



Agenda

- President's, Treasurer's, Registrars, and Disabled Hockey Reports.
- USA Hockey Program Services with Katie Holmgren and Thomas Dreisbach.
- District Referee-in-Chief Jim Dewhirst, Affiliate Referee-in-Chief Andy Lindley and Jerry Folk.
- DEI with USA Hockey Director of Diversity & Inclusion Stephanie Jackson.
- Bylaw 10 updates and discipline review.
- Safe Sport updates.
- Membership survey summary.
- PCA Updates and Affiliate Calendar.
- Tier I discussion.
- Round table discussions and summaries.
 - Membership and Marketing – Growth Initiatives Youth and Girls'
 - Safe Sport
 - DEI with Stephanie Jackson
 - Tier I Discussion
 - Referee Table with Jim Dewhirst, Andy Lindley, and Jerry Folk





CAHA Board of Directors

Welcome to our new CAHA board members

- Kenny Gillespie—Raleigh—NC6
- Brendan Logan—Charlotte—NC2

Outgoing board members

- Chris Harris; Raleigh board member for the past year.
- Brad Hoffman; Six years of service, Chair of DEI committee, Positive Coaching Alliance, Tournament Committee chair, CEP, Honor of the Game Awards, Youth Committee chair, Grant Committee, Social media, Hockey Director calls.

Returning board members

- Matt Hurley - NC3, Rick Daniel - NC4, Tyler LaShomb - NC5, Lesley Craddock – SC3, Greg Byrne – SC1, Robert Engler – SC2, Paul Fidishun – NC1
- Director Emeritus – Kevin Universal (also Southeast District Director)
- Registrar – Terri Mills





Changing Culture through Education, Policy, & Action

CAHA

Positive Coaching Alliance – schedule is set for the fall. Parent and Coach workshops.

- Second Goal Parent – sports parents learn why and how to focus on the goal of teaching life lessons through sports.
- Coaching with Empathy - Creating a positive, developmental youth sports environment.
- Double Goal Coach – Positive is Powerful - explore why and how to pursue both winning and the more important goal of teaching life lessons through sports.

Honor the Game Awards - CAHA has partnered with the Positive Coaching Alliance (PCA) to foster a culture of respect in our member associations. PCA is a national non-profit organization with the mission of creating a positive, character-building youth sports environment that results in **BETTER ATHLETES, BETTER PEOPLE**. To do this, we support players, coaches, and volunteers in our Associations who are role models.

- Associations and individuals may nominate candidates for these awards via SportsEngine. Self-nominations are accepted.
- CAHA has monthly and annual awards for each age group (LTP/6U, 8U, 10U, and 12U). There three categories in each age group: Coach, Player, Volunteer.





Changing Culture through Education, Policy, & Action

DEI Committee

- HPOC - The Hockey Players Of Color (HPOC) movement focuses on highlighting, promoting and supporting hockey players of color globally and at every level. CAHA is hosting an HPOC event in Raleigh July 28 – 30. Activities include skill development for goalies and players, screening of the movie Soul on Ice at Meredith College, cross-ice jamboree, guest speakers, street hockey festival, off-ice activities.
- Social Media Calendar started in March.
- Facebook, Twitter, and Instagram
- Interns Louise Baptist & Zach Hamlet. Zach works on “My Carolina Hockey Story” videos and social media. Louise works on research and DEI events.
- Working on a document for "best practices" recommendations on how to deal with discriminatory incidents.



CAHA HPOC July 28-30 Event – revised 7-17-23

Videographer – Zach Hamlet. Activities in RED are open to the parents. Those in YELLOW are open to the public via registration.

DAY/TIME	ACTIVITY	LEADER & NOTES
FRI JULY 28		
930-1030am	Volunteer & Coach arrivals	
1130-1230pm	Camper Check-in	Jessica & volunteers (Brad, Suzette, Jodi). Canes provide goodie bags for check-in. Water bottles & Tshirts from CAHA.
1-2pm	Skills, Goalie Development	Jaz & on-ice coaches & student coaches. Others: Thomas, Brad & Greg Meluch. Locker Room monitors 1230-1pm, 2-230pm
215-245pm	Off-Ice Activity/Snack	Jaz & Coaches. CAHA provide snacks & Gatorade
3-4pm	Skills, Goalie Development	Jaz & on-ice coaches & student coaches. Locker Room monitors 230-3pm & 4-430pm
415-515pm	Kenny Gillespie Hockey Journey, Activity, Snack	Coaches & Volunteers - Mezzanine or classroom - CAHA provide snacks PARENTS INVITED
515pm	Load busses	
530pm	Jr Hurricanes Bus departs for Meredith College	Leave from WCC and drop off at Meredith College
6pm	Pizza Dinner for campers	Jodi & volunteers at Meredith College
7-9pm	Movie Night – Soul on Ice at Meredith College	Volunteers as “ushers”. Kwame Q&A after the film PARENTS INVITED
9pm	Camper Check-out & Pick Up	Jessica & Volunteers
SAT JULY 29		
6am	Volunteer Arrivals	Coffee for Volunteers
615am	Camper Check-in Starts	Jessica & volunteers
7am-845am	Cross-Ice Jamboree “pond hockey” tournament	Coaches as referees, tournament style round robin, medals for winners
9am	Medal Ceremony for Tournament winners	
915-11am	Off-Ice Activities	Jaz & Coaches
10-11am	Try Street Hockey For Free – Part 1	Ashley & Thomas plus student coaches Set up separate area where campers can play
1130-1230pm	Try Hockey For Free – Ice Hockey. Split ice for fun skate for campers if needed	Brad plus coaches and student coaches and older campers. Volunteer check-in . Use WCC skates. Canes have sticks, participants bring helmets.
1145-1245pm	Pathway in Hockey Box Lunch	Volunteers & Coaches. Box lunch for campers – Mezzanine or outside
1245-145pm	Skills, Goalie Development – 14U and older	Jaz & Coaches
130-245pm	Off-Ice Activities	Jaz & Coaches
2-3pm	Try Ball/Street Hockey For Free - Part 2.	Ashley & Thomas plus student coaches . Set up separate area where campers can play
315-415pm	Skills, Goalie Development	Jaz & Coaches
430pm	Group Pictures	Zach Hamlet
5-730pm	Street Hockey Festival – Carolina Hurricanes	Jessica and volunteers - Thomas & Ashley lead, Box dinner for campers PARENTS INVITED
730pm	Camper Check out & Pick-up	Jessica and volunteers
SUN JULY 30		
645am	Volunteer Arrivals	Coffee for volunteers
715am	Check-in Starts	Jessica and volunteers
8-9am	Skills, Goalie Development	Jaz & Coaches
915-1015am	Off-Ice Activity	Jaz & Coaches
1030am-12pm	Games	Student referees & coaches PARENTS INVITED
12pm	Check Out & Pick Up	Jessica and volunteers



