

CHA BoD Meeting #5: 10/14/15, 7pm – 10pm

Location: Chelmsford Forum, Function Room

Attendees: Shawn Crowley, Brad Marmo, Mike Nickerson, Steve McMillan, Brad Marmo, Brian Macallister, Joe Caruso, Bill Hogan, Mike Boucher, Zach Maybury

## Meeting Minutes

### I. **Open Floor for CHA Members (Started at 7:15pm)**

No public/CHA members in attendance for open floor.

### II. **Review Recent Off-Cycle Activity/Votes – Brad Marmo:**

#### **A. Bantam B2 to B1 movement:**

The Bantam 1 coaches have collectively determined that **Player A** is the player that should move from B2 to B1.

Reason for move:

Roster balance; B1 is currently at 12 FT + 1 ALT skater, while B2 is @ 15 FT skaters.

Reason for vote:

From a Policy perspective: **5.2.4.2.3. The BOD will approve all roster changes**

Please vote either to 'Approve' or 'No'.

#### Vote Results:

*William Hogan – Approve; Zach Maybury – Approve; Brian Macallister – Approve; John Robinson – Approve; Steve McMillan – Approve; Michael Boucher – Approve; Tony Sabetti – Approve; Cody Hoffman – Approve; Brad Marmo – Approve; Joe Caruso – Approve.*

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*Folks- this has been approved.*

*Please let me know when the family has been notified and we can make the changes in the system.*

*Shawn Crowley*

#### **B. Discipline Hearing:**

All-

Please see below recommendation from the disciplinary committee that was assembled to review the issues surrounding **Player B's** Game Misconduct and post-game conduct stemming from a game played last Sunday night.

The committee members for the hearing were:

- Brian Macallister
- Mike Nickerson

- Steve McMillan
- Mike Boucher

Zach Maybury attended the hearing, serving as the player advocate and I was the Chair for the hearing. Neither Zach nor myself are eligible to vote on the committee's recommendation, due to the need for us to remain impartial.

Please review the background information, findings and recommendation. Please vote "Approved" or "No". Please feel free to ask questions and offer any items for discussion.

**Hearing and research:**

- *Discipline hearing with **Player B** and family*
- *Incident report*
- *Discussions with two coach's from prior years*
- *Meeting with current coach*

**Incidents**

1. Throwing stick into the penalty box after a penalty was assessed causing a game misconduct.
2. Lack of remorse towards his coach and his team in the locker room after the game.

**Findings**

**Incident 1** - The committee feels that a one game suspension is appropriate for his actions, regardless of what the suspension is from the league. Additionally, **Player B** should re-read/sign the player code of conduct referencing referee respect and tolerance for penalties being assessed.

**Incident 2** - The committee feels that **Player B** showed a lack of remorse for the events that took place on the ice and dis-respected the coach by ignoring the coach's request for an apology to the team, coach and opposing team. The committee feels the manner in which the coach discussed **Player B's** actions with him, after the game, was generally appropriate. There was a statement delivered to **Player B** "If he wanted to play for this team he must ..." which caused him to turn in his jersey. This was not an appropriate comment to make and the coach doesn't have the authority to state such a demand. However, the coach gave **Player B** every opportunity to express some form of remorse in which he didn't respond. Therefore, we request that **Player B** apologizes to his team and coach's for his on-ice actions and lack of remorse after the game. Additionally, we request that he sign a modified code of conduct form that includes aspects of respect to his coach's and teammates.

**Discipline Summary:**

1. **Player B** signs code of conduct with additional items pertaining to respect for coaching staff and team mates
2. Apologize to coach for not acknowledging his mistake
  - Require **Player B**, family and coach to meet with a board member present
3. Apologize to coach and team for endangering the coach's and players by throwing his stick
4. 1 game suspension, regardless of what Valley does.(ex. if Valley suspends one game then he only misses one game)

**Vote Results:**

*Steve McMillan – Approve; Mike Nickerson – Approved; William Hogan – Approve; Brian Macallister – Approved; Tony Sabetti – Approved; Cody Hoffman – Approved; Brad Marmo – Approve.*

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All-

*Just hung up with **Player B's** mom, she understands the committee's recommendation and it was generally well received.*

*We will need to work out some of the logistics around the meetings and apologies, but she was very willing to be flexible to try to move forward. She also wants **Player B** to attend the game so he can feel a little more accountability for his actions. Thought that was a good idea, so gave her my support for that.*

*Thanks again to the committee, great work guys!  
Shawn Crowley*

### **C. Player Placements:**

All-

We need to approve some player placements, since the BoD approves all rosters.

