



**Berlin Youth Hockey  
Board of Directors Meeting  
Tuesday, July 9<sup>th</sup>, 2024, 6:00PM  
Berlin Water Works**

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

**Absent Board Members:** Maranda M, Scott T, Scott V

**Non-board Members in Attendance:** Joe A, Kate N

1) Meeting to Order: 6:04 pm Zach C

2) Approval of Minutes:

A. May Meeting Minutes

i. Carl W – Motion to approve.

1. Kelly T – First Approval

2. Evan B – Seconded

B. June Meeting Minutes

i. Carl W – Motion to approve.

1. CJ V – First Approval

2. Kelly T – Seconded

3) Treasurer's Report

A. CJ V – June has been quiet month. Golf money is slowly coming in. \$0.17 in interest. Bought hangers for jerseys \$14.96.

4) Joe Accardi

A. Scheduling

i. Joe A – We had a bad start last year and time slots for games were misinterpreted. The breakdown of Saturday and Sunday time slots have been given to Kate. This will be a smoother transition. That way not creating problems if things get backed up. Really pushing for these smooth transitions. It is not one person's fault.

ii. Joe A – BYH Board should set things straight. Really need to start getting back to no one should be calling the divisional vice president to move tiers. Not coaches, parents, nobody. If we did that, they would hang up on you. Only president, vice president, or state delegate should be.

1. Evan B – This is kind of corrected now.

2. Zach C – Yes, something was put out about it.

3. Joe A – Do not want to put bug in their ears about tier movement. Not easy process. Creates issues with scheduling and makes the scheduler's job harder.

a. CJ V – This year, they are doing parody tournament to eliminate movement and help with that.

4. Joe A – When you declare teams, you cannot just look at last year. There are always weak spots on teams. Even though you moved up last year, might not be the same this year. Use best judgement.

- a. Zach C – I think we go to parody. If our teams are blown out of the water, they will be pushed down. If our teams blow some out of the water, they would push up. Thinking you will not move after that point and you could go 0-30 in that division.
  - b. Joe A – This will probably be easier for the scheduler. No movement. Never seen it tier movements in February before last year. We cannot be moving games. No one has ice. Gets hard to get all games played.
- iii. Zach C – We have the S & P camp September 5th-8<sup>th</sup>. We are also looking to do a parody weekend. Would the arena be able to sell us ice?
  - 1. Joe A – It would be great to sell the ice. There is no one else scheduled during that time. It would be only BYH. Go ahead and let's do it.
- iv. Zach C – Joe, we have 3 mites teams, 1 squirt, and 2 at each level besides.
  - 1. Joe A – That might make the practice wonky.
    - a. Zach C – We plan on starting the Tuesday after S & P camp.
  - 2. Joe A – It costs a lot to start in this weather. I can also try to get men's league early as well.
    - a. Zach C – If we can get a parody division here, it will sell some ice.
      - i. Joe A – That will help and sell some ice. Ice time kept the same price of \$200/hour this year. Only reason ice time is staying the same and not increasing is because the people working there are working for very little.
- v. CJ V – If in future that ice time price is going to increase for the year, can it be told to us before our annual meeting? That way, we could plan to increase tuition that year.
  - 1. Joe A – We have been keeping it at \$200/hour to help out everyone. We do meet before the annual meeting. BYH will be the first to know if the ice cost increases. High school pays lump sum to get through year.
    - a. Zach C – We have spoken to Grenier in the past and offered a lump sum to help with startup of getting the ice up and running.
    - b. Joe A – A corporate sponsor has been a blessing and the guys working for minimum wage. It is all about helping each other out. Anything you can sell after the camp would be great. I feel the camp is great and they can teach the kids many different skills from different countries.
- vi. Joe A – To get back scheduling, please keep coaches from moving the teams to different tiers. I have been a coach and did everything we could to try to sit tight. You really have to understand that you need to do everything you can to stay put. It will make scheduler's job a lot better.
  - 1. Evan B – Sometimes it is out of our control.
  - 2. Kari w – It happened to us last year.
  - 3. CJ V – One team dropped a tier without anyone telling someone at night.
- vii. Joe A – Don't let parents influence you.
- viii. Joe A – Do not change games. There is no reason a coach should call a scheduler because of youth hunting weekend or a dance recital and need to reschedule. It doesn't matter, you don't change games. If another scheduler calls our scheduler give them a 6:45am Sunday morning game. You do not have to say yes all the time and they will not like the option. Early to mid-October, the schedule should be pretty well set. Don't let them say they cannot be there. This is the time agreed to, you need to be here. If they give you reason that you believe may be true and need to,

then do it. I had 9 skaters and a goalie. I have played with 7 players. I didn't want to have to reschedule. Snow days get rescheduled again and again which causes issues and nightmares. Need to try to settle down on the movement. There is nothing that a family has going on that is more important than the organization as a whole.

