



CAHA Board of Directors' Minutes - Board of Directors Meeting

Date: December 2, 2023

Location: Embassy Suites, Sacramento

Time: 9:00 A.M.

Present	Abs	Total # Abs	DIRECTOR	Present	Abs	Total # Abs	DIRECTOR
X			Thomas Hancock, President	X			Pat Manzer
	X	1	Rosemary Voulelikas 1 st V.P.	X			Randy Meyer
X			Chris Hathaway, 2 nd V.P.	X			Alex Morrison
X			Rick Hutchinson 3 rd V.P.	X			Mark Petrovich
X			Bridget Hopkinson, 4 th V.P.	X		1	Vaughn Reuter
X		1	Dave Bigelow		X	1	Craig Sterling
X			Kevin Culbertson	X		1	Tommy Tartaglione
	X	2	Rob Foster	X			Chi-Yin Tse
X			Shane Galaviz	X			Trevor Wada
X		1	Dan Granata	X			Becki Winckler
X		1	Cameron Higley				
NON VOTING DIRECTOR				NON VOTING DIRECTOR/ GUEST			
Teresa Attebery, CAHA Secretary				Flint DOUNGCHAK, Pacific District			
Wendy Goldstein, Pacific District Registrar				Wayne Sawchuk, Pacific District			
Nancy Hodge, Associate Registrar SCAHA				Byron Williams			
Ben Frank, Pacific District/CAHA ADM				Robbie Williams			
Matt Zucker, Director of Officials				Alex Blake			

Meeting called to order at 9:10am. Quorum in attendance. Motion to approve September minutes Rick Hutchinson, 2nd by Randy Meyer **MOTION APPROVED**

President – Tom Hancock

Tom reported that all billings - associations; AA and Tier admin will be going out by Monday. Team check in information for ABI will be sent by Sunday.

USA Hockey may pilot the ABI program next season. There are still plans to have 3 different age group trainings.

Chris Hathaway would like to add some information regarding what SafeSport is and what it is not.

Bridget Hopkinson would like to see the trainings available before next seasons tryouts.

Treasurer – Chris Hays

Chris was unable to attend. USA Hockey audit is on Monday. Financials will be sent.

Member Services – Karen Hackett

Karen is waiting for Tom to get new association invoicing process setup.

Diversity & Inclusion – Lameka Bell

Lameka and Tom will discuss the Power Play Project offline.

DE& I presentation by Robbie Williams and Alex Blake.

Legal – Rick Walden

Nothing to report.

SafeSport – Scott Gray

Scott is remote and does not attend meetings. Report to be sent to the board. Tom to work with Scott on a Point of Emphasis regarding what IS and what is NOT SafeSport.

Discipline – Rosemary Voulelikas

Rosemary was ill and unable to attend. Tom reported that there are Discipline hearings every Tuesday and Thursday from 6:30-9:30. CAHA is the the most proactive discipline committee amongst all affiliates in USA Hockey.

ADM – Ben Frank

Ben and Chi to work on proposals to try 10U ½ ice perhaps in the Spring with the major birth year. Use the 4x3 nets and modular boards.

Adult Chair – Rick Hutchinson {notes from report provided in advance of meeting}

Adult State Tourney Recap 2023 Adult Events: [Last year's details click here](#)

- North: San Jose 25 teams
- South: Lakewood 24 teams

New dates 2024 Adult State Tourney

- North April 26-28 (San Jose)
- South 2024 May 3-5th Cinco de Mayo Weekend. (The Rinks Lakewood)
 - Need approval from board on details. Everything is the same as last year- See attached. {sent separately to the board}

Grassroots Goalie gear applications review https://caha.com/view.pl?p=goaltending/grassroots_development.html

- Sets ordered and **Delivered!**

- Applications for 2024- *pending- approval from board.*
 - Shall we limit clubs to every other year?