3 Players included and based on feedback from Coaches and Coaching Directors:

- **Player C1** - placed on S2 (Zdon)
- **Player C2** - placed on PW3 (Crowley)
- **Player C3** - placed on PW4 (Higgins)

Please vote approved or no on each.

#### Vote Results:

*William Hogan – Approved; Brian Macallister – Approved; Steve McMillian – Approved; Cody Hoffman – Approved; Joe Caruso – Approved; Tony Sabetti – Approve X3; John Robinson – Approve; Zach Maybury – Approved; Brad Marmo – Approve all three; Michael Boucher – Approved.*

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*Thank you for the quick replies. I also vote to approve. I will notify the families and coaches.*

*Shawn Crowley*

### **D. Midget Consolidation:**

All-

Think we have batted this around enough and need to take some action. The Midget 2 Team forfeited last night because we can't get enough Midget 1 players to agree to play to make it work.

I propose we collapse these teams into a single Midget Team, with the following assumptions/conditions:

- Players that are Paid in Full have a prioritized roster spot on the new Midget Team
- Players that have paid zero or \$50 will not be allowed to take the ice until they resolve their balance
- Registration is closed for new players, pending review, and any non-registered/ non-paid players will not be allowed on the ice

- Requests for "ALT" status will be handled on a case-by-case basis through normal BoD review
- Jim will be given the opportunity to remain as head coach, with Tom and his assistants augmenting the coaching group

Anything we are missing for assumptions and/or conditions? Any part of this topic that we folks wish to discuss or explore?

Please vote to 'approve' or 'no' if you are ready to cast your vote.

Thanks,  
Shawn

Vote Results:

*Steve McMillan – Approve. No alternative; Zach Maybury – Approved; Cody Hoffman – Approved; Michael Boucher – Approved; Mike Nickerson – Approved; Tony Sabetti – Approved; John Robinson – Approved; Brad Marmo – Approve; Brian Macallister – Approved.*

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Guys-

*Thank you for the prompt action on this. The proposal has passed to consolidate the Midgets into a single team.*

*Now the fun part begins, including:*

- *Notifying Coaches*
- *Notifying Parents*
- *Tying all other logistical loose ends*

*Shawn Crowley*

**E. Midget ALT Request #1:**

Guys-

Have two requests to go to 'ALT status on the new Midget Team. These players were excluded from the new team due to low balances, but think we had an inkling that ALT requests were coming. Now that we have communicated the team consolidation, probably makes sense to get a vote going.

***Player E1***  
***Player E2***

Please vote to 'Approve' or 'No' or ask questions for discussion.

Vote Results:

*Zach Maybury – Approve; Michael Boucher – Approved; Steve MacMillian – Approve for both; John Robinson – Approved; Brad Marmo – Approve both; Joe Caruso – Voting no for two reasons. Low balances and team is too big already. If they are paid up I would reconsider; Tony Sabetti – Approve; Brian Macallister – No, for the reason Joe mentioned.*

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Guys -

*I also vote to approve. With 7 votes in the affirmative (Zach, Mike B, Steve, Bill, John, Brad & Shawn), the ALT requests are approved.*

*I will let families and Jim know, as well as, adjust the rosters.*

*Steve - if you could adjust their tuition to 50% when you get a chance, I would appreciate it.*

*Thanks,  
Shawn Crowley*

## **F. Midget ALT Request #2:**

We have a request from a family for ALT status on the new Midget team.

The player is **Player F**, and is one of the Midget Goalies.

Text of the request from **Player F's** mom:

"Regarding **Player F** goalie on midget 1 team, and due to the changes , We have decided to leave Chelmsford hockey as a full time goalie, unless there is a possibility to just stay on as an alternate..!?

Please advise...

Thank you"

This request pushes on the upper level of our Midget rosters, as well as, needs specific BoD approval as it runs in conflict with our policy around number of ALTs allowed per team (4.3.2.2). Only 2 ALTs are allowed per team, Midgets already have **(2 from previous vote)**.

Additional background is that this player is making this request from the "unpaid" pool of Midget players. We have only collected \$50 from them, so no refund is required, rather payments are still needed.

Mitigating circumstance is that we are trying to be inclusive with this Midget Team and Jim Connelly has indicated that if **Player E** is not approved, that could lead to an exodus of some other players.

