

FAQ – last updated on 5/21/2018

For any additional questions please email Russell McKinnon, ISHL President at [President@ISHL.ORG](mailto:President@ISHL.ORG)

Question 8: When does registration open and the 2018/2019 season start?

The registration typically opens up in mid July and the tryouts late August. This has not been finalized yet for the 2018/2019 season but will be communicated to the team managers when available

Question 7: Does the ISHL have a facebook page?

Answer:

Yes, the ISHL does maintain a facebook page – “Interscholastic Hockey League” which is updated with league information, announcements and pictures. This page is currently managed by the ISHL Media Coordinator. We encourage teams to add photos and link their team pages as well.

Question 6: Where can I find the ISHL Bylaws?

Answer:

The ISHL bylaws can now be found on the on the [ISHL.org](http://ISHL.org) main web page.

Question 5: How are Executive Board members selected and when is the elections?

Answer:

The ISHL currently has one open position Executive Board position for the 2018/2019 season.

The nominating committee will be vetting candidates to present back to the board over the next couple of weeks. If you have any candidates that are interested and meet the required guidelines below please submit a short Bio and a brief statement of why they should be considered for the role to Shawn Feltus @ [sfeltus73@gmail.com](mailto:sfeltus73@gmail.com) by June 4th, 2018.

As per the bylaws, the current sitting board will review candidates and complete vote by July 1, 2018.

Bylaw guidelines

In order to be nominated the individual must have served the ISHL for a minimum of one year as either a member of the Board of Directors, a Team Representative, or as a Committee Chairman. A majority of the current sitting Board of Directors shall be required for election of each position.

Description of position – ISHL Secretary, term 2 years

1. The Secretary shall attend all sessions of the Board of Directors and record all votes of the ISHL and the minutes of all the transactions in a book to be kept for that purpose, and shall perform like duties for the Executive and other Committees of the Board of Directors when required.

2. He shall maintain supplies of all ISHL forms, and be responsible for their distribution.
3. He shall give notice of all regularly scheduled and special meetings of the Board of Directors.
4. He shall keep a roll of the participating members of the League.
5. He shall send out notices of all League and/or other special meetings.
6. He shall maintain and distribute annually to members of the Board of Directors a list of standing committees and their memberships.
7. He shall perform such other duties as may be prescribed by the President, Board of Directors and the Executive Committee.
8. The Secretary shall be elected for a term of two years, being eligible for re-election.

Question 4: How can I volunteer for the ISHL?

Answer:

If you are interested in volunteering for the ISHL, I would recommended contacting Russell McKinnon, ISHL President @ [President@ISHL.org](mailto:President@ISHL.org) Please provide some background information on what you would be interested in, any specific skills/experience you may have, and also the time commitment you are willing to provide. We are always looking for volunteers from Coaching, registration support, varsity or prep reps, even rulebook update and editing. We also need support in running special events like skills training, skills competitions, web design and banquet to name a few. Don't worry, you don't have to be a hockey player, you just need to want to grow the sport.

Question 3: Can you advise if you think fees will increase for next season?

Answer:

Although we are still waiting on the insurance claim and any possible restitution from the guilty party, we are currently confident that this event will not cause any increase to fees for the 2018/2019 season. We also feel there will not be any impact on the level of games or practices.

Question 2: Can you provide an update on the additional financial controls put in place to protect the ISHL from this event going forward?

Answer:

To provide some additional information on the financial controls that have been put in place already. The below is based on recommendations and best practices from USA hockey, external CPA, Bank and other input received.

- Treasury committee implemented
  - Treasurer plus 2 other general board members not associated with financial transactions
  - Executive board member read only access made available
  - President has full online and bank access

The committee will continue to review alternative/additional controls available and advise the Executive board of progress. Fortunately we are between seasons and we are confident all controls will be 100% in place by start of season.

Question 1: Can you please confirm the timeline and the facts around this event.

Answer:

During a budget review on March 20<sup>th</sup> (actual vs budget) between the ISHL VP (Lesha Slezak) and myself (ISHL President), we discovered a discrepancy in the information being provided by the ISHL Treasurer (Michele Bernier) which raised some concerns and initiated further investigation.

The following key actions were taken

- Amegy Bank Management was immediately engaged
  - o Personally met with Bank Management and confirmed recent suspicious transaction (cash withdrawals) with bank
  - o All bank records were requested from start of account (2014)
- ISHL Legal counsel was engaged to discuss initial findings
- ISHL past CPA (Tax) was engaged to discuss findings
- Treasurer was immediately confronted via phone and face to face meeting was scheduled for the following morning – President, ISHL Legal Council and Michele Bernier
  - o Michele Bernier admitted to solely being responsible for the theft at which time was estimated at ~\$190,000.
  - o Michele Bernier provided all treasurer files and resigned from the ISHL treasury position
  - o Michele Bernier provided \$5000 check as partial restitution
- The ISHL Executive Board was notified of the event and associated details
  - o Pierre Judge (Michele's spouse) resigned from ISHL Executive board - ISHL Past President
- USA Hockey was contacted for guidance and insurance information
- A second meeting (face to face) on Good Friday was requested following week and held between ISHL President, ISHL Legal, Michele Bernier and Pierre Judge
  - o Additional \$10,000 check was received as partial restitution
  - o Michele Bernier and Pierre Judge hired legal council and made an offer of restitution followed shortly
    - Another \$45,000, with some additional small payments ~\$500 over a 5 years, with the following conditions:
      - No criminal charges
      - No insurance claims filed
      - Signed Non-disclosure agreement required (i.e. keep secret)
  - o Full ISHL board meeting held
    - Board completely updated on events
    - Board voted on and agreed to reject any offer contingent on secrecy

- Board agreed on plan forward below
  - As per ISHL bylaws, vacated ISHL Executive Board positions immediately voted on and filled by standing board.
  - Treasury Committee to be established
  - Forensic Accountant hired to establish total loss
    - Report completed within 2 weeks with final loss ~\$223K
  - Insurance claim made
  - Police notified on April 23<sup>rd</sup> with all backup information
    - Bank records subpoenaed and case confirmed
    - Arrest May 15<sup>th</sup>, with press conference following morning
- Email was drafted and sent to all ISHL parents, coaches, and team managers to make them aware of the event. Please note that this was done proactively in parallel with the police investigation and only limited information was available to share.
  - Waited to ensure that Fort Bend Sheriff was going to pursue case
  - As Michele Bernier is a Canadian Citizen, and posed a flight risk, waited for confirmation that Sheriff was comfortable with announcement
- Further notifications pending Police investigation and Arrest.