Changing Culture through Education, Policy, & Action

New Parent Into to Hockey Zoom workshop – starts this fall

- CAHA Workshop
- California Model
 - Modules for age groups on culture and tolerance.
 - Slide and video presentation of 20 – 25 minutes.
 - All players are required to take the age-appropriate module.
 - Each team is required to do a one-hour seminar with two follow-ups.





Changing Culture through Education, Policy, & Action

- **Spectator Discipline Policy;** First offence for being removed from venue by a USA Hockey official is an automatic 30 day suspension. Second offense automatic 60 day suspension.
- **Coach Discipline Policy;**
 - a. 601 (d) - Abuse of Officials. First offense coach/team official serves (1) game suspension mandated by USAH plus an additional (2) game suspension mandated by CAHA. Second offense, suspension of 30 days, CAHA hearing and association fined \$250.
 - b. 401 (b) – 12 or more penalties. First offense head coach 1 game suspension. Second offense is 2 game suspension. Third offense is 3 games.
 - c. 629 (a) – Player leaves bench during altercation. First offense head coach three game suspension. Second offense head coach 30 day suspension plus hearing and association fined \$250.
- **Locker Room Monitor** – First offense 2 game suspension to head coach and \$250 association fine. Second offense \$500 association fine and mandatory discipline hearing.





Changing Culture through Education, Policy, & Action

Affiliate Presidents Culture Subcommittee – this year assembled reference materials for best practices.

- Purpose: To provide support to affiliates and the local associations in their effort to improve their hockey culture.
- Objective: Increase the practices that lead to better conduct.
- Programs, Initiatives, Accountability Practices: Identify practices used by programs to improve culture.
 - Example – Local associations assign a member to oversee culture education of coaches, players and parents: Culture Education Liaison/Leader (CEL)
- Identify available resources used by programs to improve culture.
 - Resource Examples -
 - The Sideline Project (Soccer) The damaging effect of interfering sideline behavior.
 - Daddy Don't Come – <https://www.youtube.com/watch?app=desktop&v=eUKNSdDjOZQ&feature=youtu.be>
 - I Love Watching You Play.com Video: The truth about sports parents . . . - <https://www.youtube.com/watch?v=u2LR4c3JsmU>
 - LetGrow.org - Give Parents Advice: <https://youtu.be/N69eTW0yQ70>
- **USA Hockey Diversity, Equity, & Inclusion Committee**





Affiliate Goalie Coordinators

Brian Haaland and Kylie Roy (Stephens).

Kylie went to training in Colorado with USA Hockey in June. Currently working on schedule of events for the upcoming season including Try Goalie for Free, goalie jamborees, skill training, coach training.





District Updates

- Tier I Youth and Girls' Tier I/II District Tournament will be held in separate affiliates beginning in the 2023/2024 playing season.
- CAHA will host Youth Tier I in Charlotte March 7 – 10. SAHA will host Girls Tier I and Tier II March 1 – 3.
- CAHA will host Girls' Tier I and II District Tournament 2024/2025 season.
- CAHA has more women coaches than any other district.





USA Hockey Updates

Affiliate Presidents meetings to review what's going on throughout the US hockey community.

- Assess issues/hurdles
- Propose legislation
- Develop further subcommittees.
- Topics of discussion included the tag-up and icing rules currently in place, national residency rules for team eligibility, tryout task force to review Tier I player signings and tampering, and mite full-ice games.
- Build Relationships and broader understanding

Tier I 13u division starts this upcoming 23/24 playing season.

Women's Leadership Summit in Utica New York, April 12 – 14.

Girls/Women's Section – grow the game and share best practices emphasis.

Hockey Director Scholarships to NARCE, North American Rink Conference and Expo.

Level 5 scholarships.





Miscellaneous

CAHA Tier I sub-committee.

Reminder 10u house to have 25% of games as half-ice. Intermediate nets to be used for all half-ice games.

Social media

- Instagram – [caha_carolinahockey](#)
- Facebook – [caha_carolinahockey](#)
- YouTube - [@CarolinaHockey](#)
- Twitter - [@bighockeyfamily](#)

Q & A





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Treasurer's Report





CAROLINA AMATEUR HOCKEY ASSOCIATION

Designated USA Hockey Affiliate Association of North and South Carolina

“Ensuring that Everyday will be a Great Day for Hockey!”

Treasurer’s Report

For the fiscal year ending August 31, 2023

Attached please find the Balance Sheet, Profit and Loss Statement, Budget for the 2022/2023 fiscal year.

CAHA started the year with a cash balance of \$165,613.65.

As of July 30, 2023 the CAHA cash balance was \$150,548.20 with \$58,453.88 being held in the USA Hockey Foundation Investment. This investment was initiated in October 2022 with the initial investment of \$50,000.00. The affiliate has had a net loss to date of \$15,065.45 this fiscal year which will end August 31, 2023.

