

CHA BoD Meeting #7: 12/2/15, 7pm – 9pm

Location: Chelmsford Forum, Function Room

Attendees: Shawn Crowley, Brad Marmo, Steve McMillan, Bill Hogan, Mike Nickerson, Mike Boucher, Cody Hoffman, Brian Macallister, Zach Maybury, Tony Sabetti

Meeting Minutes

I. Open Floor for CHA Members (Started at 7:20pm)

No public/CHA members in attendance for open floor.

II. FMC/VHL ice rate issue (Started at 7:20pm)

Starting out talking about ice rates. VHL buys from FMC at a different (higher) than when he purchases ice from CHA. VHL signaling that the economics don't make sense anymore.

VHL committed to buying the ice at this rate through the end of the year, but wants commitment that we are working to change this.

CHA working with Paul Cohen to help us with this.

CHA's rate is higher because we buy premium ice during the week and by FMC policy we need to commit to weekend ice at this same rate. Then when we sell this weekend ice back to VHL at our higher rate, they are balking.

There is a desire for CHA to define our season and not have FMC determine what ice we buy and from when to when.

****Recap of conversation with Paul Cohen with Shawn Crowley, Steve Macmillan, Joe Caruso:*

Conveyed to Paul what CHA is: our financial commitments, our involvement in the town/community, the diversity of our members, the opportunities at the Forum beyond just hockey.

Some sense from Paul that the town could buy the building and parcel at a great value. It would be a good business deal for the town. Paul expressed some concern for who he will be working with from CHA as he negotiates this process. If Town of Chelmsford buy, who manages it?

Where does the high school play if this goes south?

Paul is looking for our assistance to make this pitch, put this together.

III. Bantam Alternate Request (Started at 8:10pm)

Player has been out of the organization for 2 years, looking to come back as an ALT and play specifically for the B1s.

B1s lost a player recently to injury and might be out for the season and that opens up some room to add this player.

This falls into a general discuss about ALT requests from the outside vs. promoting players from within vs. how many games can ALTs play before they hit their limit by VHL bylaws.

Some concern here about Bantams with the checking aspect. Is there an injury concern with bringing up a B2 player to the B1 level and the checking that goes along with it. This ALT request, in theory, would not have that concern as might a B2.

With high school hockey coming up there will be some conflicts with the B1s losing some players when CHS has games on the same day. In this sense, the Alternate makes sense to supplement the roster.

When considering an ALT coming in from the outside, what is their future with CHA to be factored in?

End of the day, is this even a vote since there is no violation of policy and/or bylaws based on the roster size and number of existing ALTs?

Determined no vote necessary for ALT status. If he wants join, he can join CHA. Now only question is placement. They player talent level is well known and it's agreed on that he would be one of the best players on the B1s, if not the best.

Tony motions to place the player on the B1s, Zach 2^{nds}, unanimously approved, no objections.

IV. Pictures (Started at 8:50pm)

Looking at week before Christmas for team photos or 1st / 2nd week in January.

There is a plan in place. A little behind because of the Family Fun Night organization.

V. Squirt 1 Invalid Roster (Started at 8:55pm)

You can only have 3 out of town players playing on a team. This team has 5.

Because of this our Squirt 1 roster got rejected. Appealing to executive committee. Risk of being ineligible for state playdowns. Can we get this appeal heard in time for the playdowns?

VI. Cross Ice Boards Update (Started at 9:00pm)

A little more involved than we thought. A lot of new people on all sides exposed to this. Ref and scorekeepers and us setting up the boards.

The payment thing is a pain too as each person needs to fill out a W9.

VII. Financial Update – Steve Macmillan (Started at 9:05pm)

Filing with CPA in Jan.

Steve reviews the status of costs and receivables. Generally looking good. Some talk again about the unpaid players and whether they can take the ice. Leads to next topic.

Good net on Family Fun Night.

Action item – Steve and Shawn will divvy up past due accounts and plan on completing by 12/15.

VIII. Strategy for past-due players taking the ice (Started at 9:10pm)

Some families just not even responding/working with us. Do we step up from emails to actually making phone calls?

Do we restrict ice?

First step, phone call. Double check to see they are even getting our emails.

Steer these people towards grants available.

Tony Sabetti motions to adjourn. Brad Marmo seconds. Unanimously approval.

Action Items:

- *Steve and Shawn will divvy up past due accounts and plan on completing by 12/15.*
- *Crowley write thank you to fleet wing*
- *Maybury get in touch with other programs for the possibility of shared evaluators*
- *Maybury pick level leads by end of December*
- *Brian and Cody to develop a handoff of apparel ownership.*
- *Revisit the equipment purchase program at a later date. (March?)*
- *Brad to write an article about Tom in the skate shop to feature on website.*
- *Steve to open a Square account.*
- *John to spearhead putting together a charity fundraising game.*
- *Brian and Steve to look into online forms, specifically incident reports.*
- *Reach out to families who left for club. Ask 3-5 questions.*
- *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?*
- *Bill Hogan to pull together branding ideas, thoughts on subcommittees, etc.. for how we retain more kid in the organization.*
- *Steve McMillian to put down some process steps ahead of sending out the "can't take the ice" email. Example -- Email, email, phone call, etc...*
- *Joe Caruso to write a letter for ratification by the board to Paul Cohen.*
- *At a later date, full review of existing policy and procedures. Some highlights – payment progress terms, refund date, ALT policy.*
- *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...*

Email Voting Activity:

I. 11/11/15

Guys-

Need to request BoD approval for a roster move at the Squirt level.

