

CHA BoD Meeting #8: 1/13/16, 7pm – 10pm

Location: Chelmsford Forum, Function Room

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

Meeting Minutes

I. **Open Floor for CHA Members (Started at 7:00pm)**

No public/CHA members in attendance for open floor.

II. **New Action Items:**

***** Joe to dig up old coach's evaluation spreadsheet**

*****Shawn and Steve to work on revised policy and bylaw for consumption (this action item was tracked under the discussion about evaluations/tryouts. I don't recall if this was a general action item for policy/bylaw or one related specifically to tryouts/evals.)**

*****Zach to reach out to Tony for running goalie tryouts**

*****Policy 4.3.2.3.1 Shawn to come back at next meeting with modification**

*****Zach to coordinate plan for checking clinic for 2nd year PeeWees ahead of tryouts**

III. **Mite 1 Update**

Shawn updates the group on the Mite 1s who played full-ice all year in the Tri-State Mite Hockey League. This format is not sanctioned by Mass Hockey or USA Hockey and possible suspensions and/or fines could result for CHA. After the ADM committee of Mass Hockey reviewed our case they have since forwarded it to their discipline committee and we are currently waiting to hear back from them.

IV. **Past Due Accounts / Overall Financial Update**

CHA has now escalated the overdue accounts and are making phone calls as follow ups to emails. Some progress has definitely been achieved by doing this, but also time consuming.

For the families that continue to be past due, the only real leverage we have is restricting ice time. But obviously this is not what we would want to do considering the best interest of the kids.

We've recently reduced past due by 1/3.

Steve then gives a financial update to the group about the overall status of CHA and we find ourselves in decent shape cash wise.

V. Jerseys

The overall experience with jerseys this year was negative (sizes, condition, mismatched numbers home/away) in contrast to the very positive experience of the Mite 1s who did custom jerseys.

Proposing adding \$49 to tuition and making jerseys part of the package. Discussed the rotation of how this works going forward – managing jersey numbers and rotation of ordering jerseys after initial year 1 purchase of both home and aways.

Also discussed maybe adding helmet stickers to this. Basically, let's move beyond just giving families new socks as part of their package and raise the bar.

Proposed for Mite thru Bantam age groups.

VI. Tryouts – Zach Maybury

Zach reached out to other towns about sharing evaluators for tryouts as an idea to have a cross-reference type of process. He received no response.

Discussed how tryouts are probably perceived as one of the biggest dissatisfiers that members have with CHA.

Zach review USA Hockey data/material and wants to come up with age-specific tryouts evaluations and drills. Then pass these down to the “level leads” for each age group.

Ideally the level leads should be someone without conflict at that age-level. Aka, a Squirt coach going up the PeeWees without a younger kid in Squirts would be a good, neutral person to be the level lead for Squirts. Conversely, that person would not be the level lead for the PeeWees.

Also need to make sure everyone knows the makeup of each grade. Aka, what's a 5, what's a 1. In the past this has been arbitrary. Some evaluators hand out 5s all the time while others rarely give them out.

Zach highlights the importance of pre-tryout data and evaluations. Really wants to come into tryouts armed and loaded with information about the kids and avoid having the only data we use to place kids the next year related to tryouts.

Must balance how a player scores and shows up at tryouts vs. what the coaches know about these kids and where they really should be placed. It needs to be an aggregate of all the information we have.

Timeframe for tryouts: 3/14 – 3/18 or 3/22 – 3/25

Want to roll out this revamped evaluation/tryout process to the CHA community. 1 month out from tryouts to send this out?

Need to get the coaches the evaluation spreadsheet ASAP.

Cost of evaluation was discussed. Group talks about the proposed idea of making tryouts \$125 and non-refundable. Fee still get applied to your yearly tuition.

Shawn Crowley motion for a vote on the \$125 non-refundable tryout cost. Zach seconds, unanimously approved. Cost is applicable to all levels except for Girls U12 (\$50) as we try to grow that program.