Year to date revenues consisted of \$65,551 in player registration fees, \$85.19 in interest, and \$8,453.88 from the USAH Foundation. We have not received our funds from the USAH block grant. Fees collected for CAHA events and programs were \$97308.58. Expenses through July 20th are \$186,464.10.

This past year we have been able to take part in youth jamborees and pond hockey and festival. These events had a net profit of \$3522.00. Player Development was back and had a large turnout this year. They had a net loss of \$938.92. The CAHA tournament committee held state playoffs and tournaments and experienced a net gain of \$6465.91 of this \$4000.00 was an invoice that was not received until after the year closed out from the prior years tournament.

There are still a few outstanding bills I am expecting to pay in the next few weeks as we still have a few events running.

Attached at the end of this report is a comparison of the budget accepted at the Annual Meeting last year to the actual YTD expenses for your review.

Please review this report and let me know if there are any questions.

Respectfully,

Robert Engler

BUDGET vs. EXPENSES FOR 2019-23 FISCAL YEARS							
	19/20 Actual	20/21 Proposed	20/21 Actual	20/21 Proposed	21/22 Actual	22/23 Proposed	22/23 Actual
INCOME PER PLAYER (2021-22)	\$32,125.00		\$15,342.00	\$25,650.00	\$32,167.00		
INCOME PER PLAYER (2022-23)				\$7,000.00	\$17,928.00	\$32,167.00	\$47,987.00
INCOME PER PLAYER (2023-24)	\$6,990.00	\$29,200.00	\$31,040.00	\$0.00			\$17,564.00
USAH BLOCK GRANT (2021-22)(22-23)	\$0.00	\$25,658.25	\$25,874.50	\$25,658.00	\$48,741.00	\$25,859.00	
USAH Foundation Investment							\$8,453.88
INTEREST	\$62.45	\$74.00	\$11.02	\$9.54	\$11.02	\$9.54	\$85.19
MISC	\$0.00						
TOTAL ESTIMATED MAIN INCOME	\$39,177.45	\$54,932.25	\$72,267.52	\$58,317.54	\$98,847.02	\$58,035.54	\$74,090.07
COMMITTEE BUDGETS							
	19/20 Actual	20/21 Proposed	20/21 Actual	21/22 Proposed	21/22 Actual	22/23 Proposed	22/23 Actual
ADMINISTRATION (2376 for Software and computer)	\$764.70	\$1,000.00	\$948.31	\$1,000.00	\$762.88	\$3,376.00	\$3,986.60
SCREENING	\$2,432.50	\$0.00		\$0.00			
OFFICIATING DEVELOPMENT		\$0.00		\$0.00			
COACHING EDUCATION (add \$2000 for Brad L5)	\$13,024.25	\$3,500.00	\$250.00	\$250.00	\$0.00	\$4,500.00	\$2,434.30
POSITIVE COACHING ALLIANCE		\$5,000.00	\$7,100.00	\$2,900.00	\$4,964.13	\$7,800.00	\$10,542.44
DISCIPLINE/DISPUTE	\$0.00	\$500.00		\$0.00	\$173.17	\$200.00	\$1,381.56
(Grants)	\$16,200.99	\$46,649.75	\$36,447.50	\$35,828.00	\$34,860.70	\$38,045.00	\$28,804.11
YOUTH Committee	\$3,886.29	\$5,000.00	-\$3,804.78	\$5,000.00	-\$98.62	\$3,300.00	\$2,896.63
Festival/Jamboree	\$6,453.51	\$1,000.00	\$0.00	\$1,500.00		\$1,000.00	-\$6,417.95
D&I Committee	\$1,500.00	\$250.00		\$3,500.00	\$167.98	\$7,500.00	\$12,912.15
Growth Coordinator		\$500.00		\$1,000.00	\$40.27	\$500.00	
CHL (Play In/EOS Tournaments)	\$0.00	\$0.00		\$7,000.00	\$7,000.00	\$7,500.00	\$7,500.00
GOALIE DEVELOPMENT		\$1,500.00	\$2,115.44	\$1,500.00	\$1,455.09	\$1,500.00	-\$571.79
PLAYER DEVELOPMENT TRYOUT	\$1,141.47	\$3,500.00	\$5,959.18	\$3,500.00	-\$3,171.01	\$2,500.00	\$938.92
HIGH SCHOOL HOCKEY (add'l approved for 4 man ref)	\$0.00	\$600.00	\$325.00	\$700.00		\$1,000.00	\$1,230.00
DISABLED/SPECIAL HOCKEY	\$0.00	\$1,500.00		\$2,500.00	\$2,406.22	\$3,400.00	\$75.00
TOURNAMENT COMMITTEE	-\$3,603.45	\$5,000.00	\$7,810.80	\$3,500.00	-\$1,786.14	\$2,500.00	\$5,770.91
GIRLS/WOMEN	\$2,634.26	\$3,000.00	\$1,362.46	\$3,000.00	\$2,633.61	\$5,000.00	\$3,623.74
ADULT	\$72.63	\$7,355.00	\$1,000.00	\$3,000.00	\$1,983.66	\$6,000.00	\$2,106.57
ACHA SHOWCASE						\$3,000.00	
SAFE SPORT	\$0.00	\$250.00		\$250.00		\$500.00	
MARKETING & COMMUNICATIONS	\$0.00	\$250.00					\$50.00
CAHA ANNUAL MEETING	\$367.64	\$1,000.00	\$3,368.05	\$2,000.00	\$7,131.79	\$7,000.00	\$1,742.02
LOSS ON TIER 1 DISTRICTS	\$15,142.02	\$5,000.00	\$1,008.65	\$3,500.00	\$50.48	\$2,500.00	\$2,283.73
S.E. DISTRICT FEES	\$1,467.00	\$2,000.00		\$2,000.00	\$1,496.00	\$1,500.00	\$3,911.93
USA HOCKEY CONFERENCE	\$267.55	\$3,000.00		\$3,000.00	\$3,996.54	\$4,000.00	\$3,954.73
TOTAL EXPENSES	\$61,751.36	\$97,354.75	\$63,890.61	\$86,428.00	\$64,066.75	\$114,121.00	\$89,155.60
INCOME (EXPENSE)	(\$22,573.91)	(\$42,422.50)	\$8,376.91	(\$28,110.46)	\$34,780.27	(\$56,085.46)	(\$15,065.53)



Carolina Amateur Hockey Association
Profit & Loss
September 1, 2022 through July 20, 2023

Sep 1, '22 - Jul 20, ...

