



**Board of Directors Meeting**  
**Monday, March 10<sup>th</sup>, 2025, 5:10PM**  
**Notre Dame Arena**

**Board Members in Attendance:** Kari W, Serena W, Mike B, Samantha R, Evan B, Zach C , Jason D, Kelly T, Carl W, CJ V, Scott V, Josh T, Derek P,

**Absent Board Members:** Scott T, Maranda M, Christine G,

**Non-board Members in Attendance:** Kristin R, Dan A

- 1) Meeting to Order: 5:10 pm Zach C
- 2) Approval of Minutes:
  - A. January Meeting Minutes
    - i. Zach C – Motion to approve.
      1. Cj V – First Approval
      2. Mike B – Seconded
  - B. February Meeting Minutes
    - i. Zach C – Motion to approve.
      1. Kari W – First Approval
      2. Mike B – Seconded
- 3) Treasurer’s Report
  - A. CJ V – We hosted a state tournament that brought in \$6,250.00 in registrations. Each team had to pay us as the host \$1,250.00 to play. For expenses, we had to purchase spring and fall raffle tickets, pay for police on site during Bruins game, January ice time, January referee fees, learn to skate medals, & fees for tournaments for multiple teams.
- 4) Old Business
  - A. Fundraising Policy
    - i. Zach C – Tabled until next meeting, no draft was submitted.
  - B. 2025-2026
    - i. Evaluations
      1. Evan B – Planning to send an email to current coaches for help on the ice.
      2. Zach C – Evaluations start next week.
        - a. Mike B – Are times holding true, no changes?
          - i. Evan B – We had to switch the times for 12U and 14U. All coaches have been made aware of the change.
        - b. Scott V – Some 18U have reached out looking for a time change.
          - i. Evan B – They are looking for later in the night because some of them have baseball practice.
          - ii. Samantha R – The date works for them, just not the time?
            1. Zach C – It has to be that date, they are taking the ice out.
      - ii. Registration
        1. Kari W – I have it up on the website, but I do not have the alternate form up.
          - a. Zach C – That is fine. Wait to add that form. We need to go over it and clarify our alternate policy.

i. Derek P – Our current policy makes it easier for people to leave the organization. Alternates are usually kids from other organizations. They come play games for the alternate organization when they can based off their schedule.

1. Zach C – The alternate that I had on my 12U roster was the true purpose of an alternate. She came to games that she could make based on her primary team's schedule.

2. CJ V – We need to define that better. Hope we do not have a lot of kids that want to do that. We did it two years ago with a goalie. Parents make demands and can be tricky.

#### C. 14U T5 State Tournament Recap

i. Samantha R – So we had a good weekend of hockey. Our 14U tier 5 Berlin team ended up getting second place in the tournament. We have a huge issue that is continuing year after year. When we have home tournaments, we are supposed to block off all the other teams. No one was around but one or two other teams, and then one was scheduled for scrimmages. It is a huge organizational problem that needs to be addressed. Due to this we had a huge lack of volunteers. Without volunteers, we cannot run tournaments like this.

1. Mike B – I would also like to reiterate that we need volunteers here to keep things impartial. Tournament guide says on/off ice officials are not supposed to be parents. I am sure that is what she had for volunteers. Everyone was gone.

#### D. Jerseys

i. Derek P – We need to have a discussion to decide what route we want to take. Need to decide if we want to stay Sabers or if we want to rebrand and do something different. I know we have some retention issues so maybe changing to something new will bring the spark back. Not sure who we need to have the discussion with.

1. Mike B – It is up to us as a board. I know we discussed going back to a version of the Maroons. I think it is a great idea however didn't we go through all the efforts to split?

a. Derek P – We would like to keep them Mini Maroons and make the rest of the teams Junior Maroons. We could stay Berlin Youth Hockey, but our team names/logos would change.

b. Evan B – We are just not allowed to use the same logo or name.

c. Samantha R – We are not separate. All we have is a different jersey.

2. CJ V – Do we put in our own logos for NHAHA website?

a. Kari W – The logo would just have to be switched.

b. Scott V – I think we do.

3. Carl W – I think we will need to change our bylaws if we change name/logo.

a. Samantha Roy – Nothing is in our bylaws about Sabers, just BYH.

b. Evan B – We would not have to change our bylaws. We would still be Berlin Youth Hockey just change of team names.

c. CJ V – I do not see logo in our current bylaws.