Please vote to 'Approve' or 'No'; or feel free to ask any questions or offer discussion points.

### Vote Results:

*Joe Caruso – voting no. We had priority roster spots for those paid. Also, this potentially freezes out another midget 2 player that is a goalie; Mike Nickerson – No; William Hogan – No; Zach Maybury – No; John Robinson – No; Tony Sabetti – No; Cody Hoffman – No; Brad Marmo – No; Michael Boucher – No.*

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*Guys-*

*I also vote no on this one. That's 10 votes against, the request for ALT status is denied.*

*I will notify the family.*

*Thanks,  
Shawn Crowley*

## G. Squirt ALT Request:

Guys-

Received a call from **Player G's dad** yesterday, he would like his son to play in Chelmsford this year. He Plays for the **Club Team**, but knows the **Friend 1 & Friend 2** and likes the idea of playing with a few of his friends in town on the S1 Team.

Our Squirt numbers continue to be low and are as follows:

- S1: 7 FT skaters, 2 ALTs, 1 FT Goalie
- S2: 11 FT skaters

Need folks to weigh in with a vote for the following reasons:

- BoD approves all rosters
- The S1 Team already has 2 ALTs and the roster is below 13 skaters. This is in conflict with our policy 4.3.2.2, thus BoD would need to override this.

### Context of Email request from family:

*Shawn – thank you for taking the time to talk with me today. As we discussed I am interested in seeing if my son (**Player G**) could join the Squirt 1 team this year.*

*I have heard some great things about the team from one of the Dads. I have also spoken to the Coach Anthony Sabetti about our interest and he is the one who suggested I call you.*

*My son has been playing for the **Club Team** and would welcome the opportunity to play with friends from school and town. He is able to practice on Wednesday up until Thanksgiving (and every other Friday for skills). We would be committed to making as many practices and games as possible that did not conflict with his club team.*

*The schedule for the season was just posted yesterday by the **Club League**. In prior years we have also done skills in a small group setting at **Local College** thru the winter – we are not pursuing this due to schedule conflicts. I would like to make sure **Player G** is skating as much as he has in prior years and we are desirous of the practice and Friday skills offered (and games which are always fun). My son is a hard worker and I am confident would be able to fit into the system and help the team.*

*We are Chelmsford residents and he attends **Local School**.*

*I understand that there are no more alternate positions available (only full roster spots) but I am asking you to consider our interest. Please let me know if there are any questions and do not hesitate to call or email.*

*Thank you very much for your time and consideration.*

Please vote to 'Approve' or 'No'; feel free to ask questions or offer discussion.

### Summary of pre-vote discussions:

*Concern about “one and done” ALT players especially when ALT slots already filled. Consideration to bring up an S2 instead?*

*Do we ask for full time commitment and prorated the tuition?*

*We have a problem at that age level that we need to think about a long term solution but in the meantime any support we can give the coaches by adding to the roster is supported.*

*How are the current ALT players impacting the team so far? Will the team be placed too high (parity round) or too low based upon who can play? Policy only allows ALTs to play 50% of the games so will the team be in the wrong division during the season and alter the development of the FT players. Some teams in past have had ALTs as the better players and FT players were almost 2<sup>nd</sup> class.*

*Feedback from coach confirms existing ALTs are scoring most of the goals and at the current rate they are showing up they will reach their 50% game limit very soon. Plus, only having 5-7 skaters for practice is tough. Thoughts about calling up a S2 should be considered.*

*More support for this player being a FT player instead of an ALT and leveraging the "playing with friends" aspect as one of our clear advantages over Club.*

*More thoughts on the current state of affairs of CHA and how to raise the level of our teams as we have a low number of AAA team in VHL lately. Aka, how do we make these "elite" ALT players into FTs.*

*Vote Results:*

*Joe Caruso – No; Mike Nickerson – my vote is yes; Brian Macallister – Approve; William Hogan – I am voting yes no matter what – but my point is on kind of how the player is categorized; Brad Marmo – my vote is no and agree with motion to move SQ2 up, would change to YES if FT was in the discussion; John Robinson – I vote yes, agree with Bill, an ALT with no commitment, receiving full time benefits, could create problems with parents; Brian Macallister – I would like to change my vote to no given the feedback; Steve MacMillan – I vote no on this motion; Michael Boucher – My vote is no, conflict with our policy around number of ALTs allowed per team; Shawn Crowley – I approve this request re: bringing in player that has not played in town before; Zach Maybury – I will vote YES based solely on the potential of getting another young player involved in CHA; Cody Hoffman – I am voting NO. I think that we need to be more about in-house families who are loyal to CHA and the numbers show that ALTs usually don't stay; Tony Sabetti – I am voting no. If the coach was to allow \*an ALT\* to continue to play more than 50% of the games, how would that be fair to all full-time paying families.*