USA Hockey Annual Meeting- Member Council recap

- Allocate more resources TBD by council.
 - Review club excellence program
 - NHL grassroots best practices
 - Communication/messaging/Tech/IT
- Chair for the-**Gold Standard Blueprint with NHL Clubs and Affiliate Relationship**
- Held three meetings.
 - Our committee is working on a pilot program for **Learn to Play Hockey** vis USA Hockey/NHL to better serve the rinks not directly associated with NHL teams or areas.
 - Gathering feedback from NHL clubs to see what they need help with and suggestions to improve all grassroots and growth efforts.

Goaltender grassroots development- This is becoming a bigger topic. Steve T. presentation.

- Request for Goalie Growth Coordinator -Application process for CAHA/NHL clubs
 - Anaheim held a **Bronze level goaltender training 39 participants**
 - Ducks to host a Silver Goaltending Certification program [Click here](#)

“Learn to Ref”

- Met with Art Kitano and started a discussion for “Learn to Ref”
 - Art spearheaded a pilot program with the ADHSHL for new refs to train. It was very well received.
- Because of the current dwindling pool of referees, I suggest CAHA support any efforts to grow our referee pool, both financially and through messaging.
- USA Hockey head of referees and Matt Zucker is in support of the program.
- See attached- *looking for board approval for funding. {sent separately to the board}*

Anti-Bullying

- Good feedback on content for the most part
- Not so great feedback on rollout, messaging, and logistics.
 - What can we do better?
 - What is the scope and path forward for 2024-25?
 - *Discussion on Budget and management of this program?*

Director of Officials – Matt Zucker {notes from report provided in advance of meeting}

The season is in full swing. We have successfully completed two CAHA weekends with no major issues and identified/started developing several high potential officials in Northern California. I am working actively with all three associations for playoff nominations, which I plan to submit to Bridget & Tom after filing this report but before the meeting. Additionally, to help keep a pulse on hockey in California, I am now copied on every USA Hockey incident report involving a CA team, and have a LiveBarn account to review video.

2023-24 CAHA Events Update

- 12AA / 14AA Weekend #1 in San Jose Nov 10-12
 - Traveled in 2 officials from out of the area
 - Received assistance from 2 officials in town for other events
 - Identified and Supervised / Developed high potential local officials
 - 31 of 32 games were officiated by the 3-official system. One game in 2-official system due to a no call / no show by a high potential youth official.
- 16AA / 18AA Weekend #1 in Vacaville Nov 17-19
 - Traveled in 3 officials from out of the area
 - Identified and Supervised / Developed high potential local official
 - Two 16AA games officiated by all-female

- Worked with and/or Supervised many CAHA-event veteran officials
- All games officiated by the 3-official system.
- 12AA / 14AA Weekend #2 in San Jose Dec 1-3
 - Traveling in 4 officials from out-of-state (within the Pacific District)
 - I am also working non-CAHA weekend NorHOA games Friday and Sunday this weekend to ease the system, which is stretched by 2022-23 expiration on 11/30
- 18AA Weekend #2 in Vacaville Dec 8-9 and 16AA Weekend #3 in San Jose Dec 15-17 are fully scheduled. One out of area official (Austin Bove) is planned for Vacaville and none are planned for San Jose.
- 2024 Playoffs
 - Games will be scheduled by me in the NorHOA TimeToScore system, will be invoiced/paid through NorHOA, and will be mirrored in LAHOA for visibility
 - Tier I + Girls Playoff Weekend Plan (Feb 4-6)
 - 13AAA-14AAA (El Segundo): Mark Mauro
 - 15AAA-16AAA-18AAA (Valencia): Matt Zucker
 - Girls 16AA (San Jose): Delegating to NorHOA, name TBD
 - Tier II / High School / A-B-BB
 - I will plan to attend the entirety of all three events
 - Working on additional supervisor coverage for Tier II and A/B/BB due to volume of simultaneous games
 - Officiating Systems
 - All National-Bound games will be officiated using the 4-official system per USA Hockey
 - Non-National-Bound high school games will also use the 4-official system for simplicity and player safety
 - A-B-BB games will use the 3-official system

In my first six months in this role, I've received 3 emails from concerned parties. Here is a brief summary of each escalation and the action taken / any mitigation.