VII. Midget tryouts / Goalie tryouts

The discussion here is related to having their tryouts in the spring or fall. We lost a lot of kids over the summer and maybe a fall tryout avoids that?

Tryout in the fall might also heighten accountability of some high schoolers come the end of summer. Get into better shape, practice more, etc..

Negative of this might be the collection cycle for tuition might be harder with tryouts in the fall.

Discussed goalie tryouts after that and adding goalies to the coach's evaluation spreadsheet.

VIII. Alternate Policy

An ongoing discussion and something we need to get a handle on.

At one point someone said, "Nobody comes to tryouts to be an ALT."

Policy states that ALT status needs to be declared prior to rosters being released.

ALTs only really have rights to/benefit from practice ice.

ALTs that are only on a team to practice/play games when it's convenient for them take away possibility of full-time kids moving up a level.

Conversely, ALTs help keep the talent level of teams up and as a result keeps the overall experience positive and kids wanting to stay in the organization.

Raise ALT fees to avoid wishy washy status of kids? Change the ALT pricing policy?

IX. Goalie modification

Reduce the cost even more of our goalies. Goalies are gold for the organization and we need to continue to encourage and develop goalies.

What defines a part-time goalie? Use VHL guidelines as a basis. Eligible for VHL playoffs = 15 games.

X. Misc.

Discussion related to checking clinic for 2nd year PeeWees to prepare for Bantams.

Heather Hoffman is running the Elmore Scholarship.

Joe Caruso motions to adjourn, Zach 2nds, unanimously approved.

Action Items from past meetings:

- ~~• 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 Activity:

I. 1/5/16

Guys-

Sending this out for BoD Approval under the provision that the BoD approves all roster movement.

Recommendation: to move Player A from Mite 3 to Mite 2.

Background: with the recent movement of Player B from In-House to Mite 3, the rosters are now slightly imbalanced. Mite 3 has 13 skaters, while Mite 2 only has 11. With these teams moving to full ice, it seemed to make sense to promote a player from M3 to M2 so that each team will have 12 skaters.

Player A was identified, along with 2 other players for possible promotion. The coaches settled on PlayerA as he is the older player (2007) and the Mite 2 Team has 9 other 2007 birth-year players.

Action: Please vote to Approve or No or offer any points for discussion.

Thanks,
Shawn

during the voting, feedback was requested from the coaches about this move as both teams recently went full ice as well as moved up to more competitive divisions. The coach's feedback was positive and supported these moves in light of the full ice and divisional changes.

"Approve" – Zach Maybury, Steve Macmillan, Brad Marmo, Tony Sabetti, Mike Nickerson, Joe Caruso, John Robinson, Mike Boucher, Brian Macallister, Joe Caruso,

"No" - None

II. 1/10/16

Guys-

I am a little close to this one, but wanted to ask for another vote on a player to re-join CHA.

(Father) contacted me with the hope that Player C could rejoin CHA. He currently plays for the (Club Team), and (Father) is fed up with the experience. He would like Player C to get back into Chelmsford and regrets pulling him out in the first place.

Player C did attend our Tryouts and had been placed on Mite 2. The request is to play/practice full time over the final 8 weeks or so.

Think the optics on this one could be positive for us, as I am already hearing the annual silly season talk at the Mite level. Having a player return to CHA from one of these club programs right as silly season begins might have some folks question if the grass is really greener?

The Mite Teams have just gone full-ice, and the rosters are pretty manageable; 12 players per team. There is no State Tournament to contend with at the Mite level, so a little easier administratively to add a player.

Please jump in with questions/discussion points or if you are ready to vote; 'Approve' or 'No'.

"Approve" – Zach Mayburn, Mike Nickerson, Tony Sabetti, John Robinson, Brad Marmo, Mike Boucher, Shawn Crowley, Steve Macmillan

"No" - None