

CCJHA Board of Directors December 2023 Meeting

Meeting Date: December 13, 2023

Time: 6:31 pm

Call to Order

Present: Jon French, Ryan Bennett, Amy Blake, Jenn Capello, Keith Frick, Kitty Loukus, Colleen Mayra, Ian Repp, Travis Kilpela, Jeff Peltier, Jenn Capello, Tom Glass, Steve Mattson, Carson Stevens, Jeff Van Karsen

Absent: Ian Repp

Added Agenda Items

Jon French added the following items to the agenda:

- Oscar Petersen refund request (Ryan Bennett)
- New Business: Ernie Beutler, Sr would like to present a petition for reinstatement to board. The petition was accepted with no objections.

Approval of Minutes

Corrections to minutes: Carson Stevens was present, not absent, and Keith Frick supported the meeting adjournment motion, not Jeff Peltier. Motion to approve minutes with corrections: Colleen Mayra, Keith Frick (support); motion carried.

Guests and Public Comments

Guests Present

- | | | |
|----------------------|-----------------|-------------------|
| • Joan Beutler | • Robin Beutler | • Audra Morse |
| • Ernie Beutler, Jr. | • Jodi Kommes | • Richard Canavez |
| • Ernie Beutler, Sr. | • N. Kommes | • Margaret French |
| • Mike Beutler | • Kyllee Puuri | (Zoom) |
| • Desiree Beutler | • Jay Makela | |

Scan of sign-in sheet attached as Appendix B

Public Comments

Public comments were made by Audra Morse, Joan Beutler, Ernie Beutler, Mike Beutler, Ernie Beutler, Jr., Dr. Richard Canebas. Each were given three minutes to speak.

Comments by the guests requested more transparency from the Board of Directors on how these decisions are made. Support for Beutler to be reinstated came in the form of testimonials from family,

friends, and former players who had been on his teams over the years and expressed gratitude and reported positive experiences.

Ernie expressed that he was not made aware of the incident or incidents which prompted the decision and stated that he would have made corrections had he been aware that he had acted in violation of the association's No Tolerance Policy as outlined in the [CCJHA Handbook's](#) Code of Conduct [Coach Welcome Letter](#) regarding coaches, fans, and players interaction with referees. (adopted from [USA Hockey's No Tolerance Policy](#)). Ernie asked the board to re-evaluate the documentation, timeline of events and actions taken, and to reconsider the decision.

A more detailed account of public comments is attached as Appendix A.

Treasurer's Report

Balances

- Board Balance: \$173,372.30
- Referee Balance: \$9,643.52
- Markham/Kero Savings: \$5,702.98

Bills

- Houghton County Arena (October Ice) =\$15,137.50
- City of Houghton Dee (October Ice) =\$14,100.00
- City of Hancock =\$600.00 (Board at HOCO)
- Center Ice =\$2346.00 (pucks, helmet stickers, goalie gear and jersey rework)
- Baraga Telephone Co =\$1,187.92 (4 iPads & 4cases)
- Willie Ross =\$200.00 (goalie pads)
- Keith Frick =\$132.00 (stamps)

Bills Outstanding

- Houghton County Arena (November Ice) =\$12,993.75
- City of Houghton Dee (November Ice) =\$14,100.00

Accomplishments

- Scholarships have been applied to Sportsengine accounts.
- \$10,000.00 transferred from Board Account to Referee Account

Sponsorship funds for tournaments distributed to teams

Sponsorship funds for tournament fees will be distributed to all CCJHA teams.

To-Do

- Deposit remaining sponsorship funds; all sponsors have paid.
 - *G&J =\$6000.00
 - *Auto Pro =\$3600.00

Continue to clean-up QuickBooks and submit 990 form

- Keith will continue to send emails to all registrants with failed payments. Nine accounts are past due on Dec payment, and two have failed to pay anything.
- Need to transfer \$3,150.00 from Markham/Kero to Big Board for scholarships

Oscar Peterson is asking for CCJHA to pay for the USAH player registration so he can student coach. As coaches are reimbursed for these fees if they submit their expenses, Colleen Mayra suggested that Oscar register as a USAH player and submit the receipt for reimbursement.

G&J coach reached out about the travel tryout funds. **Notes: -Travel tryout funds: generated \$4,450.00 with ice rental costs of \$1,062.08 / Broken out per level. Split surplus of \$3,387.92 between four travel teams (\$846.98/team)?

Gasparado refund

Gasparado(6U player) played for 3 practices (few weeks) and decided he did not want to continue; the parents are requesting a refund. Since no refund policy is established, he will receive a pro-rated refund.

It was asked whether Girls 14U team should receive tournament funds despite receiving no sponsorship funds for the team. The explanation: the team is only using the jerseys with the Garrow Accounting team name, but Garrow Accounting is not monetarily sponsoring the team. The team roster is split among associations as: CCJHA – 6 players; CHA – 5 players; Iron River/Keweenaw Bay – 2 players.