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*All- this motion fails to pass, I will inform the family.*

*Shawn Crowley*

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*(from Player G's dad)*

*I acknowledge the alternate issue – not pushing that. I do not want to come in alienating anybody.*

*I hope he understood – would like a prorated fee in the (undisclosed) neighborhood.*

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Guys- based on the feedback, we can approve this modified FT player request for **Player G**.

I will reach out to (family) this morning.

Shawn Crowley

#### **H. 2015/16 Budget Approval:**

Please see the attached 2015-16 Budget for CHA. As mentioned this budget restores tournament funding to previous levels (1k per team for Mite 1, Bantams, Pee Wees, and Squirts).

The first sheet is the summary and shows our overall view. We have an appropriate budget safety cushion going into the year.

Please vote yes or no.

#### Vote Results:

*Steve MacMillan – Yes; Zach Maybury – Approved; Tony Sabetti – Yes; Mike Nickerson – Approved; John Robinson – Approved; Michael Boucher – Approved; Cody Hoffman – Approved; Brad Marmo – Yes; Shawn Crowley – Approve.*

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*The votes are there to approve the budget.*

*As a result, tournament funding has been approved @ \$1k for the following teams:*

*Mite 1  
Squirt 1  
Squirt 2  
PW1  
PW2  
PW3  
PW4  
Bantam 1  
Bantam 2*

*Could the coaching directors take the lead in notifying the head coaches of the above teams.*

*Thanks,  
Shawn Crowley*

#### **III. Review Open Action Items (Started at ) – Brad Marmo:**

*\*\*\*Action Item: What is the future of the online store? Shawn to follow up with Brian on the status of the online store and clarify ownership, future, execution/fulfillment.*

*Update: Steve took the online store offline for now, pending a revisit on the strategy. We need better ownership of the different aspects of this. Thoughts of using the equipment room to store stock instead of in skate shop. Status: revisit equipment purchase program in March, apparel is a different animal. New action item opened for apparel transfer to Cody.*



*\*\*\*Action Item – Zach looking into Google Calendar/Docs for shared calendar of internal events/key dates. (Update: Once budget complete Bill Hogan will post to Google Docs. Status pending until budget complete.)*

*Update: Bill Hogan, "I've posted the budget to google docs. Ask folks to reach out if they would like access." **Action item complete.***

*\*\*\*Action Item – Shawn to follow up with Brian on holiday apparel order timeframe.*

*Update: We would need to do this now. Idea kicked around of passing out a flyer and getting an idea of what people want rather than order a guess. Status, still open.*

*\*\*\*Action Item – Brad to write an article for website about Tom at Forum skate shop.*

*Update: Carry. Status, still open.*

*\*\*\*Action Item – Steve to continue to evaluate need/rollout of Square.*

*Update: Still potentially a need for this. Status, still open. Maybe use it for family fun night. Change action item to Steve will get us set up on Square.*

*\*\*\*Action Item – John to spearhead the scope of putting together a charity game as a fundraising effort.*

*Update: Carry.*

*\*\*\*Action Item – Brad to follow up with Mites 1 about USA Hockey registration.*

*Update: Need reg for tournament, unless a non USA Hockey tourney. Actually all registered and only one kid left, closing action, we'll get him registered.*

*\*\*\*Group Action Item – At a later date, full review of existing policy and procedures. Some highlights – payment progress terms, refund date, ALT policy.*

*Update: An agenda item tonight, see below.*

*\*\*\*Group Action Item – an agenda item for Oct meeting and determine next steps about following up with overdue payments, establish benchmark dates, etc... How to reach out? For a small % email isn't a reliable medium – spam folders, not email people, etc...*

*Update: An agenda item tonight, see below.*

*\*\*\*Action item – Everyone who is going to play for Midgets needs to be paid by Sunday night 9/13 at 8pm. Ownership on Midget 1 coach, Shawn to own communicating this to him.*

*Update: Closed. Consolidated.*

*\*\*\*Action item – We need to understand the drop dead date of Girls U19.*

*Update: This program is a go, payments still low is the concern.*

*\*\*\*Action item – Bill Hogan to send around final budget for email vote and ratification*

