



Meeting was called to order by President Steve Oleheiser on June 20, 2021, at 8:00 AM.

Roll Call was taken by Secretary Rhonda Madsen.

Board Members Present:

President Steve Oleheiser	Past President Dave Margenau	VP Scott Gray
VP Tom Christianson	VP Scott Dornfeld	VP John Perry
Treasurer Doug Kephart	Secretary Rhonda Madsen	Director Tom Mickus
Director Jeremy Reed	Director Steve Gapinski	Director Brad Hewitt
Director Rich Rakness	Director Pete Hill	Director Dennis Bushy
Director Mark Elliott	Adult Women Kendra Verbeten	Disabled Hockey Toni Gillen
Sec Referee Dir Scott Kuhl	Adults Dir Brandon Koontz	HS Boys Rep Mike Taylor

Staff Present: Executive Director Glen Andresen, Marketing/Communications Manager Derek Ricke, Hockey Programs Manager Mike Terwilliger, and Financial Administrator Kathy Hayes.

The voting quorum was announced. With 21 voting members present, simple majority was eleven (11) two-thirds majority was fourteen (14).

Minutes for the April 25, 2021, meeting were previously distributed electronically. With no changes or corrections, a motion was made by Director Reed to approve as distributed and seconded by Treasurer Kephart. The minutes stand as distributed.

Agenda Additions: Additions to New Business - Bantam, Girls 15U and up Exception to Penalties (Past President Margenau); and Awards Banquet (Treasurer Kephart).

Moment of Silence: A moment of silence was taken for Jim Bullard, Dick Emehiser, and Jason "Waldo" Waldowski.

Treasurer's Report: Treasurer Kephart reported the Financial Statements through May 31, 2020. Revenues reported were \$2,947,789.87 and expenses reported were \$1,735,434.61 resulting in a net income (loss) of \$1,212,355.26. The financial statements will be referred to audit.

President's Report: President Oleheiser stated it was great seeing everyone and being to celebrate after 16 months after hard working boards helping to get us through the season. Looking forward to the upcoming season.

Executive Director's Report: Executive Director Andresen submitted a written report which is attached hereto and incorporated into these minutes, highlighting MNH Golf Tournament scheduled for Tuesday, July 13, 2021, at Bunker Hills in Coon Rapids; and noting the presence of Jeff Baidoo this weekend stressing the priority of Diversity and Inclusion.

Committee Reports

Administrative Management: President Oleheiser reported the Committee is evaluating staffing and reviewing benefit options for staff.

Adult Hockey: Director Koontz reported that the league is back up and the summer leagues are currently in progress. Past President Margenau conducted the election for the Adult Director and by acclamation, declared and congratulated Director Koontz as the Adult Hockey Director for another term.

Adult Women: Director Verbeten reported WHAM is down 600+ players, but numbers are bouncing back. They have started their own recruiting efforts targeting recent college graduates. There are a lot of

opportunities for women, but they need to be invited. D3 is working on a pilot program to recruit women coaches and officials and will be inviting women into speak. The goal is to increase women's coaches, as there is a disconnect with women's coaches vs men's coaches. New committee needs to establish goals and direction. Officials are also creating a new female Coach-in-Chief position.

Business Development: New Hockey Program Manager Terwilliger has submitted a written report which is attached hereto and incorporated into these minutes.

Disabled Hockey: Director Gillen has submitted a written report which is attached hereto and incorporated into these minutes.

District Directors: Director Reed reported the District Directors met on May 23, 2021, in St. Cloud, where the following items were reviewed/discussed:

- Jr. Gold out-state teams participating in the Metro League.
- Boundaries with HP and Tier-1 – players have to register and play in the District in which they live.
- Bloomington Kennedy and Bloomington Jefferson affiliate agreement.
- School Waivers – Directors to poll their Associations to see how many players are playing on school waivers.
- Chaska/Chan issues with Breakaway Academy campuses. Will continue to discuss and refer to Rules and Hockey Ops for assistance.
- Prohibit coaches from carrying firearms while coaching, on bench, or in locker rooms – referred to Rules.
- DAHA Squirt Model / City Wide Travel: Motion was made for DAHA to begin a 3-year pilot for Squirt A and B travel teams while maintaining their East – West Peewee and Bantam teams. Motion carried with one opposition.