1. Kate N – I think I had to go to Matt Roy once over someone not blocking a weekend and wanting to change. I ask all coaches for blackout days by a certain date. Only about 2 coaches typically give them to me.
- ix. Joe A – Basically stick to time slots because if anything pushes out late on Saturday could cause issue with high school games.
  1. Kate N – What is before these slots.
    - a. Joe A – Rec league and learn to skate.
    - b. Joe A – Prior to November if you need a 9:15am slot you can do it. That's one of the things that Kate is good at. It is amazing to see her getting teams here on Sundays at 6pm. As coaches you should not be calling the scheduler. The organization makes sure you have games.
- x. Kate N – Does every coach have an assistant?
  1. Kari W – Every coach has at least 2-3 for each team.
- xi. Joe A – Does North Conway have a team still? Two teams at every level hasn't happened since I was in high school. Kudos to BYH. Thought we would lose it when the mill closed. Need to keep program together.
- xii. Derek P – Thing to bring up about scheduling is that the refs say having a game at 10:30 then 3:45 is a lot of gap in between.
  1. Joe A – If Kate could schedule from 10:30-3:45 with no gaps I have staff and they stay all day. If you can compact the schedule it would make it better for officials, arena staff, and everything. Never seen so many Sunday games like last year. Not necessarily easy to do so though.
    - a. Kate N – We have lower state teams that play other leagues.
      - i. Joe A – Know one should be changing. They committed.
      - ii. Kari W – Sunday or Saturday get rid of last time slot
      - iii. Kate N – Some use program to schedule, I cannot control.
      - iv. Joe A – Should make it easier with the program. Think teams in southern part of the state take advantage of us. Tell them 6:45am game Sunday and they will most likely keep the spot.
    2. Mike B – The referees do not realize there are a lot of moving parts.
      - a. Kelly T – It has been years, they should know by now.
      - b. Joe A – If could make it smoother, it would keep costs down. Refs and everyone need to just deal.
        - i. Kelly T – We always try.
  - xiii. Kate N – Are the mites going to be doing the other scheduling again? It was given to us last minute last year and was almost impossible.
    1. Samantha R – One team, yes. The full ice team.
    2. Zach C – Yes we are. They are doing a parody weekend to put them in a tier.
    3. Kate N – I didn't get it until December last year, then it was a disaster.
    4. Zach C – I recommend to black out some ice every weekend. Scheduling cannot be done in avario. You could schedule once we get the parody results.
    5. Kate N – So there is only one team doing it that way?
      - a. Kari W – Yes one is doing it that way and the other two will be normal scheduling.

- i. Kate – It was a nightmare.
- ii. CJ V – It cannot be put into sportsengine.

## 5) Old Business

### A. Golf Tournament (Saturday, August 3<sup>rd</sup>, 2024)

- i. Volunteering and Organizing
  - 1. Samantha R – People have been emailing us or signing up.
- ii. Zach C – Do I need to get us anything?
  - 1. CJ V – I have grade stakes.
  - 2. Zach C – We have left over signs in the office. I can go get them.
    - a. CJ V – I have a bunch unused in garage as well.
- iii. Kelly T – We are low on sponsors if anyone knows anyone.

### B. NH Legends of Hockey Banquet

- i. Zach C – Sent an email to Jimmy H. There are 8 seats at table, but can fit 10. It is \$50.00/seat. Recommend the board pays for board members, but others pay for themselves. It will be limited. October 20<sup>th</sup> afternoon. The arena is buying a table.
- ii. Samantha R – Do we need to vote on that?
- iii. CJ V – I have a question on logistics. Do we pay upfront? Do we get reimbursed by the ones going?
  - 1. Zach C – Yes, we would have to pay.
- iv. Samantha R – Do we know who is available to go?
- v. Jason D – Where is it at?
  - 1. Zach C – Grappone Center on October 20<sup>th</sup>. It will be a luncheon.