A motion was made to write a \$600 check to the team for tournament fees, in line with other CCJHA house teams by Jeff Van Karsen, Steve Mattson (support); motion carried.

A motion to approve outstanding bills by Colleen Mayra, Jeff Van Karsen (support); motion carried.

Travel committee

Nothing to report.

Finance Committee Report

A banner is on order for Keweenaw Chevy to hang in the arena. The helmet decals have been dispensed to the 8U players and most of them have been wearing them on their helmets. The rest of the Keweenaw Chevy sponsorship items were tabled until next month.

Equipment Manager Report

The equipment check in procedure will remain the same – marking loaned equipment in the notebook in the equipment room. A question was asked if we have an inventory system for all the equipment; the current system is an honor system. An inventory system is under consideration.

The Edward Jones jerseys have been changed to Mineshaft Sportsplex and were distributed to the 10U girls team.

Puck situation

There is an issue with disappearing pucks at both rinks. Travis reported that currently both bins are full of pucks (recent purchase of one case with approximately 50 pucks or more per bin). Someone is taking the pucks, whether it's a rental or another team. It was suggested keeping the pucks in the Zamboni room with the attendant (black, not blue – we have no issue with blue pucks disappearing).

At the Dee they're in the back alley and the padlock does not get used. The key is hung on the water heater where Zamboni is. In the past, we have locked that bin.

Jeff Van Karsen will send an email to coaches to ask them to start using the lock and key at Dee Stadium.

Ontonagon Hockey Association – equipment loan

Ontonagon Hockey Association reached out and borrowed bags of equipment for their Try Hockey For Free event (13 bags of equipment and a bag of 6 pairs of skates). Pass along their appreciation for us helping them out with equipment. They do plan on returning the equipment sometime in January when they are here for mite games.

Booster Club Report

- Wreath sale didn't go as well as it has in the past. The Booster Club will do more research next year to look at other vendors.
- Coffee sale has been extended by one week. Dr. Ward has given us a great opportunity with this fundraiser. If every player sells 3 bags, we would make more than we did in wreaths last year.
- Credit card payments are going well. Our goal is that the Square system is used for every transaction so we can keep track of inventory.
- Concession shifts: we are already having holes in the schedule and begging people to do shifts.

Officials Report - Carson Stevens

There were no instances reported, but we have an ongoing issue of fans berating referees and acting in violation of our No Tolerance Policy.

The board discussed the possible reasons why young referees might not feel comfortable enforcing this policy. Kitti stated that referees typically just decide that the games that result in abuse are not worth signing up for, which is why we have a difficult time scheduling referees for certain games, particularly at the upper age levels.

Mentoring program

Carson, along with a few other adult officials, spent time this past month mentoring younger referees, which involved being on the ice during the game and helping with positioning. This was helpful to the referees who have never done full-ice games.

Coaching Director Report

- We only have a few coaches who haven't completed all of the requirements for coaching.
- Level certifications – half dozen who need to need to get completed before end of year.
- Team credential check is on Sunday, Jan. 7, 10:00am-2:00pm at the Dee. All teams need to have their books checked (except for 8U). Jeff sent a reminder and will send it again. Ryan will send out preprinted game log sheets to the coaches.
- Per Al Wakeham's email, coaches should download their gamesheets from the website. Amy created instructions on printing scoresheets from Gamesheet.
- All coaches should have copies of their paper sheets.

Registrar/Safe Sport Report

Ryan reported the following:

- Coaches with certification due: 14 (but all of them don't need it so it's not many)
- Coaches complete: 47
- Waiting on player dates of birth: 0
- Unrostered players: 1

Program Director Report

All teams are not using Gamesheet and they need to do this.

The discussion about the 18U team not materializing was tabled until the next meeting.

Web Administrator Update

Nothing to report.

Old Business

MAHA Revisions to CCJHA Bylaws Revised Draft -50% completed (Jan 2022)

Several sections – co-ops with other associations and player partial season refunds. Keith working on that.

Possible puck/ball shooting areas at the Dee and HOCO for dry land

This is still in progress. The Dee has considered using the 3rd floor.

Learn to Skate program update

Nothing to report.

Giving Tuesday

Nothing to report.

Wiitanen-McLean youth hockey scholarship application

Awarded \$2000 – we have to submit some information to them. Grant agreement by Dec. 7.

Jon has some contacts (women's collegiate hockey players) to put together a girls' day. This would be for coaches, board, parents, to explain to them what a girls' hockey atmosphere is like and what needs to

happen to make it happen. The girls day would also give young players a chance to meet players and hopefully motivate them to get them excited about girls hockey.

New Business

Nomination for BOD member officer positions opening Apr 10, 2024. At least three spots, maybe five

Ernie Beutler petition

Further discussion on the Ernie Beutler request for reinstatement.