Ordinary Income/Expense	
Income	
Adult Tournament	1,847.76
CAHA Tournaments 2022-23	41,078.50
Festival Weekend Income	10,318.00
Girls/Womens Tryouts	10,290.53
Goalie Clinics	700.00
Miscellaneous	0.00
Mite Jamboree	7,320.00
Player Development	26,451.29
USA Hockey Foundation income	8,453.88
USAH Registration Fees 2022-23	47,987.00
USAH Registration Fees 2023-24	17,564.00
Total Income	172,010.96
Expense	
Administration Expense	3,892.36
Adult Committee	3,768.13
CAHA Annual Meeting	1,742.02
CAHA Tournament 21-22	4,000.00
CAHA Tournament 22-23	43,544.41
Coaching Education	2,434.30
D&I	12,912.15
Disabled/Special Hockey	75.00
Discipline/Dispute	1,381.56
Festival Weekend Expense	3,900.05
Girls/Women	13,914.27
Goalie Development	1,826.09
Grant Expense 2017-18	-294.00
Grant Expense 2022-23	36,598.11
High School Hockey	1,230.00
Marketing and Communications	50.00
Other Miscellaneous Expenses	186.12
Player Development Tryout	27,390.21
Positive Coach Alliance	10,542.44
Postage and Delivery	94.24
SE District Expenses	3,911.93
SE District Membership Fee	0.00
SE Tier 1 Districts	2,283.73
Sobiech Goalie Clinic	-1,697.88
Tournament Committee	-695.00
USA Hockey Conference	3,954.73
Youth Committee	10,216.63
Total Expense	187,161.60
Net Ordinary Income	-15,150.64
Other Income/Expense	
Other Income	
Interest Earned	85.19
Total Other Income	85.19
Net Other Income	85.19
Net Income	-15,065.45

Carolina Amateur Hockey Association
Balance Sheet
As of July 20, 2023

	<u>Jul 20, 23</u>
ASSETS	
Current Assets	
Checking/Savings	
Wachovia Checking	1,837.95
Wachovia Money Market	<u>90,256.37</u>
Total Checking/Savings	<u>92,094.32</u>
Total Current Assets	92,094.32
Other Assets	
USA Hockey Foundation	<u>58,453.88</u>
Total Other Assets	<u>58,453.88</u>
TOTAL ASSETS	<u>150,548.20</u>
LIABILITIES & EQUITY	
Equity	
Opening Bal Equity	72,212.35
Retained Earnings	93,401.30
Net Income	<u>-15,065.45</u>
Total Equity	<u>150,548.20</u>
TOTAL LIABILITIES & EQUITY	<u>150,548.20</u>



Disabled Hockey

<https://youtu.be/ZxNOCrHOHjE>

<https://youtu.be/tB4loP350L0>



Disabled Hockey 2023-2024			
Focus on launching Carolina Blind Hockey			
Three Blind Hockey Festivals and National Blind Hockey Tournament			
Charlotte			
Ice	\$100.00	1 hour, puddle, Extreme Ice	
Refreshments	\$100.00		
Jerseys	\$200.00	15 players	
Total	\$400.00		
Charlotte			
Ice	\$100.00	1 hour, puddle, Extreme Ice	
Refreshments	\$100.00		
Jerseys	\$200.00	15 players	
Total	\$400.00		
Charleston			
Ice	\$200.00	1 hour, split, Carolina Ice Palace	
Refreshments	\$100.00		
Jerseys	\$200.00	15 players	
Total	\$500.00		
Total Blind Hockey Festivals			\$1,300.00
National Blind Hockey Tournament Charleston SC			
Jerseys and Team banners			\$2,000.00
Total 2023-2024 CAHA Budget for Disabled Hockey			\$3,300.00



2022-2023 Grant Application Process			2022-2023 Grant Application Process		
38 Grants Submitted for a total of	\$84,553		38 Grants Submitted for a total of	\$84,553	
2022-2023 Application Summary	Total	Percentage	2022-2023 Application Summary	Total	Percentage
Grow The Game	\$16,600	42%	Grow The Game	\$15,500	44%
Try Hockey For Free	\$9,860	25%	Try Hockey For Free	\$8,860	23%
Girls Hockey	\$7,595	19%	Girls Hockey	\$7,595	20%
Sled/Disabled	\$4,490	11%	Sled/Disabled	\$4,490	12%
Adult	\$600	2%	Adult	\$600	2%
Total After Initial Reviews	\$39,145	100%	Total Recommended	\$38,045	100%
Grants by Association	Total	Percentage	Grants by Association	Total	Percentage
Cape Fear Youth Hockey Association	\$3,630	10%	Charleston Youth Hockey Association	\$6,200	16%
Capital City Youth Hockey Association	\$4,325	11%	Charlotte Metro Hockey Association/Queen City	\$5,225	14%
Carolina Junior Hurricanes Hockey	\$1,600	4%	Greater Greenville Hockey Association	\$4,600	12%
Carolina Sled Hockey Association	\$2,490	7%	Winston-Salem Youth Hockey Association	\$4,400	12%
Charleston Youth Hockey Association	\$6,200	16%	Capital City Youth Hockey Association	\$4,325	11%
Charlotte Metro Hockey Association/Queen City	\$5,225	14%	The Carolina IceZone Youth & Adult Hockey	\$3,675	10%
Greater Greenville Hockey Association	\$4,600	12%	Cape Fear Youth Hockey Association	\$3,630	10%
Greensboro Youth Hockey Association	\$1,000	3%	Carolina Sled Hockey Association	\$2,490	7%
Hillsborough Hogs (TYH-NC)	\$900	2%	Carolina Junior Hurricanes Hockey	\$1,600	4%
Hurricanes Sled Hockey	\$0	0%	Greensboro Youth Hockey Association	\$1,000	3%
Queen City Royals	\$0	0%	Hillsborough Hogs (TYH-NC)	\$900	2%
The Carolina IceZone Youth & Adult Hockey	\$3,675	10%	APPROVED	\$38,045	100%
Triangle Elite Officials Association	\$0	0%	90% average pay out last 5 years	\$35,230	
Winston-Salem Youth Hockey Association	\$4,400	12%			
Total After Initial Reviews	\$38,045	100%			

