been positive feedback with the AA pre-season. Team costs are higher due to more games which surprised some teams. Reminder, we are “money in, money out” not for profit. Invoices going out for Admin fee; preseason and regular season (for teams that advance).

Suggests that CAHA sets CAHA weekend dates earlier for bidding purposes.

Tier II

This weekend is Play-In weekend for the Tier II 12U, 14U and 16U Divisions. Four teams from each age group will advance and join the other eight teams already qualified to commence the Regular Season the weekend of Dec. 3-5. Venues for the remainder of the Tier II season have been established and all age groups know where they will be going for the remainder of the Regular Season. The game schedule for the Regular Season is also ready and will be completed upon the conclusion of this current weekend once ALL the teams are established, and that schedule will be sent to all the teams as well as posted on the web next week. Teams that have not, and those that will not qualify for Regular Season, have and will be reminded that they will have to continue with the posting and reporting of their games that they play for the balance of the 2021-22 playing season.

Tier I

Teams went right to the deadline date of Oct. 15 to get their 300%/200% games scheduled, but it was completed on time. Of the five divisions that CAHA will be fielding playoffs, that being 12U, 14U, 15O, 16U and 18U, only the 15O and 18U will NOT have ALL the teams either advance to State Playoffs or be going straight to Districts as the Jr. Ducks will be. It is worth pointing out that with our come one, come all approach to Tier I this season, I did receive an inquiry a couple weeks ago from a team looking to drop down to AA as they felt they had come to the realization that they were not qualified to compete at that level. Interesting because that team currently has a winning record in their division. Not sure they took the only recommendation I had which was to make such a request to Youth Council, but at the same time, I told them IMO they probably had no chance since we were well past the August 15 drop deadline, and because the schedule was already set and teams playing at their AA age group. Per our Guidebook, we have an important approaching date of January 15 for which –

8.1-1 Clubs wishing to apply for Tier I status for the following season must submit and complete the CAHA Application for Tier I Inclusion annually by January 15 of the current playing season.

8.1-2 With Youth Council's recommendation, the CAHA board has the authority to prohibit a club from fielding Tier I teams whose prior season's collective performances was non-competitive.

We need to determine what the criteria/format of the “Application for Tier I” will be for the 2022-23 Season, as well as when those applications will be made available to Clubs. One thing for certain is that whatever those applications are, Clubs submitting their application need to be instructed that their application documentation is to be a single file compiling all the documentation they want to submit, and in a single PDF formatted file.

In closing my report, I would like to revisit a topic from the last meeting and offer the following which I recently came across –

....There should be serious consequences to "clubs" that allow coaches and or adolescent parents to verbally berate and or physically abuse referees. There has to be a standard established and monitored with consequence..... and..... WITHOUT REGARD TO FEELINGS OR FINANCIAL FALLOUT! Leadership without a backbone is spineless.

Girls Commissioner – Bridget Hopkinson

We will need to have State playoffs for three of the girls divisions.

14U AAA – 3 team division

14U AA – Top 4 teams

19U AA – 4 team division

The allotments for District Playoffs for CA Girls:

14U AAA 2 teams advance – CAHA has 3 teams

16U AAA 2 teams advance – CAHA has 2 teams

19U AAA 1 teams advance – CAHA has 1 team 1

4U AA 3 teams advance – CAHA has 5 teams

16U AA 1 team advance – CAHA has 1 team

19U AA 3 teams advance – CAHA has 4 teams

CAHA Girls Select Camp registration is now closed and we have a total of 168 players registered. This is the largest camp that I have had since I started doing this.

I also would like to suggest we change the name of both the boys and girls Select Camps to CAHA Player Development Camps to fall in line with the name of the District Player Development Camp. Just an idea 😊

Pacific District – Wendy Goldstein

Registration is up 20% compared to the 19-20 season.

Pacific District election will be held in June. Nominees need to submit to Wendy by December 31.

USA Hockey board structure change is still being reviewed. The number of voting directors could change.

USA Hockey technology group is in bad shape.

Winter meeting is still scheduled to be held in person in Florida early January.

Old Business

Tier I selection – see proposal above in Geoff Leibls report.

We need to go back to a 5-team limit per division. Board prefers a static criterion so there is no interpretation needed.

Tom to build a committee within the next week.

Playoff hosts proposed by Youth Council

Tier I NTB & Girls – San Jose

HS NTB – Anaheim Ice

Tier II NTB States – Vacaville

HS 1B/2B & Tier II non-NTB - Riverside

A/BB – Vacaville **later changed to just A due to # of teams*
Riverside – B **later changed to B & BB due to # of teams*

Kevin Culbertson motioned to approve locations proposed by Youth Council; 2nd by Dan Granata **MOTION PASSED**

New Business

With Ben now a Pacific District Director and Craig Carlyle's resignation, there are currently 2 vacant CAHA Director seats. Tom would prefer to leave these vacant until the next election in June.

Rosemary Voulelikas motioned to leave two vacant seats open until June then fill for the remaining 1 year. 2nd by Alex Morrison. **MOTION PASSED**

Dave Bigelow motioned to eliminate Tier I minor birth years (11AAA & 13AAA). Roster teams as Tier II. 2nd by Kevin Culbertson **MOTION PASSED**

Next Meeting will be January 29 in Irvine
Meeting adjourned at 11:55am

Meeting minutes submitted by Teresa Attebery / California Amateur Hockey Association Secretary