*Update: Bill Hogan, “budget has been sent out and approved.” **Action item complete.***

#### **IV. Proposed Action Items**

**\*\*\*Action item: Brian and Cody to develop a handoff of apparel ownership.**

**\*\*\*Action item: Revisit the equipment purchase program at a later date. (March?)**

**\*\*\*Action item: Holiday apparel ordering/ordering timeframe. Idea floated to stock up on popular items in skate shop and maybe someone owns other ideas. *This action item needs ownership.***

**\*\*\*Action item: Brad to write an article about Tom in the skate shop to feature on website.**

**\*\*\*Action item: Steve to open a Square account.**

**\*\*\*Action item: John to spearhead putting together a charity fundraising game.**

**\*\*\*Action item: Brian and Steve to look into online forms, specifically incident reports.**

**\*\*\*Action item: Take a run at setting up the boards.**

**\*\*\*Action item: Joe Caruso to talk with Jason or Wes from FMC to coordinate the cross ice director.**

**\*\*\*Action item: Reach out to families who left for club. Ask 3-5 questions.**

**\*\*\*Action item: Reach out to people who are here. Ask how they are doing? What is the experience? Do you plan on returning? What’s working, what’s not?**

**\*\*\*Action item: Bill Hogan to pull together branding ideas, thoughts on subcommittees, etc.. for how we retain more kid in the organization.**

**\*\*\*Action item: Steve MacMillian to put down some process steps ahead of sending out the “can’t take the ice” email. Example -- Email, email, phone call, etc...**

**\*\*\*Action item: Joe Caruso to write a letter for ratification by the board to Paul Cohen.**

**V. Half-ice boards (Started at 7:45pm)**

The boards are now in. Need to figure out what it takes to get these things set up. Created an action item above to take a run at this.

Cross ice director: In order for Valley to schedule games here, Valley needs a cross ice director responsible for getting the boards set up and broken down and working with the refs to do this.

Can the time keeper do this and/or VHL supply a kid? Pay the person from FMC?

**VI. Misc Business Updates (Started at 8:00pm)**

Some discussion about current playdowns.

The rest will come out in late November/December.

Tournaments have been reinstated. No feedback so far from coaches after blast email. Do new coaches know how to evaluate tournaments? Coaching directors to reach out to the coaches and see if they need any help.

Family Fun night discussion. Need volunteers for on ice activities.

Some discussion about kids potentially joining program.

**VII. Competitive Team Concept (Started at 8:20pm)**

Very little offerings from CHA for highly competitive kids. AAA vs. AA teams entered in leagues. We are losing the top end players to clubs.

What are clubs teams offering that we can't offer right now? Monkey see monkey do – everyone is leaving so maybe kids don't want to be left on a thin town team and would rather jump to a club team.

Perceived competition level better at club?

Are we losing the parents or the kids?

3 main areas of this how we tackle this -- program that we offer, the way we recruit, the coaches. (how do we improve these areas)

Tewksbury has a model where kids tryout for the top elite team, after that, the rest get place 1-3, etc.. The perception at tryout also a factor with low end kids on same sheet for tryouts as elite re: perceived competition level.

Get feedback from people who have gone the club route. Why did you leave? What was your experience? What would it take for you to come back?

Clubs have off ice programs. Can we offer?

What is cost to bring 3<sup>rd</sup> party in to run an elite skills?

Teams staying together? How much does the coach/team thing hold weight?

Tiered offerings. 1 and 2 teams with travel and bells and whistles and then a house team where kids just want to play hockey.

Concern of families when “noise” starts about kids leaving – “I just don’t want to be the last one here.”

**VIII. Mid-season behind payments policy (Started at 9:00pm)**

What do we do midseason about the families who are way behind on tuition and yet kids are still playing?

When do notify the coach?

Send out a email on 1/1 from board saying that you can’t take the ice unless you pay in full or make other arrangements with treasurer.

Should we write a policy to reflect this?

**IX. Paul Cohen Letter/Meeting (Started at 9:15pm)**

Draft a letter as a board to Paul Cohen regarding the ice rates, contracts, etc...

**X. Goalie Credit (Started at 9:20pm)**

Last year started to reimburse, up to \$500 – Mite1 through Bantam – in system for going to an accredited camp.

What do we do about part-time goalies? Half the reimbursement? Make it a full-time goalie and make anything related to part-time goalies a motion by board?

***Shawn Crowley motions to adjourn. Steve MacMillan seconds. Unanimously approval.***