CAHA 2023-2024 Grant Categories



Grow the Game - Try Hockey for Free (THFF)	
Objective	Attract new players (youth and adult) to try ice hockey.
Program Examples	Purchase ice, host a THFF event outside National THFF dates. Host a Try Goalie For Free Day. Organizations can run as many THFF events that they desire.
USA Hockey ADM Equipment 8U/10U	
Objective	Implement USA Hockey ADM FUNDamental & Learn to Train Principles
Program Examples	Purchase equipment to implement ADM principles at 8U & 10U (Examples: Dividers, Small Nets, etc...)
Grow the Game - Growth & Retention	
Objective	Attract new players (youth & adult) to play ice hockey
Program Examples	Learn to Play programs, Equipment Purchases, Women's Programs, Adult Program's, Disabled Programs. We will consider social media and target campaign's to attract new players - as long as there is a pathway to playing hockey.
Girls/Women's Hockey	
Objective	To attract new girl's hockey players to the game and retain existing players.
Program Examples	Girl-specific Learn to Play programs, starting a girl's program.
DEI Focused Programs	
Objective	Develop Association-wide programs that increase awareness and education of diversity, equity, and inclusion.
Program Examples	Pay for workshops, education materials, and other ways that improve diversity of your association. This could include adding programs to bring communities that you currently do not attract. Examples of grants would be equipment, marketing, teaming up with Learn to Skate or Learn to Play programming.
Coaching Development Programs	
Objective	Deliver educational opportunities to improve your coach's leadership skills, hockey development skills, and positive coaching behaviors.
Program Examples	Positive Coaching Alliance Workshops - There are (7) different workshops for coaches. A Zoom workshop is \$925 and an in-person workshop for Association's coaches (minimum 20 coaches) is approx. \$1,200. Coaching materials - Development a coaching manual that includes Association culture, expectations, skill development expectations, and more. Grant could cover printing of these manuals.



Registrar's Report

8U Travel Permits

2022-2023 Season

Total of 35 Permits Issued

Representing a total 285 Players

109 Players attended 2 Out of Affiliate Events





Registrar's Report

Date	Type	19+ yrs	17-18 yrs	15-16 yrs	13-14 yrs	11-12 yrs	9-10 yrs	7-8 yrs	1-6 yrs	Total
YE 2022	Female	275	54	69	112	116	154	135	80	995
YE 2022	Male	4176	326	606	750	798	941	832	512	8941
YE 2022	Male & Female	4465	366	675	862	914	1095	967	592	9936
YE 2023	Female	262	44	82	117	139	147	136	89	1016
YE2023	Male	4218	343	596	807	955	1016	835	562	9332
YE2023	Male & Female	4484	383	678	924	1094	1163	971	651	10348
		+								
YE 2023	NC Unclaimed	3347								
YE 2023	SC Unclaimed	647								



22-23 CAHA Discipline Discussion Topics



- Review of Incident Reporting Tool
- Review of the Process for Racist or Derogatory language and reporting.
- Important USAH/CAHA Policies
- Discipline and Safe Sport Mandatory Meeting

Incident Reporting System



- Each Association will be RESPONSIBLE for this account to the person(s) who should be receiving.
 - One Email address per association
- Usually updated within 24hrs after a game for vast majority of the time.
Game Misconduct, Fighting, Match, 15+, ETC...
- **Game Sheets are the governing document to be used for Penalties**

Each Association to send a **generic Email** address to cahardaniel@gmail.com

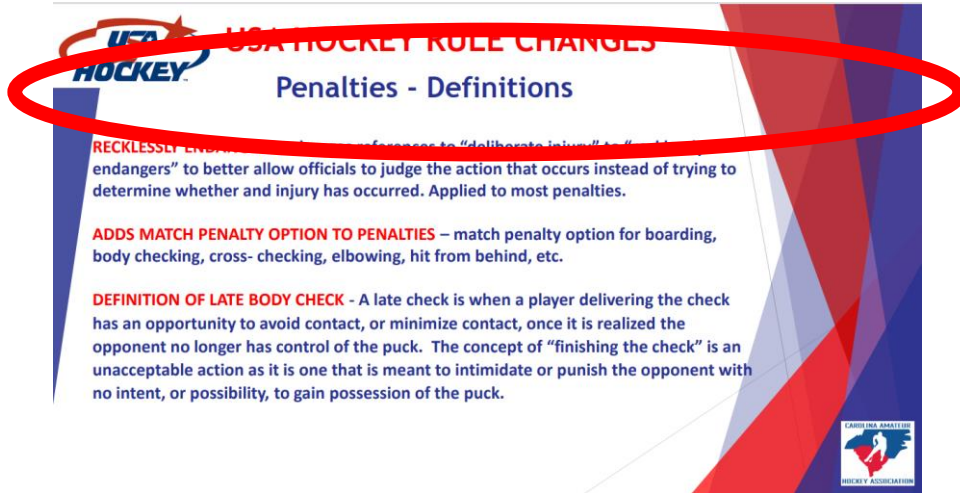
What to include:

- 1) Identify which association you are requesting to receive the reports (The one registered with USAH)
- 2) What is the email address
- 3) Personal email addresses will not be updated as the goal is to fix this once and then the associations will have control to allow access to the generic emails address or use email forwarding in GMAIL and other apps to forward