4. CJ V – If the mascot changes, I am not sure if need to run by state.

a. Derek P – We ran as Berlin Kings prior, then went to the Sabers and before we were just Berlin. Think once Chabot's kids were old enough

we adopted the Sabers name. I'm not partial to Sabers, I never was a Saber growing up.

5. Scott V – Few things to think of is that if we change the name/logo, we have other items that will need to change: the banner, floor logo, etc.

a. Derek P – I think we would benefit to have something new and fresh. Changing to the Maroons has more meaning to Berlin than the Sabers.

i. Carl W – Both names have a history: Maroons/Sabers.

ii. CJ V – We should put out a poll and get everyone's feedback. Good or bad. We will need a mockup of the logo/name.

1. Derek P – I can work on that and give history and reason for change. We can also talk about making our organization more uniform/standardized. Black helmets, gloves, helmet stickers, clothing, etc. We had one team this year that looked good. I have a mockup of the jerseys. We should push out the poll and get some feedback from others on their opinions. I think sometimes kids get made fun of for looking different or picked out on the ice. If we standardize, we will look more professional. We could get everyone to match even the coaches. As coaches we get nothing and we volunteer all our time. Think we should be giving all our coaches a jacket or something.

a. Evan B – The high school wants black gloves and black helmets. I think if it's something we are thinking of, need to do it soon. Jerseys are at the end of their life.

b. CJ V – We would ultimately make the decision.

c. Samantha R – Maybe we should be sending out a welcome letter and a set of helmet stickers when someone registers.

2. Kari W – I plan to send out end of year survey, I can add the jersey question.

a. Mike B – This is something that we need to move forward with relatively quickly. It should be it's own poll. People would be more apt to answer it instead of it being buried in the middle of a long poll.

i. Zach C – I agree. I would like this to go out separate. Some delete the end of year survey or do not even answer it.

1. Derek P – I will put something together.

iii. Kelly T – We would just have to make sure the numbers work. We have done it in years past. Including midgets, we would have to do numbers (4) years out.

1. Kristin R – Where I am from, we ran numbers by birth year. Old birth years picked an odd number and even birth years picked an even number.

a. Scott V – That could work to avoid conflict.

2. Samantha R – I would make sure to put in a clause that there is a chance you might have to buy one every year/level. Not guarantee to have same number year after year, but if parents know that upfront might not be an issue.

iv. CJ V – Whichever way we go, I want to make sure they are able to do goalie cuts.

E. Hockey Pictures

i. Zach C – This was removed from the agenda.

5) New Business

A. BYH Day – Saturday, April 5<sup>th</sup>

i. Zach C – All parent games will be done in one day this year. We can have potluck and other stuff for the kids. Just need to run it by Joe. Have one big BYH day and this way the arena is selling enough ice to stay open for us. I have a tentative schedule put together.

1. Carl W – Is the rink cool with this?

2. Evan B – Thought about doing a skills day on Sunday with the teams.
  - a. CJ V – Could do a skills thing at every level. We could purchase the ice for the weekend. This would be our end of year thing and order pizzas.
3. CJ V – I would like to see a goalie game.
  - a. Evan B – I know they want to sell ice. Can do whatever. Make it worth their wild to stay open for us.
    - i. CJ V – I am sure the rink would love to sell another full day.
      1. Zach C – I will need to run it by Joe, but I don't see a problem.
4. Carl W – Maybe we can open the snack shack for them and sell what is left.
  - a. Kelly T – I have not been ordering much. Probably have sodas and candy left. Would have to ask Joe.
5. Mike B – My thought on the potluck is that we ask our parents for a lot. We are always asking for donations for tournaments, golf tourney, and other fundraisers. This may be an opportunity for us to cover the bill for once.
  - a. Kelly T – We could do a list and still ask.
  - b. CJ V – We could provide pizza and still have some bring in crockpots.
    - i. Josh T – 8U is not going to want pizza in the morning.
- ii. Carl W – Motion to utilize \$1,000 for supplies for BYH weekend.
  1. Approval – Evan B
  2. Second by – Mike B
  3. All in favor – Zach C
    - a. Majority Approved
- iii. Zach C – Sam, have the team moms notify teams about BYH day. We will come up with the skills day after speaking with Joe.