District 1 – Director Mickus reported he is going to try a 12U-B2 league and will be contacting other Districts to play them. Being there is no 12U-B2 league, he would still like to play other 12U-B teams.

District 4 – Director Reed introduced Mike Pigman as the newly elected District Director. He offered his 12U-B teams to play D1 12U-B2 teams.

District 5 – Director Gapinski reported his District Board elections have concluded with no turnover; but he does have two new Association Presidents.

District 6 – Director Hewitt reported elections are being held the end of this month; the Chaska/Chan/EP issues regarding Breakaway Academy; and Bloomington Kennedy's membership vote to disband the Board was official as of June 16, 2021.

District 8 – Director Rakness reported he was re-elected for another term; they are looking forward to the upcoming "pandemic free" season; a President's meeting is scheduled for July; and he has invited Jeff Baidoo to meet with his board presidents.

District 11 – Director Hill reported he was re-elected for another term; they have a meeting scheduled in July; and he will be monitoring the DAHA pilot program.

District 15 – Director Bushy reported all his Chair positions have been filled; Region Tournaments have been awarded; and their next meeting is scheduled for September.

District 16 – Director Elliott reported he was re-elected for another term; and announced Scott Riopolle has retired and will be stepping away from his hockey involvement, in which Director Elliott will be looking for a replacement.

Diversity: Director Mickus reported grants have been approved for Dinomites and New Directions. Director Mickus will be reaching out to Jeff Baidoo for joining the Diversity Board.

Executive Committee: President Oleheiser reported that because the past Zoom meetings went well, with business being conducted accordingly as well as the cost savings factor; the MNH Winter Board Meeting, scheduled in January, will be conducted via Zoom, with all other meetings being held in-person.

Finance and Budget: The Finance/Budget Committee are bringing forth the following items for approval:

1. Motion was made to award Smith Shafer a 3-year agreement for auditing services. Motion carried.

2. Motion was made to accept the 2021-22 Stipend Schedule as submitted. Motion carried.
3. Motion was made to approve the 2021-22 budget with anticipated revenues of \$4,241,807 and expenses of \$4,137,347 resulting in a net income of \$104,460. Motion carried.
4. Motion was made for approval to begin the establishment of a MN Hockey Foundation, with named Trustees as: Doug Kephart, Jerry DeMeo, Steve Gapinski, Mark Blaisdell, and John Perry.

Motion was made by Past President Margenau to postpone the approval until the September meeting; motion seconded by Director Elliott. Discussion for postponing was based on objectives needing to be articulated providing a path of solicitation of donations, the makeup of the board should be a mix of MNH Board of Directors and outside members, investment policy not being a path of how to spend or grant requests and who approves the requests, need to approve the money transfer from the current fund, and we should look at other investment companies as well. Points for the postponement were discussed in further detail with the initial motion being to establish the foundation and to name the trustees who would then answer any questions posed. After further discussion, Committee Chair Kephart removed the initial motion from the floor, with Past President Margenau removing the postponement motion from the floor.

Committee Chair Kephart made a motion to establish a committee, with members being Doug Kephart, Jerry DeMeo, Steve Gapinski, Mark Blaisdell, and John Perry, to examine the discussion points and report back to the Board at the September meeting. Motion carried. Adult Women's Rep Verbeten was also asked to be on the Committee.

Girls League: Vice President Christenson reported he will be meeting with VP Dornfeld and the Competition Committee following the conclusion of the HP camps.

Grievance Committee: Director Gapinski reported there are no post-season grievances.

Hockey Operations: Vice President Perry submitted written reports which are attached hereto and incorporated into these minutes.

President Oleheiser expressed gratitude to VP Perry for his years of service, dedication, and hard work.

Handbook: Committee Chair Madsen asked that any changes for the 2021-22 handbook be submitted as soon as possible.

HS Boys: HS Boys Rep Taylor, on behalf of the HS Boys Coaches, thanked the Board for support with the bridge season this past year, stating because of it, they were able to retain a lot of the players. They were thankful for not losing a full season and felt fortunate for having the State Tournament.

MIAMA: Director Rakness reported MIAMA's spring workshop was held via Zoom; and the fall conference is scheduled for September 7 – 10, 2021 at Sugar Lake Lodge in Grand Rapids. Director Rackness expressed appreciation of MIAMA's working relationship/partnership with MN Hockey.