A screenshot of the USA Hockey Incident Report form. The form is titled "USA HOCKEY Incident Report" and is divided into two main sections: "Game Information" and "Incident Location". The "Game Information" section includes fields for Date and time, Location, Rink, Category, League/Tournament, Age Classification, Level, Officiating System, Official 1, Official 2, Official 3, Official 4, Home Team, USA Hockey Affiliate, Visiting Team, USA Hockey Affiliate, Final Score Home, and Final Score Visitor. The "Incident Location" section features a diagram of a hockey rink with a red 'X' and a green star indicating the location of the incident. The form is filled out with the following information:

Game Information		Incident Location
Date and time:	02/05/2021 12:00 am	
Location:	Charleston	
Rink:	Carolina Ice Palace	
Category:	Youth	
League/Tournament:	CAHA State Tournament	
Game Details		
Age Classification:	16 & Under	
Level:	Tier II	
Officiating System:	4 Official System	
Official 1:	495844	
Name:	STEPHEN CORBY	
Registration level:	4	
Email:	ME@STEPHENCORBY.COM	
Official 2:	1642425	
Name:	DANIEL IULIANELLO	
Registration level:	4	
Email:	DANIUL@ROCHESTER.RR.COM	
Official 3:	143982	
Name:	MARC ANDRIS	
Registration level:	3	
Email:	MARCANDRIS@GMAIL.COM	
Official 4:	727531	
Name:	STEVE BARTON	
Registration level:	3	
Email:	SPBARTON1@GMAIL.COM	
Was this game supervised?	No	
Home Team:	Greenville Road Warriors	
USA Hockey Affiliate:	Carolina AHA	
Visiting Team:	Charleston Colonials	
USA Hockey Affiliate:	Carolina AHA	
Final Score Home:	0	
Final Score Visitor:	6	

23-24 Match Penalty Process



Level 1 – Match penalties assessed under the below rules have a recommended range of a 6 - 10

Game Suspension

- Rule 305(b) Dangerous Equipment
- Rule 601(f) Abuse of Officials and Other Misconduct (*This includes all match penalties assessed under this rule except 601(f.1) Physical Assault of an Official*)
- Rule 602(a) Attempt to Injure/Deliberate Injury of Opponent

Level 2 – Match penalties assessed under the below rules have a recommended range of a 4 - 8

Game Suspension

- Rule 603(c) Boarding
- Rule 606(b) Butt-Ending
- Rule 607(e) Charging
- Rule 608(c) Checking from Behind
- Rule 619(b) Head Butting
- Rule 620(c) Head Contact
- Rule 634(d) Slashing (Swinging Stick During Altercation)
- Rule 635(b) Spearing

Level 3 – Match penalties assessed under the below rules have a recommended range of a 3 - 5

Game Suspension

- Rule 601(e.3) Abuse of Officials and Other Misconduct – Hateful/Discriminatory Language
- Rule 604(e) Body Checking- Competitive Contact Category
- Rule 609(c) Cross-Checking
- Rule 611(c) Elbowing
- Rule 615(c) Fighting (Helmet Removal)
- Rule 621(c) High Sticks
- Rule 622(c) Holding an Opponent
- Rule 623(c) Hooking
- Rule 627(b) Kicking Opponent or Puck
- Rule 628(c) Kneeing
- Rule 633(a or b) Refusing to Start Play
- Rule 634(c) Slashing
- Rule 639(c) Tripping/Clipping/Leg Checking/Slew Footing
- Rule 640(e) Unnecessary Roughness (Roughing)

Discussion/feedback:

- Associations this year can offer Max Penalties in lieu of a hearing after the Investigation
- If declined by participant, you can not be part of the hearing process due to COI

Review of the Process for Racist or Derogatory Language



1. Referee Incident Direct Reporting
 - No Change. The hearing will be held by CAHA per USAH by-law 10

2. Referee Incident Direct 2nd source
 - Investigation by Association should be target complete and report summary sent to CAHA VP/Discipline prime for review/discussion.

3. 3Rd party reported to Association directly with NO incident reporting.
 - Will be investigated by the association and a summary provided to CAHA

Associations are not allowed to offer



USAH Locker Policy Refresh

- This is defined in the USAH annual Guide
- Must be supervised and locker prime assigned
- Clearly states the process for COED sharing
 - NEVER should different genders be allowed to dress in the same locker room
 - Coaches and associations are liable for failure to comply with the policy both thru safe sport and the legal system – **You are exposing your Association and BOD to law suits.**

Relationships



- Coach/Parent relationships even when consensual lead to team issues
 - Other parents know about the relationship and question preferential treatment of players
 - Can cause issues between players if they are aware of adult relationship
 - If the relationship changes during the season can/will impact the entire team
 - **Can be a Safe Sport violation even if consensual**
 - “Inappropriate conduct of a sexual nature involving the parent of a minor athlete, including an intimate relationship wherein there is an imbalance of power”

Each association should discuss defined boundaries between coaches and parents on relationships during the season (Defined in Coaches Employment contracts)



CAROLINA AMATEUR HOCKEY ASSOCIATION

Spectator Discipline Policy – Effective February 14, 2023

Spectator Discipline Policy

Any participant attending a sanctioned USA Hockey event removed from the venue by a USA Hockey official who reports the expulsion through a USA Hockey Incident Report over a period of two consecutive seasons will be subject to mandatory suspension from ALL USA Hockey events for the following periods:

- 1st offense automatic 30-day suspension and may be subject to additional supplemental discipline review as determined by the association/CAHA based on the event.
- 2nd offense, automatic 60-day suspension, and required hearing with the CAHA Discipline committee subject to additional supplemental discipline up to and including permanent lifetime suspension from all USA Hockey events

Any Association that does not reasonably cooperate in the identification of the parent involved or ***reasonable attempt to enforcement*** of the above will be subject to referral to the CAHA Discipline Committee, which may include discipline up to and including suspension from all USA Hockey events for the Head Coach and the President of the Association.