1. Youth official refereeing 12U game played by sibling and coached by parent from team manager. Escalated potential conflict to local association. Scheduler was not aware of conflict and official was a last-minute fill-in due to late cancellation.
2. Request for supplemental discipline for 12U tournament game (with video) from team manager. Referred to club president as matter of proper procedure.
3. Request for supplemental discipline and referee training for 12U tournament game (with video) from parent. Another on the chain referred to club president first as proper procedure so no additional action taken.

Last meeting, I brought up three points. Here is a brief update:

1. 601e3 Guidance: Sharing context guidance from the board with any official who will listen. Still some confusion about Misconduct vs Game Misconduct vs Match for language that does not involve a slur but could be discriminatory in context.
2. Identifying youth/in-training officials: Some resistance from local associations fearing identification will make abuse worse, not better. Working with CA Referee Association non-profit to design/mock-up ideas for a badge and/or pilot program.
3. Under-Prepared Level 1's: Things seem to have smoothed out with the seminar process and associations seem to be doing a good job pairing newer officials with experienced officials to bridge the training gap.

Registration numbers in 2023-24 are coming in strong overall, but bottom-heavy. We have 800+ registered/complete officials in California and nearly 500 more in the pipeline. Quality, experience, adult quantity, and youth retention are the key issues driving the shortage.

- There are only 391 registered/complete adult officials in the state of California, which is not nearly enough to cover all adult leagues and high-level youth games in the state.
- Youth retention & advancement to Level 2 continues to be an issue that is straining associations, constraining seminar capacity, and leading to reduced re-registrations
 - Level 1 officials cost \$55 must attend on-ice seminar
 - Youth officials can stay Level 1 until after they turn 18
 - Level 2 officials do not need to attend an on-ice seminar but cost \$110
 - Accordingly, there is a clear incentive for youth officials to remain Level 1, however doing so forces them to attend a seminar in-person which creates scheduling conflicts and barriers to re-registration
- One idea I've floated with NorHOA is trying a pilot program that will subsidize the \$55 difference in cost for youth officials who choose to advance to Level 2 and work a certain number of games. Idea is to unclog the seminar pipeline (freeing up space for new officials) and incentivize officials to get higher level training. This pilot could also help allay officials' concerns about dual registration costs for players.

Youth Council – Chris Hathaway

Youth Council is relatively quiet. There have been a lot of requests for patches on jerseys. CAHA needs standards for these. Standards should be different for league required vs sponsorship.

Boys Tier Commissioner – Kevin Culbertson {notes from report provided in advance of meeting}

TIER I –

Teams took us right down to the final minutes, but all mandatory games are scheduled.

With the new alignment to take place starting season 2025-26, and with only 3-teams per division, we might want to start discussing the game counts for regular season play (i.e. min 3-games v each opponent?), as well as playoff qualifications (top 2 only?), and playoff format (best of 3?) with all Game #1s on a Friday, game 2s on Saturday and potential game 3s on Sunday. AND, if 12AAA is eliminated, that would mean a max of 15 TOTAL games (still only 18 games if 12AAA not removed) so should be very easy to conduct all divisions at a single location. Maybe even the same location that an AA Cross-Over weekend is scheduled?

TIER II –

All NorCal and SCAHA required AA games have been scheduled for the balance of regular season play for all teams that advanced to Cross-Over Weekends, as well as all Cross-Over Weekend games have also been scheduled.

With 6-teams each division qualifying for playoffs, might want to start drafting a game schedule to accommodate the format?

TEAM MANAGEMENT –

All Boys Tier Team Administration continues to be overall good and smooth – even better than last season which was also very good. Of course, the usual hic-ups do occasionally occur, but nothing major yet. Have not come across any issues relative to the AB&I certifications v roster issues.

“Independent” Teams? I had brought this “potential” issue to the attention of YC, but have no feedback as yet, be that they either are looking at the issue or if have made a determination on the issue. The issue, IMO, is.....

Under our new format for Tier II, and under the prior format also, we have created a situation where a team can form with no intention of playing in a league - ANY league (CAHA, NorCal or SCAHA) and be free and clear to do so. Here is what I mean:

- Team declares “AA” and rosters as such, then commences games, including mandated games by SCAHA or NorCal, or in the case of 18AA, CAHA only games.
- Team then demonstrates on the ice they do not belong at that level, and they perhaps not just expected to, but even intended to prior to and during tryouts.
- Team then does not make the final cut for Regular Season or Cross-Over play.