### C. GSL Parity Weekend

- i. Zach C - Emailed Kevin F. Trying to get us to host at least one division at home arena.

### D. Road Toll

- i. CJ V – Have an email into Shelly. Haven't finalized the date.

### E. Assistant Coaches Update

- i. Evan B – I think Kari and I have everyone.
  - 1. Josh T – Eric T will be assistant. Tanya T will help when needed.
- ii. Evan B – Will have to have a coaches meeting. Plan on after concussion meeting.
  - 1. Serena W – How many coaches do we have? We could use Josh T business to meet with them as well as do the concussion meeting.
    - a. Josh T – That would be fine. The address is 1329 Main Street in Berlin.
    - b. Evan B – Will be about 25.
    - c. Zach C – I would plan on 30.
    - d. Mike B – Plus 7-8 officials. Possibly.
    - e. Evan B – I will shot an email to all coaches.

### F. Finalize Concussion Info Sessions Dates

- i. Evan B – Good for August 28<sup>th</sup> at 6:00pm for coaches
- ii. Serena W – Then September 6<sup>th</sup> at 6:00 pm for parents.
  - 1. Zach C – We will need to find location for this.
    - a. CJ V – Beth is trying to get us the high school. Waiting to hear.

## 6) New Business

### A. Equipment Needs Info

- i. Zach C – Do we want to put an email out looking to see if anyone needs any equipment. We have lots of things upstairs.
  - 1. CJ V – We could schedule a date to do equipment swap and ticket pick up?
  - 2. Zach C – What date are we looking at for ticket pick up?

3. CJ V – I can do the last week of July.
4. Kari W – I prefer to do before August 31<sup>st</sup>.
5. Zach C – That Monday or Sunday night? July 28<sup>th</sup>? We could do the equipment swap during the ticket hand out.
6. Samantha R – From 6pm-8pm?
7. CJ V – Can we do weekend early?
8. Christine G – How about next weekend?
9. Samantha R – I could do the 18<sup>th</sup>. I can email the whole organization when we leave here for ticket pickup and equipment swap.
10. Kari W – That works.
11. CJ V – Yes, I can be there.

#### B. Team Declarations

- i. Kari W – Do we have the declarations for each team yet?
  1. Zach C – Going to parody weekend we should shot to declare high. Other leagues do not necessary let you move after that. We will have to meet to discuss with coaching director and coaches.

#### C. Quarter Master Needs

- i. Zach C – Jay, we probably need more blue pucks this year. Not sure how inventory is. Maybe get ahold of Scott T. He may know what we have and where.
  1. Kelly T – I have information from Howies for the game pucks we buy.
  2. Zach C – Those are the printed ones, right?
  3. Kelly T – Yes. We also have little over half box of practice pucks.
- ii. CJ V – Do we need to purchase the score boards for cross ice?
  1. Zach C – I do not think we do. We are not playing in the red division.

#### D. Jersey Needs

- i. Zach C – Do we have the proofs of the additional 8U jerseys?
  1. Derek P – I have proofs. (Sent around the room.) These can be reversible.
  2. CJ V – Do we need more than one jersey?
  3. Derek P – Nowadays we can do anything with sublimation jerseys. Sam spoke about possible months ago of doing something different for this group. Want to do something different but keep something relevant to our community. Think if we do this idea, think would be a huge hit for the community. With sublimation you can do inner and outer different colors. Only need one jersey.
  4. CJ V – Rochester does reversible for mite level.
  5. Serena W – What is sublimation?
  6. Derek P – Color is printed on the jersey.
  7. Zach C – What is the turnaround time?
  8. CJ V – Always ordered from Canada, but we can go where the price is right.
  9. Derek P – Looking at \$55 for reversible sublimation jersey and \$28 for socks.
  10. Zach c – I like the reversible. We will want to order early August.
- ii. CJ V – Are we going with the name? If so these jerseys are owned and need to be purchased every year by new and upcoming players of the team.
  1. Derek P – The feedback I received was parents would like to buy the jerseys.
  2. CJ V – We can do this like the pilot program this year. See how it goes. See what feedback we get and by spring next year decide if we want to go to parents buying individual jerseys for players.
  3. Christine G – Parents buy them right now for the kids on this team, but we will have to get some in case or for extras.

