

CHA BoD Off-Cycle Meeting: 8/31/15

Location: Chelmsford Forum

Attendees: Cody Hoffman, Shawn Crowley, Joe Caruso, Mike Boucher, Bill Hogan, Brad Marmo, Brian Macallister, Zach Maybury, Mike Nickerson, John Robinson

## Meeting Minutes

### **I. Review of off-cycle activity prior to meeting:**

1. On 7/30/15 over email, an off-cycle vote took place to approve an ALT player being added to the Girls U12 team. The reason for the vote was because this team currently has 11 players and under CHA policy requests for ALTs can only be considered if the team roster size is equal to or greater than 13. But with the Girls U12 team being a new offering for CHA, this vote took place as a way for the Board to help support/build this new offering.

Votes to approve: Bill, John, Brad, Steve, Joe, Tony, Shawn, Mike, Cody, Zach

Result: Motion approve.

Next step: Mike Boucher to reach out to the family and let them know of our decision

CHA policy in reference: *4.3.2.2. Requests will only be considered if the Team's permanent roster is equal to or greater than (13) skaters. Each Team may only have a maximum of two alternate players on the roster*

2. On 8/5/15 a scheduled BoD meeting was attempted but a quorum was not able to be produced and the official meeting was canceled. Those in attendance (Shawn Crowley, Steve Mcmillan, Zach Maybury, Cody Hoffman, Bill Hogan, Mike Nickerson) discussed some operational items including budget and fundraising ideas. Also discussed was the Checking Clinic and getting a Coaches' Meeting scheduled.
3. On 8/10/15 Joe Caruso emailed a list of past participants of the Coaches Skate and started the ball rolling on getting that initiative organized along with Brad Marmo and Zach Maybury. On 8/26 invites were sent out to past participants via Team Snap to join for this year and the targeted first skate is 9/17/15.

### **II. Off-Cycle Meeting Minutes:**

On 8/31 at the Chelmsford Forum an off-cycle meeting took place to discuss and finalize rosters due to player movements. The following board members listed at the beginning of these minutes were in attendance and the following minutes were taken:

Started at 8:10pm: Shawn Crowley kicks us off and sets the table to talk about rosters, alts and more. If a roster has less than 11 full-time players, we need to discuss. Also, with regards to any discussion about ALTs, and much like the vote that took place over email on 7/30, the CHA policy that comes in play here is:

*4.3.2.2. Requests will only be considered if the Team's permanent roster is equal to or greater than (13) skaters. Each Team may only have a maximum of two alternate players on the roster.*

The Midgets had 3 withdrawals: 2 skaters and 1 goalie. There was some discussion about trying to combine the 2 Midget teams, but it was determined that the disparity from top to bottom regarding skill level would be too great for this to be realistic.

Maybe Bantam 2s could be called up to play on the Midget 2 team, but group was unsure about that working. Or, kids on the Midget 1 team who could benefit from the extra skating would play on both the 1 and 2 teams to help fill out the 2s.

One consensus reached was that the Midget 2s should at least play out the parity round already on the books and then determine next steps from there.

Zach Maybury to head up the coordination of Midgets with the respective coaches.

Next up for discussion was the Girls U19 team. At the time of the meeting this team was practicing and it was noted they had very little skaters on the ice. John Robinson, their coach, later joined us and shared the info that there is always a late surge in roster size due to other sports going on right now like Field Hockey. Once those sports wrap up, the roster size typically increases.

Overall movement for GU19 – Gained one skater and lost a full-time skater who is now an ALT. The team right now sits at 7 skaters with 2 ALTs. John also shared that in years past many of the girls were on the ice and practicing, just not registered yet.

Another issue for this team is low payment fulfillment despite final payments due in full by June.

John bears the responsibility going forward to let the Board know whether to keep this team or not.

Next up to discuss were the Bantams. Talked about moving a player or two up from Bantam 2s to the 1s to even out the rosters. Also talk about having an evaluation process to determine which of the players will be the ones to move up. The overall thought here is that there are too many players on the 2s vs. trying to beef up the 1s. The evaluation process will be performed in the background and up the Board's/Coach's discretion.

Next up to discuss were the PeeWees. The 1s have 9 skaters and 4 ALTs. One player was recently selected to a club team and is requesting ALT status. Some other player movement was discussed and best practices about how to evaluate those who have the potential to move up. Some players have been requesting second looks after placement.

A possibility is that 1 player would move from each team.

Some discourse then went on about player's pure skill vs. coach's evaluation vs. parental input. In short, the majority agreed that there is more to the evaluation process than just pure skill and that locker room presence and overall character/makeup needs to be evaluated as well. Parental input needs to be taken in, but nor are we in the business of building rosters based on parental input.

Next up were Squirts and they basically just need more players. Some Mite 1s can fill in the with Squirt 1s for games if they need, but overall there needs to be some recruitment to beef up the Squirts across the board.

Next up were the Mites and these teams are pretty set. Minor discussion about some players who desire second looks, but these teams are all full so no movement at this time.

### **III. Off-Cycle Roster Votes:**

Following this meeting, the following votes took place over email regarding approving ALTs because of conflict with CHA policy reference above:

#### **Scenario 1 Background:**

We have a player from Pee Wee 1 that recently received an offer to play full-time for another team, The family has requested to change his status to "ALT" with CHA.

The Pee Wee roster already has 3 "ALT" players and only 9 permanent skaters. Approving player to be an ALT for PW1 puts the team headcount @ 9 permanent skaters and 4 ALTs. An additional roster move (PW2 to PW1) is likely required to stabilize permanent skaters for PW1.

#### **Scenario 2 Background:**

We have a player from Girls U19 that is registered for the team. Sounds there may have been some confusion from the family around whether or not player would be FT or ALT. The family has clarified and is requesting to change her status to "ALT" with CHA.

The Girls U19 roster already has 1 "ALT" players and only 7 permanent skaters. Approving player to be an ALT for Girls U19 puts the team headcount @ 7 permanent skaters and 2 ALTs. Additional players are needed to round out this team.

#### **Scenario 3 Background:**

We have a request to add player to Midget 1's as an ALT player.

As we discussed, the Midget teams are in a tough spot for players, however have a wide talent disparity that makes it tough to combine to a single team. Approving player to be an ALT for Midget 1 puts the team headcount @ 14 permanent skaters and 1 ALT. While this does not violate 4.3.2.2 noted above, due to the potential collapsing of the Midget 2 team, thought this was appropriate to vote on.

**Action:**

CHA Board to vote over email to approve overriding our policy and adding these "ALT" players to the PW1, Girls U19 & Midget 1?

**Results:**

John Robinson: Approve, approve , Approve

Bill Hogan: Approve approve approve - with the expectation that we revisit u19 girls viability next board meeting should enrollment not improve

Mike Nickerson: Approved to all

Mike Boucher: Approved to all

Brad Marmo: Approve all 3 scenarios

Tony Sabetti: Approve

Cody Hoffman: Approve all 3

Zach Maybury: Approved

Joe Caruso: #1 - No

#2 - Yes

#3 - Yes

I'll reiterate my two previous requests for policy changes:

a. Change full refund date from Sep 1 to Aug 1

b. No player may be Alt twice

Shawn Crowley: I vote as follows:

1. No

2. Yes

3. Yes

All three scenarios have the necessary votes for approval. Would encourage anyone that has not recorded their vote to do so.