21-22 CAHA Discipline Topics



- USAH/CAHA Helmet Policy **Reminder** for all USAH Events

Pursuant to USA Hockey rules and CAHA Bylaws, CAHA shall enforce as follows:

Any report concerning violation of this rule must be made to the CAHA Vice President of Discipline.

- All reports will be reviewed by the CAHA Vice President of Discipline.
- All reports must be submitted within two (2) weeks of the incident.
- After review, if the report is deemed to be credible, will be referred to the relevant Member Association for action and enforcement.
- The Member Association must inform the Disciplinary Chair within 72 hours on the action it is taking, and the CAHA Vice President of Discipline will keep records of same and follow up as necessary.

The penalty is mandatory. There is no discretion involved in the matter or warnings, however, as this is a disciplinary matter, the offending party has a right to a hearing. The hearing must be held by the Member Association before it invokes the penalty using USA Hockey Bylaw 10.

All reports submitted to be considered must contain the following:

- It is recommended (but not mandatory) that contact information of the reporting party be submitted to help verify the incident. Failure to provide contact information could hinder investigation of the incident.
- Information sufficient to identify the offending individual can include but is not limited to:
 - Date, time, and place of the violation.
 - Identify the Member Association of the offending individual.
 - Real evidence of the incident, such as a photograph or video, must be included with the report for it to be actionable.

If the identity of the individual violating the rule is clear, the CAHA Vice President of Discipline may, at their sole discretion, issue a summary suspension pursuant to the provisions of USA Hockey Bylaw 10.



“Properly Worn” Means CHIN STRAP

USAH By-Law 10 & Safe Sport Mandatory Meeting



USAH By-Law 10

- Read the Annual Guide and Follow each step
- When in doubt ask for HELP!!
- August Mandatory Meeting for each association
 - Safe Sport and Discipline Primes
 - Details will be sent out end of July to the association Registers/Presidents
 - Failure to attend will result in a \$250 fine per association.



Safe Sport Items

- Recert now is on a 365 day cycle. You'll receive an email from USA Hockey that you are coming up for recert within the next 30 days.
- Your safesport classes will appear on your dashboard. The link is <https://membership.usahockey.com/member/login>



Welcome to My Member HQ!

XXXXXXXXXX
Lifetime Member Number: **XXXXXXXXXX**
Email: **XXXXXXXXXX@XXXXXX.com**

Most Recent Confirmation#
Manager/Volunteer# **XXXXXXXXXX**



Birthdate
XXXXXXXXXX

Phone Number
XXXXXXXXXX

Safe Sport Training
Season to Renew 2023/2024

SafeSport Training

To get SafeSport Trained click here:

[GO TO SAFESPORT TRAINING](#)



Locker Room Policies

- ▶ **Safesport Locker Room Monitors** - must have minimum of 1 adult in the locker room at all times. They need Safesport and background check
- ▶ **USA Hockey is being audited by USOPC for background screening and safesport**
- ▶ **65% of Safesport issues arise from the locker room**

380 million reasons for Safesport

USA Gymnastics was hit with a \$380,000,000.00 judgement for the Larry Nassar case. This is 6x the USAH budget for this year.



What Safe Sport Isn't

- ▶ One time fights between players
- ▶ Teasing or picking on players that isn't repeated
- ▶ Events that happen on ice that are part of the game; ie, slashing or high sticking.
- ▶ Parents having extramarital affairs.
- ▶ Hurt feelings because a player was benched for poor behavior
- ▶ Retribution because a parent doesn't like a coach or association.



Questions, Comments or Concerns?

Matt Hurley

910-322-6862

safesportcaha@gmail.com

Coach Survey Results

129 responses – 91% male, 8% female. 86% white, 2% mixed, 0% Black

54% have been coaching 5 years or more

55% have their level 3 CEP certification or higher

44% Head Coach, 46% Asst Coach

11% coached girl's hockey

80% are Parent coaches

Of 96 coaches responding to the question of the ethnicity of the players that they coached:

45 coaches coached a Black/African-American player

37 coached an Asian player

38 coached a Hispanic/Latino player

85 coached a White player

57 coached a female player

6 coached a LBGTQ+ player

4 coached a non-binary player





Parent Survey Results

314 responses

82% white, 5% mixed, 1% Black, 3% Hispanic/Latino, 4% Asian

18% have female players, 86% male players

80% have HH income of \$100,000+, 49% \$150,000+, 28% over \$200,000

Overall satisfaction with child's experience playing hockey – 3.2 out of 5 (school grade of 64) – “satisfied”

Feel that their hockey program makes the experience fun – 3.4/5.0 (school grade of 68) - “satisfied”

Feel that hockey program cares about their child as a person - 3.4/5.0 (school grade of 68) - “satisfied”

Hockey program models and teaches life skills – 3.5/5.0 (school grade of 70) – between satisfied and very satisfied.

Hockey program's culture makes my child and family feel included - .4/5.0 (school grade of 68) - “satisfied”

41% felt that their hockey program did not hold people accountable for behaviors that are expected.

Hockey program's leaders role model behaviors of “We Honor the Game Here” – 3.7/5.0 (school grade of 74)





Parent Survey

Results Related to Behaviors and Attitudes – Accountability & DEI

Hockey program's culture makes my child and family feel included - .4/5.0 (school grade of 68) - "satisfied"

41% felt that their hockey program did **not** hold people accountable for behaviors that are expected.

Hockey program's leaders role model behaviors of "We Honor the Game Here" – 3.7/5.0 (school grade of 74)

Feel that their hockey program communicates the need for diversity, equity, and inclusion of everyone - 3.4/5.0 (school grade of 68) - "satisfied"

32% feel that we should do more to attract female, disabled, and players of color

46% hadn't thought about attracting more female, disabled, or players of color or felt the we should not

20% had experience or observed an incident of discrimination at their rink or hockey program

45% felt that their hockey program did **not** address the incident to their satisfaction

75% would use a "Hot Line" to report incidents if there was one available

Top reasons that families switched organizations: there wasn't a culture of respect in the Association or on the team, wanted to play at a higher level, wanted better coaching, wanted a coach who cared more for my child as an individual, child or family didn't feel included or valued, culture wasn't a fit for my child or family.