Marketing/Communication and Safesport: Vice President Gray's had nothing to report.

Membership Development: Marketing/Communications Manager Ricke submitted a written report which is attached hereto and incorporated into these minutes. He reminded District Director's to share the 8U Trend Report, that was previously distributed, with their respective Associations and to contact him if they'd like to discuss.

Recreational Hockey: Director Mickus reported their numbers are down by approximately 100; however, have picked up some new players. He has a great Board in place and is looking forward to the upcoming season.

Referees: Referee Section Director Kuhl reported seminars for the upcoming season are being established and will be posted on the USA Hockey website. There will be approximately 70 seminars state wide, which will be a combination of Zoom and in-person. Level 1 will be conducted in-person with an ice component; and Levels 2 and 3 will be conducted via Zoom.

The number one goal is recruitment and retention of officials, with an emphasis on females and establishing seminars for females only. Currently only 10% of MN officials are female. Officials will be educated on the new rule changes.

Regional Coordinators: VP Christenson reported they received direction from the District Directors and will be meeting with the Competition Committee and the Tournament Committee.

Host Agreements should be completed and turned in as soon as possible.

Rules: Committee Chair Beckman brought forth the following rule changes:

Board of Directors Code of Conduct Changes

[CC] Oleheiser. The President through the Executive Committee appointed a sub committee to review and propose changes to the Board of Directors Code of Conduct to address conduct of individual board members personal conduct issues.

BOARD OF DIRECTORS CODE OF CONDUCT (Updated 2021)

1. Purpose. The purpose of this policy is to establish general standards of conduct required of members of the Minnesota Hockey (MH) Board of Directors (Board). Board members ("Members") are required to annually sign MH's Conflict of Interest Policy. Any other applicable federal, state and/or local law, including MH Bylaws, shall govern in the event of any conflict between such applicable law and this policy.

2. General Standards of Conduct. In order to fulfill its responsibility and support the vision, mission, values and goals of MH, the Board functions as a collegial unit. The Board functions well as a unit when the individual members act ethically, are committed to working together, operate in a non-partisan manner and speak with one voice. The Board creates a positive climate when it focuses on the future, acts with integrity and civility and uses its influence appropriately.

3. Authority to Act. Each Member is strongly encouraged to contribute his or her perspectives and talents to the Board. Although Members are free to respectfully voice their personal opinions, no Member has the authority to act on their own to further a personal agenda. Further, no Member has the authority to direct MH employees, volunteers, or operations, unless otherwise provided for in the MH Bylaws.

4. Informed Decision-Making. Members strive to make informed decisions based on sufficient information, thoughtful deliberation, and comprehensive understanding of issues. To achieve that goal, Members gather information by listening, asking questions, analyzing materials, and exploring issues thoroughly in conjunction with other Members, employees, volunteers, and other constituency groups.

5. Support for MH Rules as Presented In the MH Handbook. MH administrative and playing rules are detailed in the MH Handbook under Articles of Incorporation, By-Laws, Youth Rules and various policies and procedures. In addition, MH, as an affiliate of USA Hockey, follows the USAH rules as outlined in its handbook. Members are to uphold the rules adopted by both organizations and outlined in each handbook. However, as MH evolves, changes to the rules outlined in these handbooks may be necessary and, to that end, expression of ideas and opinions are also necessary. Expression of such ideas and opinions should be done with respect for the existing rules, their creators and current board members.

6. Official Spokesperson. Members are the stewards of the organization and advocates of its policies and programs. The official spokesperson for the Board is the President chair of the board of MH or the chair's President's designee. Whenever a Member issues a statement verbally, in writing or via a social media platform that could conceptually become public information, the statement should be identified as the personal opinion of the Member and not the official position of MH, unless specific permission to speak officially was granted by the Board. In the case of social media, the above holds true regardless of whether the Board member's or representative's name is visible on the account or not.