- Team is also not relegated, or accepted to a lower level of play, or have NorCal or SCAHA create an internal league just for those teams, and again potentially by design and with expectation by that team from tryouts on.
- Team gets to keep playing games and go wherever they want and when they want as they no longer have any "league" mandated games they must play.

And we appear to have such a team in the GSE 12UAA(1) team, and that was achieved well prior to the month of November. You can call them whatever you want, but the net result is they are now an "Independent" team even if their roster still reads as a Tier team as they are not playing AA, A, BB, B or any other type of league games. And if your a team without a league, then you are an Independent Team. Note that I have not listed any of the SCAHA teams that did not make it to AA CrossOvers as I am informed by SCAHA that those teams (12U– Heat and Kings(2); 14U– Bears(2), Flyers(2), Goldrush, Heat(2), Reign, Wave; 16U– Bears, Goldrush, Heat, Jr Reign and Saints) WILL or do have a SCAHA established league for them in which to play.

High School Commissioner – Rosemary Voulelikas

Rosemary was ill and unable to attend. The St. Mary's Boys Varsity team has been approved by CAHA Youth Council to change their designation from 1A to 2A. The CAHA High School Committee has received ~20 waiver requests.

Girls Commissioner & Tournament Director – Bridget Hopkinson

We will have college coaches as the evaluators for the Girls Select camp.

State playoffs will have the old style plates back. All players will receive CAHA 50th Anniversary pins.

District Registrar – Wendy Goldstein

Vertical Movement is not being used as USA Hockey thought it would. Since CAHA is not using we have Tier I teams that have had a lot of movement.

Tom has submitted Alex Morrison as a replacement on the District board since John Beaulieu resigned.

Pacific District Coach in Chief – Flint DOUNGCHAK

There are plenty of clinics scheduled. There are customized opportunities for Continuing Education. Clubs can reach out to Flint if interested. Clubs should provide date; location; # of coaches and suggested topic(s). Sessions do not have to be on the ice.

Pacific District – Wayne Sawchuk

Information for Districts will be posted on the Pacific District website soon. Coaches meetings will be held 1 week before. Applications for next season are coming out by January 1. Large/super sites are preferred.

There was a lot of good round table discussions at the USA Hockey Player Development meeting held in Vegas in October.

Alex mentioned that the Girls Multi-district camp will be held in Henderson.

Select Camp – Rosemary Voulelikas

Rosemary was ill and unable to attend. League Select Camps are now invite only. The SCAHA camp went from ~480 participants to ~200. Bridget would like CAHA to consider eliminating the league camps and running CAHA Invite Only camps.

Old Business

Reiterate the change for the start of the tryout season with Tier I to begin the first Friday after Memorial Day other divisions to start each subsequent Friday.

Tier I discussion – Tom is putting together a committee to discuss concerns and other rule changes that need review – ie out of state players. There will be an option for growth ie perhaps adding a group in the San Diego area.

Tom reiterated board meeting expectations. All Directors are expected to attend all 4 meetings in their entirety.

New Business

Move 12AA into league play – no CAHA weekends, but still have States since this is a non-national bound division. Topic tabled to February per Dave Bigelow's request.

Dave would like more advance notice agenda items. There will be a Google Form created for board members to suggest agenda items. Suggestions must be submitted no less than 8 calendar days before the meeting. Tom will prepare and have agenda available 7 days before each meeting.

Scoresheet change discussion. Alex Morrison motioned to move to a single sheet scoresheet that the managers will print themselves.; 2nd by Bridget Hopkinson **MOTION APPROVED**

Neck guard discussion. CAHA will continue to follow USA Hockey's recommendations.

Tom to send Bobby Freeland grant information to associations.

Next Meeting will be January 10, 2024 in LA

Meeting adjourned at 2:57pm Motion by Chi-Yin Tse; 2nd by Randy Meyer – **MOTION APPROVED**

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