Results related to Loyalty

46% of families have played for 2 or more hockey programs

23% have played for 3 or more

41% of families did not want to play for their 2022-23 hockey program the next (2023-24) season or were unsure.





2022-23 Parent Survey (314 responses)

Results Related to Behaviors and Attitudes – Accountability & DEI

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CAHA Tier I Strategy

- **To encourage, foster and promote the development and growth of the sport of amateur hockey in the Carolinas. Encourage growth, access and opportunities for our affiliate appropriately skilled players to compete at the Tier I level. To gain input/insight from our association members to build the best program.**
- **Understand the opportunities and hurdles of establishing regionally based Tier I teams that can serve all of our members.**
- **Review past Tier I hockey within the Carolina's for an understanding of what works within our affiliate as a model.**
- **Look at other affiliates to see what works outside of CAHA.**
- **Gain input/insight from our association members to build the best program based on the needs of our affiliate.**





CAHA Tier I Strategy

- Currently Tier 1 youth teams comprise approximately 178 players or 3% of all youth players.
Current Tier 1 youth programs:
 - Jr Hurricanes (107 players on 5 youth teams – 11U, 12U, 13U, 14U, 15U, 16U)
 - Jr Hurricanes Girl's Teams (18 players on 14U Girl's team)
 - NC Golden Bears (18 players on 18U team)
 - CPH (32 players on 2 youth teams – 12U, 15U)
- Case Study – SAHOF





CAHA Tier 1 Committee

- CAHA Board members and independent advisors
- Develop program goals, principles, structure, and guidelines in concert with Advisory Committee and Executive Director

Tier 1 Advisory Committee

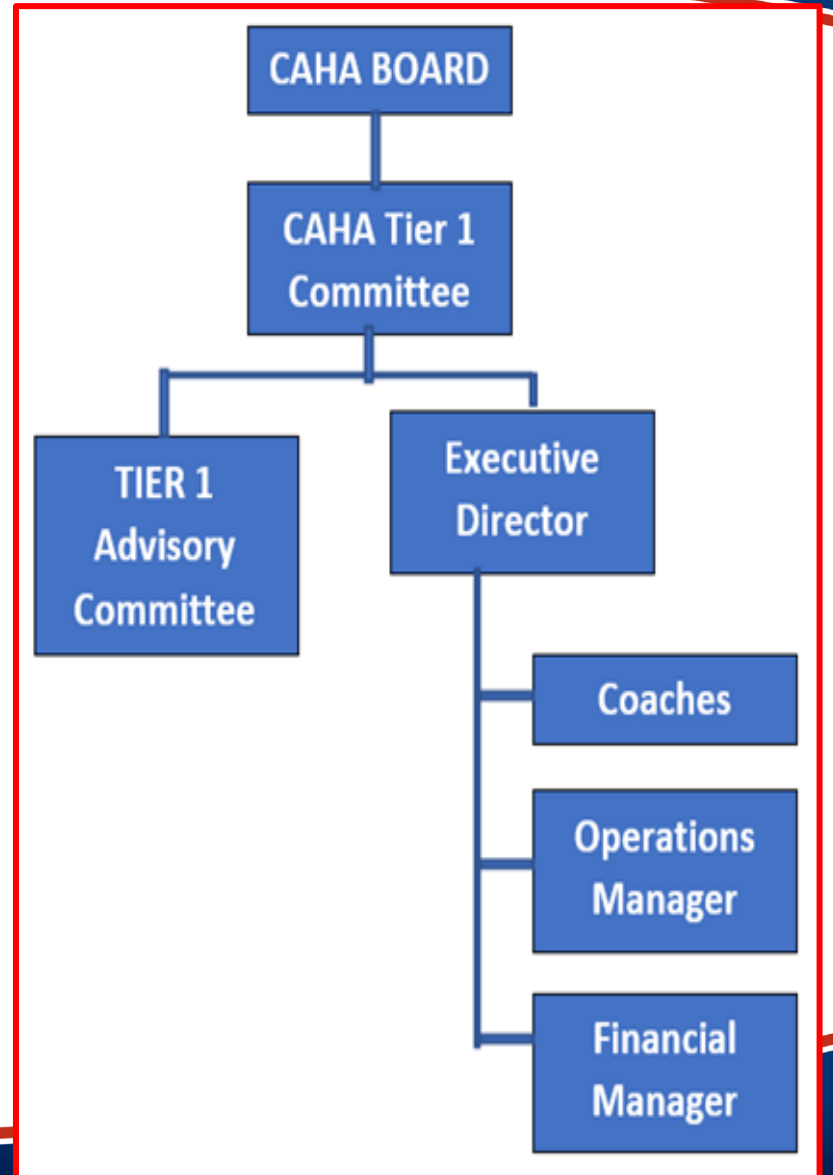
- Representative from every CAHA Association
- Advise CAHA Tier 1 Committee & Executive Director on all decisions
- Support Regional program with in-market ice and skill development

Executive Director

- Run the day-to-day operations of the program
- Work closely with the Advisory Committee to create program structure & culture, hire coaches, run tryouts, develop schedule
- Support: Operations Manager & Financial Manager (CAHA Treasurer)
- Develop budgets for the season and teams

Coaches

- No parent Coaches
- Goalie Development Coach, Strength & Conditioning Coach





Next Steps

- **Meet with Advisory Committee for input, ideas, expectations.**
- **Review with associations for input.**
- **Create governance specifics – by-laws, program structure.**
- **Appoint Executive Director.**
- **Publicize for 2024-25 season and prepare for April 2024 Tryouts.**