Since adding a new player to the Squirt 2's, the Coaching Directors and Squirt Coaches would like to promote Player A to the Squirt 1's.

Please reply with; 'Approve', 'No' or ask questions and/or create discussion.

Thanks,
Shawn

“Approve” – Joe Caruso, Brad Marmo, Michael Boucher, Cody Hoffman, Mike Nickerson, Zach Maybury, Tony Sabetti, Shawn Crowley, John Robinson, Brian Macallister

“No” - None

II. 11/24/15

Afternoon guys-

Email roster vote requested involving an In-House player that would like to make the jump to Travel Squirts.

The player is Player B and he is a 2006 birth-year.

He is a hockey fanatic and wants to be on the ice more than what In-House offers. He skated last night with the S1/S2 practice and sounds like it went pretty well.

The Squirt 2 Team is still relatively small with only 11 players. Adding John brings them to 12. The team plays in Squirt A-West and is 3-3-1 for the year.

Please vote to “Approve” or “No” or ask any questions or share concerns that you may have.

Thanks,
Shawn

“Approve” – Steve McMillan, Bill Hogan, Joe Caruso, Mike Nickerson, Michael Boucher, Cody Hoffman, Tony Sabetti, Shawn Crowley, Brian Macallister, John Robinson

“No” – None

III. 12/9/15

Guys-

Vote is for roster approval only.

Player C will be returning to CHA as a full-time player for the remainder of the year. After playing in a scrimmage with the PW2's on Monday and attending PW3 practice last night, the recommendation is to place Player C on the PW2's going forward.

That team roster is currently at 13; 11 FT Skaters, 1 ALT & 1 FT Goalie. Adding Player C to this team puts them at 12 FT Skaters.

Please vote to 'Approve' or 'No' or ask questions/discuss.

Thanks,
Shawn

“Approve” – Mike Nickerson, Joe Caruso, Brad Marmo, Cody Hoffman, Zach Maybury, Shawn Crowley, Steve McMillan, Michael Boucher

“No” – None

IV. 12/13/15

Guys-

Revisiting this one that was out there earlier, but not fully resolved. Player D has been evaluated with the recommendation to add to him to the PW2's.

The (player's family) have requested that Player D be an ALT, as he currently plays full-time with the (club team). Think there is a strong likelihood that Player D returns to CHA next season.

Reason for the vote:

Adding an 'ALT' to the PW2 violates our bylaws in that the team requires 13 FT skaters to add an ALT. The Pee Wee 2 Team presently has 12 FT Skaters, 1 ALT & 1 FT Goalie.

Action:

Please ask questions or offer discussion points or if you are ready; vote to 'Approve' or 'no'.

Thanks,
Shawn

Zach - Approve, especially given the potential to return next year.

Mike Nickerson – Approve

Cody Hoffman – Approve

Joe Caruso - First, when was he evaluated? Was he clearly better than all PW3 players?

Voting no, for additional reasons than my usual distaste for adding alternate players :)

1. Adding a 6th alt at PW level doesn't seem right to me and team numbers at PW level are fine at the moment. We're approaching 10% of all PW players as ALT.
2. Out of town player adding to PW2 will require submitting another appeal to Mass Hockey. We just completed one for S1 and are in a bit of a mess with Mite 1. Would rather not try and push our luck. We need to expend our energy protecting current teams and I'm concerned this may not put CHA in a favorable light in Mass Hockey's eyes.
3. Would prefer the player decide to play full time this season rather than having another ALT jump over families that committed to CHA back in April. Concerned about the perception that its ok to test the waters elsewhere and come back which creates ripple effects on current teams. Others could follow suit in future years. We've already seen it happen this season at all levels of the program. It seems to be increasing.

Joe- Ryan attended skills on Friday night and was evaluated there.

Good point on the out town roster issue. My recommendation would be that as a late ALT, Ryan would be ineligible for States – Shawn Crowley

Tony Sabetti - Are we going to set new parameters in place regarding the alternate players? I see this as ongoing issue at the Pee wee and above teams where parents try other teams and always fall back to town hockey when the pastures aren't greener. At one of the meetings there was talk about setting time tables and guidelines based off what's there now. I sort of agree with Joe but don't want to turn players away because the parents might never attempt to return to CHA. I'm sure we're not the only program that Mass Hockey has a "thing" for.

I'm voting to approve the placement. My email was a general question on us moving forward to next year regarding the alternate situations (...) But in the other hand as a business, I think we should have a cut off date and make families think hard and fast about their decisions to join CHA. Right now they use as an option because it's there.

It's causing some discourse during the year.

Shawn Crowley – I vote to approve

Steve McMillan - I vote to approve.

I believe we've all tried to be as consistent and above board as possible. I do also think each situation does have factors that might require a more or less thorough process.

Brad Marmo – Approve and in support of cutoff date idea.

Cody Hoffman – Approve and agrees with creating more of a model/formula for next year.

Shawn Crowley:

With Toni's vote to approve, that gives a majority, thus this passes.

Toni,

Yours and Joe's concerns are valid, do not want to stifle debate. That's an important part of the process.

As we have gone through this process throughout the year, it does seem like we have applied some different standards. While I think it is important to have policies, each case has been a little different and a single policy would be hard to draft. Otherwise, we would just say no to all of these requests, which is also an option.

No easy answers here, think we should create a sub-committee to review our policies, including 'ALT'.

Appreciate everyone's thoughtful comments.

Shawn