#### 6) Public Comments

- A. Dan A – Us on ice officials got together and we are looking for an increase in pay per game. It has been about three years since we last received one. We are looking for the the following: 8U cross ice \$40, 8U full ice \$50, 10U \$55, 12U \$65, 14U \$75, 18U \$85.
  - i. Serena W – Is this per ref per game?
    1. Mike B – Yes it would be. We will have to discuss the increase and vote on it. Once we do, I will update you.
- B. Dan A – One more thing, are there any situational things that have happened in your games that you want to talk about?
  - i. CJ V – We would like you to ref every game.
  - ii. Samantha R – Maybe have the refs call a few more penalties to control the game sooner, before having issues towards the end.
    1. Dan A – Some scrimmages have happened to at the end be pretty bad. Some parents have stopped me at the door. We all try to do our best.
  - iii. Evan B – My biggest issue is inconsistency. I know you cannot control everyone.
    1. Dan A – Some stuff happens too fast. No game is perfect. I take the game seriously and to heart.
  - iv. Zach C – I do not think it is a question of more penalties. Some games are not controlled properly from the beginning. Times where end of game went wrong was when the ref could have stepped up and separated teams. Some refs do not care. Need to focus on controlling the game so kids do not get hurt or stupid things do not happen. I think more penalties are called here than most other places.

1. Dan A – In my experience, some officials do not know how to address players and coaches. Sometimes a conversation at the blue line helps. At the end of the year during a nonleague game, you need to get on them right away. Control it from the beginning. If a kid has three penalties, refs need to make critical decision. Let's be clear, I shot for perfection sometimes but no one does everything right.

a. Zach C – If a kid gets penalties, they deserve it.

b. Samantha R – I agree, just more controlling.

i. Dan A – Different personalities.

ii. Zach C – That can dictate a situation.

c. Kelly T – Our state tournament this year was horrible. We do appreciate you guys.

2. Dan A – There are times when we get offered to go out of town for more money, but I would never do it to you guys. I like to be part of this organization. I have coached and refereed. I make mistakes. Sometimes little things can throw a whole game off. Watch some games, watch faceoff locations, and half are not where puck should be have been dropped.

v. CJ V – Do you know if we are losing any refs next year?

1. Mike B – We have one that is questionable right now. We might gain a few.

2. Dan A – I think all of us are coming back. But, I do want to thank Mike. He does well juggling us officials like they should be.

vi. Derek P – I know some scheduling was upside down this year, thanks for dealing with it. People do not always realize the logistics of getting refs for games.

vii. Mike B – The key to make sure job goes smoothly is that the scheduler knows what is going on. I listen to her. She informs me of what the schedule is. Communication is what is needed to be effective. Just so everyone knows, the state has a rate they set for state tournament season: 10U \$50, 12U \$60, 14U \$70, 16U \$80, 18U \$85.

1. CJ V – When does state set the tourney rates? I don't want to approve higher amount and then it be more than tournament amount.

a. Mike B – If amount is different for tournaments than what we approve, they know it is mandatory rate regardless if lower.

b. Evan B – For the year 22-23, the rates were: 8U \$45, 10U \$55, 12U \$65, 14U \$75, 18U \$80. For the year 23-24, the rates were the same.

2. Scott V – Were they asking for regular season?

a. Samantha R – Yes, regular season.

3. Zach C – We will put it on the agenda for April.

## 7) Around the Horn

A. CJ V – We are the recipient this year for the Rod Blackburn award. We have received it the last 3 years.

B. Derek P – Have we set a price for early registration?

i. Kari W – \$50 for early/\$250 for late.

C. Derek P – Are we going to do a jersey or jacket as gift to the kids? I know we have the money, but we could still go up a little in tuition. We are the cheapest in New England.

i. Kari W – Could include new jersey for first year.

ii. Carl W – I would like to see us buy the first jersey for everyone. It is more than feasible. We have the money.

iii. CJ V – I think if we are going to move forward with jerseys, we need to set a deadline.

1. Carl W – Regardless of what we do, we need to order extra jerseys to have.

iv. CJ V – We are also the only organization that offers an individual fundraiser. If we would like to increase tuition, I would prefer to see go up \$25 instead of going up \$150 at once. Two years ago when ref and ice time costs went up, that would have been the year to increase. Although we did not because it was Covid.