4. Zach C – A lot of organizations build the jersey price into their tuition.
  5. Derek P – We could do it by age, have them choose (3) options for a number, and they could have last name on it.
  6. Christine G – We do that with baseball and we have to iron on name.
  7. Zach C – Iron on leaves a residue.
  8. Christine G – It will be nice to have their names and know the names of the kids on the team.
  9. Derek P – Decision will need to be made fairly soon.
  10. Samantha R – As a parent, \$55 for a jersey and \$28 for socks is not bad.
  11. Josh T – I agree, \$83 is not bad for jerseys and socks. Willing to try to help with the jerseys that people cannot afford.
- iii. Zach C – We will need to vote on reversible and logo.
1. CJ V – I personally prefer to buy my child’s jersey cause then I own it.
  2. Zach C – This will open up the numbers 99.
  3. Christine G – It will be nice that the kids will be able to keep their number.
  4. Derek P – So we will need to put it out for size and top 3 numbers.
  5. Zach C – Do they have sizing guide? All jersey companies size differently. Will need to put out a measuring guide and request top (3) numbers.
  6. Derek P – I want to keep them simple.
  7. CJ V – I personally like the reversible.
  8. Derek P – I like this company. They have a sizing guide. They build proof for us and send it back within three days for approval.
- iv. Zach C – Motion to approve “MM” logo.
1. Christine G – First Approval
  2. CJ V – Second Approval
    - a. All in Favor – Majority Approved
- v. Zach C – Motion to have the jerseys be reversible.
1. Christine G – First Approval
  2. Josh T – Seconded
    - a. All in Favor – Majority Approved
- vi. Zach C – Motion to parents buying jerseys with names on back.
1. Christine G – First Approval
  2. CJ V – Seconded
    - a. All in Favor – Majority Approved
- vii. Kari W – There are only (3) 2016s not rostered on 8U Full Ice Team. I would recommend purchasing at least 3 more blank jerseys.
1. CJ V – I agree and a goalie one. We can also look into adding it to their tuition.
    - a. Zach C – You could and have a fitting day.
- viii. Christine G – How many payments are made for one’s tuition per year?
1. CJ V – We were locked in to full payment with sports engine. We are going to go back to QuickBooks. Payments were easier to make and can show all credits being applied.
  2. Zach C – Are we raising to include jerseys? Do we go in middle at \$950? Or?
  3. CJ V – We need to factor in shipping. Think should put all cost of jerseys in addition to tuition on the account. This would also allow parents to use calendar credits.
    - a. Kari W – I think we paid separately before.
    - b. Zach C – Tell parents that this is the cost of the jersey. Can pay

- upfront or add to the tuition bill?
- c. CJ V – I don't think we give that option.
- d. Zach C – Just have the coach say we are buying our own jerseys.
- e. CJ V – One year we bought jersey set and they made us pay via PayPal not credit card. We can send an email out to parents. Just need to lock down the cost.
  - i. Samantha Roy – Do you want me to send an email now?
  - ii. Zach C – I think we send email now and order by August 5th.
  - iii. Kari W – I can send it out with the measurement guide sheet.