7. Removal. If the Board determines that the conduct of a Member has violated the member's professional or fiduciary responsibilities, Board policies or other governing law, the Board may recommend that the member be removed from the Board, for cause, under MH Bylaws, Article 7, or establish such other discipline as the Board deems appropriate. Any three Members of the Board of MH may bring to the President (or immediate past president if the situation involves the President) in an anonymous manner an allegation that a Member has violated the standards of conduct in this Code of Conduct. The President shall discuss the allegations with the Member alleged to have violated this Code of Conduct. If the President or the three initiating Members do not believe that the conduct has been rectified, either may bring the matter to the full Board for a determination of whether the Member should be removed from the Board for cause or other appropriate discipline. In addition if any other person believes a Member has violated this Code of Conduct, such person may bring to the President, or immediate past president if the allegation involves the President, in an anonymous manner such allegation to be addressed in the same manner as if the allegation was raised by a Member.

8. Standards of Personal Conduct. Each Member should conduct themselves in a manner that exhibits respect, concern, courtesy, and responsiveness in carrying out the Board's mission and responsibilities. Members shall demonstrate the highest standards of personal integrity, truthfulness, honesty, and fortitude in all activities related to inspire confidence and trust in our activities. Violation of such conduct includes, but is not limited to:(a) the use

of abusive language to other Members, affiliate representatives, players, parents or others while conducting MH business; (b) consumption of or under the influence of an alcoholic beverage or illegal drug during Board or committee meetings or while conducting MH business; (c) possession of unauthorized materials such as explosives, firearms, weapons or similar items during Board meetings or while conducting MH business; (d) discourtesy, rudeness to a fellow Board Member, staff member, affiliate member, volunteer, player or parent; (e) verbal, physical or visual harassment of another Board Member, staff member, affiliate member, volunteer, player or parent; (f) actual or threatened violence toward any individual or group; (g) conduct endangering the life, safety, health or well-being of others; (h) failure to follow any MH policy or procedure; and (i) bullying or taking unfair advantage of any other Member, staff member, affiliate member, player or parent.

9. Attendance at Board Meetings. Members are expected to regularly attend Board meetings, and to participate in Board meetings in a constructive and positive manner. Members should be prepared to discuss the issues and business on the agenda and read all background materials provided. Members should cooperate and respect the opinions of fellow Members and leave personal prejudices out of all Board discussions. Members are expected to attend Board meetings in a condition that enables them to participate in the meeting in compliance with the standards and ideals set forth in this policy.

10. Support of Board Actions. Members must support Board decisions even when the Member does not personally support the action taken.

The Rules Committee recommended changes defined as CC to be approved as presented. **Motion carried with one opposition.**

YOUTH RULES AND REGULATIONS

[R1] Margenau. Remove the deposit requirement of \$500 for Tier II and High School National applications as the Tier II Champions come out of the Tier II Leagues and teams advancing to High School Nationals can come from the leagues and Jr Gold State Tournament.

XII. USAH National Championship Eligibility Tier I, Tier II and High School Classifications

B. Tier II

1. **Applications:** MH HP Program, association and geographically defined affiliates teams shall make application for Tier II status to the Minnesota Hockey VP Hockey Operations by June 1 ~~accompanied with a \$500 deposit toward a State Tier II Playoff fee.~~ Tier II certification for Tier II National Championship eligibility shall be subject to approval by the Minnesota Hockey Board of Directors at the Summer BOD meeting.

C. High School

1. **Eligibility:** Affiliates with High School teams as defined in USAH Rules and Regulations (Pure and Combined) desiring eligibility to participate in the USAH National High School Championship must declare such to the MH Vice President Hockey Operations by June 1 ~~accompanied with a \$500 deposit toward a State High School Playoff fee.~~ Eligibility of High School National Championship bound teams will be subject to Board of Directors approval at the Summer BOD meeting.

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

Scholarships – President Oleheiser announced Director Donovan as the new Committee Chair, and it was mentioned she will be adding another person to the Committee.

SafeSport/Screening – Committee Chair Gray reported the system USA Hockey is using for screening, since assuming all screening responsibility, is a good, thorough system.

Tournaments/Awards: Director Gapinski would like the Committee to look at the possibility of not allowing Associations to sign up for next year's invitational tournaments until a certain date later in the fall vs being able to sign up for them now, not knowing levels or teams within the district. After a brief discussion, VP Christenson will refer to the Tournament Committee. Marketing/Communications Manager Ricke would like to receive feedback on the on-line tournament application process.

USA Hockey Reports

Steve Oleheiser: Submitted a report of rule changes which is attached hereto and incorporated into these minutes.

Dave Margenau: Submitted a written report which is attached hereto and incorporated into these minutes.