1. Jason D – Everything is going up, we could have an increase.

2. Kelly T – That was when we lost seacoast and now we play a lot less games.

3. . Samantha R – We need to talk about \$300 for alternate fee being too cheap.

a. Derek P – Yes, we do need to speak about it because it can turn into something that could change into bad situation. This year we had an alternate that did not practice with us. He practiced with an older roster. Circumvented the purpose of what we had an alternate for. The kid never skated with the team, but then asked to play in a game. Not team commhow do you put in system ,

i. CJ V – It benefitted the family more than the team or kid. I do not remember doing this before this year. Tt is a growing pain that may need to be better thought about if right or wrong for our organization. If we continue to do it in future, maybe we need to enforce stricter rules.

b. Mike B – When we spoke about alternates, we spoke about the player playing a couple games. We did not talk about them practicing here for the full year for that same amount.

i. Evan B – If we continue, we need to put guidelines and make it a stricter policy.

c. CJ V – Others are probably missing shifts for these alternates to play that are always there. Takes time away from the organization kids.

i. Derek P – Parents questioned me that game: who is this kid, why my kid sitting, etc. It is the nature of it, I get that. Don't want to take opportunity away and do not want to burn relationship with my team either. It would be a good time to put something in writing of what we expect.

d. Kelly T – We need to figure it out as part of the tuition talk.

i. Samantha R – I just do not want it to take over and get crazy. I do not want to see a bunch of kids not in our organization just using our ice time. That is not fair to our organization and it is taking away from the kids that are a part of us.

D. CJ V – Those of you who attending the Legends of Hockey event with your spouses, could you please send me your payment. We had approved sending board members at no cost, but said we would charge \$50 for spouses. I have received one payment for a spouse, but I think we had one or two more. So, if you brought your spouse, please get me the \$50 by the end of the fiscal year.

E. CJ V – We need to talk about accounts receivable and invoicing. Few families who have not paid that we have heard are probably leaving the organization. I know that Kari and I are looking at tying tuition into registration. If they do leave and go to another organization, we are supposed to sign off on a financial release. Not sure if we always get them. Some accounts receivable is so old that at this point, we may need to write them off. We have sent collection letters with no response. We do not want this to become a habit. There has to be accountability. Not paying, not contacting is not the right way.

i. Carl W – How many are delinquent and not on plans?

1. CJ V – There are 5 families and some with multiple children.
  - a. Derek P – Have they got any notifications?
    - i. CJ V – QuickBooks sends them automatically. I can see every time sent, opened, and how it is viewed multiple times.
  - b. Carl W – We can always send a letter to organization that family is leaving ours for.
    - i. Samantha R – I am not sure we can do that.
2. CJ V – I would really like to get back on payment plans. Not fair to rest of the organization that fundraise or pay their bills. I do not want to penalize the child, but what can we do. We need to lock down to payment plan regardless.
  - a. Carl W – I do not care if they pay \$5. They need to just be paying something. If delinquent with no email or information to the board, then they are not on the ice.
    - i. CJ V – Most ignore my emails and end communication with me altogether.
    - ii. Mike B – We would have to make sure it is in our bylaws.
- ii. Kari W – Tying it into registration would help with this. Payment would come out that day required to the payment type you selected, unless CJ pushes it out.
  1. CJ V – We could send player offers and require them to make down payment. If we sent out the offers in June or July, they would have 6 months to make payment.

F. Samantha R – We need to talk in regards to the issue with coaches or board members making promises to kids regarding team placement. Several parents have approached me or others regarding their kid not making a team or that their kid was promised to make a team. I thought we did tryouts to make teams based off skill? Not sure how some kids know and others do not know what team they are on when evaluations have not even taken place. This makes us look very shady and like we are not following our own guidelines.

- i. CJ V – We should not be setting expectation for children at this point. We have not even started evaluations yet for each level. We are undermining the process of what we do with evaluations. We may know certain kids might make certain teams, but we do not tell anyone or make promises. We use our evaluations to place kids. We do not even have coaches set or teams set.

1. Evan B – If someone is doing this, it is taking away from our evaluation process. Evaluations are already a stressful time. If anyone hears or says it anymore, have them look at our evaluation policy.
2. Mike B – It is also taking away from our integrity as an organization.
3. Derek P – We do not have even pick coaches until June. Can't promise spots. We even work hard to make sure evaluations are fair across the board. A lot of behind the scenes stuff happens to make sure evaluators have no ties to kids on the ice.

G. Mike B – I think we need to start looking into a new scheduler for next year. Probably should send an email out to the body to fill this position. It is a very important position. I will reach out to our current scheduler and see if she can assist someone or offer an overview of the job.

- i. Samantha R – Let me know I can draft something and send it out.

8) Next Meeting Date: April 8<sup>th</sup> at 6:00pm – Elevate Performance & Recovery

9) Meeting Adjourned: 6:52pm – Zach C