It was acknowledged that Ernie has a good rapport with kids. The Coaching Director was absent from the meeting where the vote to deny coaching status was issued, and there was a lack of communication that occurred. It was also acknowledged that the issues of Zero Tolerance violation and playing time complaints were not dealt with in a timely fashion.

Was proposed to reinstate due to how we handled the situation. The Board agreed to examine the process we use for approving or denying coaches, as well as the procedure for reporting issues.

Resolution

A motion was made to reinstate for 2023-2024 season with a full explanation of what was described to board and ask that he learn from it and continue to improve by Jeff Van Karsen, Steve Mattson (support). Motion carried.

Adjournment

Next CCIHA BOD meeting scheduled for January 10, 2024, 6:30pm

Motion to adjourn at 8:25 pm. Colleen Mayra, Keith Frick (support); motion carried.

Appendix A

Guest Comments

Audra Morse

Ernie stated that was not aware of why he was denied coaching. He has received email from Jon. He was not made aware until this evening before the meeting.

Audra asked for transparency in the process for selecting coaches, and a communication plan for denial.

She suggested the CCJHA use a committee to address issues when they arise. In this case, Ernie Beutler was not made aware of why he could not coach or what the reasoning was when it occurred.

Audra suggested the members who have a conflict of interest should be aware of that conflict and act appropriately.

Joan Beutler

Joan Beutler asked why the zero-tolerance policy addressed immediately. There was no evidence of a bench minor assessed. If he abused a ref, this should have been reported on the scoresheet. They have been frustrated and upset; they wanted proof that he did something wrong and haven't been given it. If there is a zero-tolerance policy, the CCJHA is not enforcing it very well, including for spectators.

Ernie Beutler

On 9/24/23, Ernie Beuter received notice that his coaching application was denied. He responded that he was disappointed and asked what prompted the decision. He was told it was due to his conduct with a few youth referees during a few games last season, violating the zero tolerance policy.

Ernie's understanding was that zero tolerance meant that if there's any conflict between a coach and referee, a bench minor should be assessed. Ernie did not receive any penalties for zero tolerance in any games, including away games and tournaments.

On 9/24/23, he was told that Jeff Van Karsen would reach out to Referee In Chief and get the information to him.

On 10/24/23, he asked Jeff if he could get the info regarding the game or games leading to decision.

He did not hear back until 11/3/23. He was then told they were working on pulling the information together, but never got another response.

On 11/8/23, he attended the November Board Meeting to address the Board and ask for the documentation and asked them to reconsider the decision. He was told by Ian that they would get back to him.

On 12/16/23, Ernie reached out to Ian for an update and copied Jon French. He was told they could not discuss the details of coaching selections, and that the Board had voted and he would not be selected to coach this year.

He has still not been given any evidence of any wrongdoing or infractions and asks to reinstate him as a coach for 2023-2024 season. If reinstated, he would ask to be rostered before the deadline to be an assistant coach on the Auto Pro 12UB team.

Ernie added that he felt this could have been resolved if he would have been given some proof. He doesn't remember any wrongdoing in regard to zero tolerance. He expressed that it was analogous of firing someone without giving them a reason.

He thanked the board for what they do and for giving him the time to express his concerns. He also thanked the hundreds of people who supported him in signing the reinstatement petition, as he didn't realize how he had touched those players lives over the years.

Mike Beutler

Mike thanked board for what we do. He reiterated that as a head coach, it would have been good to know before taking on the role that he was not going to have Ernie as his assistant coach. Because he did not have him there, he has had to do most of it himself, which is difficult with 15 kids and one coach. Mike had to bring another coach who wasn't expecting to coach. He expressed that it would have been more helpful to have this resolved at the end of the prior season.

Ernie Beutler, Jr.

Ernie Jr. has watched his father coach for over 30 years. The community he's served has been more than outspoken about the results of decision, which has also been made clear by the petition. Many of those players are now parents with kids playing and look forward to sharing the same memories with their kids; he does, too. A lot of these kids know Ernie, Sr. personally, and he knows their kids as well, inside and outside of hockey. A lot of them look forward to having Ernie, Sr. as a coach.

Ernie, Jr. acknowledged that the Board's action was meant to be a punishment to him, but asked the Board to also realize that the kids were also being punished through this action. Ernie, Jr. also expressed that if his father had "raised a scene," it was because he reacted to something he felt was not safe on the ice, not because his team wasn't winning or felt the other team had an upper hand.

Dr. Richard Canevas

Dr. Canevas is one of Beutler's former players and came to the meeting when he heard he had been suspended. Canevas questioned the Board's protocol and timeliness of communication of information and who receives that information, so that the affected people know why they're being punished and suspended.

Canevas spoke to how, as a person of color, Ernie made him feel like he belonged. Canevas spoke of how he is now looking to raise his family in this community after being gone for 2 decades. Not sure how something like this can happen. Ernie kept him playing hockey through high school, which he would not have done if it were not for him. Canevas thanked board for efforts but added he felt the Board could do better for Ernie and our kids.

Appendix B – Sign-in Sheet