Doug Kephart: Reported USA Hockey is struggling financially, while MN Hockey's model is successfully working. In comparison, revenue streams relied on are as follows:

	<u>USAH</u>	<u>MNH</u>
Registration	58%	10%
Grants	26%	6%
Sponsorships	8%	10%
Events	6%	71%
Tournaments	2%	3%

Scott Gray: Reported 2/3 of discussions during Legal Counsel were confidential and 1/3 discussions were in regard to the governance aspect.

A subcommittee was formed and asked to simplify Bylaw 10, Discipline Rules, which has been completed and approved.

Doug Foster: Submitted a written report which is attached hereto and incorporated into these minutes, highlighting the resurrection of the leadership conferences and getting back to grassroots.

Todd Elmer: Reported that there are continuing changes to the portal; there are changes to the CEP and age modules; the HS bridge season helped the numbers in MN; the board ratified the \$250 tournament fee; and registrars receiving service awards were Kristen Huber and Rich Rackness. Question was asked, is information on the USA Hockey website safe? President Oleheiser will inquire.

Travis Johnson: Submitted a written report which is attached hereto and incorporated into these minutes.

Antonia Gillen: Submitted a written report which is attached hereto and incorporated into these minutes.

Brandon Koontz: Reported on the Adults following the MNH model; cutting back on events; partnerships with the NHL; and the Eagle River Pone Hockey in Wisconsin.

Old Business:

Merger of Bloomington Kennedy and Bloomington Jefferson / Approval of Affiliate Agreement,

presented by Director Hewitt. Per bylaws, a 30-day notification was required prior to approval. Motion was made by VP Christenson to suspend the rules to consider approval of the Bloomington Kennedy and Bloomington Affiliate Agreement; motion seconded by Director Hill. Motion passed unanimously. Motion was made by Director Rackness to approve the Bloomington Kennedy and Bloomington Jefferson Affiliate Agreement; motion seconded by Director Gapinski. Motion passed unanimously.

New Business:

Handbook Dedication to Jim Bullard and Dick Emahiser,

presented by President Oleheiser. Motion was made by VP Perry to dedicate the 2021-22 MNH Handbook to Jim Bullard and Dick Emahiser; motion seconded by Director Reed. Motion passed unanimously.

Approval of Affiliate Tier-1 Leagues,

presented by Tier-1 Committee Chair Margenau. Motion was made by Committee Chair Margenau to approve the Midwest High School Elite League to administer the Girls 16U, 19U and Youth 18U Tier-1 leagues; motion seconded by VP Gray. Motion passed unanimously.

Approval of Tier-II and High School National Championship Eligible Teams,

presented by Tier-1 Committee Chair Margenau. A motion was made to approve HP 14U Prospects, Girls 19U, Youth 18U, and Girls 16U Tier-II Leagues for advancement to the National Championship Tournament; Edina, Wayzata, and Osseo/Maple Grove Jr. Gold for advancement to Boys HS National Tournament; and the Premier Prep league for advancement to the Girls HS National Tournament; motion was seconded by VP Perry. Motion passed unanimously.

Exception for Bantam/Girls 15U and up to Rule 402 Minor Penalties, presented by Past President Margenau. Motion was made by Past President Margenau to grant an exception for Bantam/Girls 15U and up to Rule 402 Minor Penalties whereas penalties are two (2) minutes in respect to length of the period; motion was seconded by VP Christenson. Motion passed unanimously.

Awards Banquet, presented by Treasurer Kephart.

Treasurer Kephart expressed concerns regarding the annual awards banquet and suggested making it a premier event vs an adequate event. Director Gapinski agreed the banquet needs a refresh and there are many ways to enhance it. Executive Director Andresen shared that a lot of work and factors go into planning the banquet, with this year being two years planned into one due to the pandemic. President Oleheiser assigned a committee to help plan, make suggestions, and help do the work which will help to alleviate the workload put on staff. Committee Members: Kathy Hayes, Glen Andresen, Rhonda Madsen, Toni Gillen, Doug Kephart, Steve Gapinski, and Kendra Verbeten.

Fall Meeting: September 24 – 26, 2021 at Sugar Lake Lodge, Grand Rapids

With no further business, President Oleheiser adjourned the meeting.

Respectfully Submitted,

Rhonda J Madsen, MNH Recording Secretary