## 7) Around the Horn

A. Kari W – We just lost a squirt and are now down to 10.

- i. Derek P – Should we look at petitions and move some kids up?
  - 1. Samantha R – No one else petitioned at this time as we did not know we needed to petition. We were told no petitions.
- ii. Derek P – Can we make decision on squirts?
  - 1. Samantha R – Do we need to make decision to move a kid up?
  - 2. Kari W – I think we can full it or we can get them up to the number needed.
  - 3. Zach C – We cannot ghost roster kid as she is on another league already.
  - 4. Kari W – Could dual roster mites and squirts.
  - 5. Serena W – Maybe I could petition Cameron up.
    - a. Kari W – I prefer to solve the problem. Right now, no one is thinking about hockey as it is summer.
  - 6. Zach C – Maybe give option to some parents and offer blank jerseys.
  - 7. Christine G – Can they be on both teams?
    - a. Derek P – Yes, they could be and it will probably happen anyways.
    - b. Christine G – Could make them defined subs for the squirt team.
    - c. Derek P – We can cross register the kids.
  - 8. Kari W – Problem is that we are lacking 2014-2015 kids.
- iii. Derek P – My thought is that petitions are necessary at mites to squirt levels. Skill level varies at that level. Hockey development wise, age 7-9 is a major milestone for hockey development in kids. When kids hit a point when they need more, you cannot hold a kid back. But, you do not just move kids up for hell of it. You need to speak to coaches, after squirts it becomes irrelevant. Such big gap between. If can push kid at age 7-9 it will help their development. It does become tricky. We need to think about what is best for the kid. Most kids play to their age level. Playing half ice for 4 years becomes not fun.
  - 1. Christine G – I think it is important to keep development.
  - 2. Derek P – Coaching last year two of our top kids went backwards in development. As season went on they were dragged down due to less skill. Need to push kids that can handle it. We would be all for knowing that we have 12-14 squirt kids this season.
  - 3. Christine G – Maybe identify team and have floaters.
    - a. CJ V – They can only go play a certain number of games.
    - b. Kari W – It would be like pulling them up.
    - c. Carl W – They would also need to play 70% of season to play in tournament.
    - d. CJ V – It is not feasible.
    - e. Serena W – What is the solution to this situation?

4. Zach C – Do we know if these petitions are still active?
  - a. Kari W – Prefer not to petition and wait it out.
  - b. Derek P – We are lucky to have a goalie.
  - c. Christine G – What if we cannot get the numbers up? What is an ideal number for a team?
  - d. Josh T – Having (13) is ideal. We have (15) on full ice team rostered.
  - e. Zach C – At that level at least (2) lines.
5. Zach C – Need to bring recommendation to the board. Not sure we still have the evaluation numbers to see the top (3) kids.
  - a. CJ V – Last year there were petitions, but we also based our decision on evaluations.
  - b. Derek P – Will say a lot of people say petitions are not a thing, but everyone does them. Every organization does and they are a thing.
  - c. Kari W – We are the only organization that allows petitions.
    - i. Derek P – I disagree with that. This past year a lot of 2015 were petitioned. All played squirts.
  - d. Samantha R – I think regardless of petitions we should go off evaluations. For example, I did not petition my son. We were told not to and that we don't need them.
    - i. Serena W – I didn't petition either.
  - e. Zach C – We will have to have a conversation with the coaching director and coaches.
  - f. CJ V – I have seen back side of petition and it comes back that the state denies it as well. Think we need to make sure we are doing it. Bantam level is where we struggle with petitions.
6. Kelly T – I think we need to speak with Scott and see if we do have the evaluation numbers still or not.
7. Kari W – We still have three more months to recruit kids. I think we have plenty of time.
8. Derek P – I originally petition my son last year, got denied, but he ended up playing squirts.
  - a. CJ V – It went by numbers and evaluations. I think he moved up by tryouts. We do not move anyone up that is not ready.
  - b. Kelly T – I watched a kid move up every other year for numbers and it did not help him.
  - c. Zach C – I like the idea of going off evaluations.
- B. CJ V – As we know, the local casino is currently closed. We did profit last year from participating in this. This year, the state reached out. I have submitted for more dates this year. She can not make any guarantees, but she might be able to get BYH dates in the Dover game room. I overnighted the paperwork. Fingers crossed, no guarantee to be given any dates.
- C. Kelly T – Are we planning on providing lunch for the S & P camp? Would like to let them know as soon as possible. We could do pizza, subway, or even a potluck. Spoke to Joe and have already been given approval from the arena already as we will not want the kids eating fried food. We could even do fruit.
  - i. CJ V – Do you think this is something we could send out to registered families to buy?
    1. Kelly T – I think the board could buy subway. We raise a lot of money.
    2. Carl W – Would like to see the money we raise go to something for whole

organization, not just small group.

ii. Zach C – There are 35 kids registered as last night.

1. Christine G – Is there a list of registered families?

2. Kelly T – I can ask for a list.

iii. Zach C – Do we know who is going for goalies? I think this is something we need to know soon.

1. Kelly T – Think 5 or so.

2. Samantha R – I can email all goalie parents and find out.

D. Derek P – Hockey Hut could be a potential camp in future maybe.

E. Josh T – Question about SafeSport contact information? Who do I email? Is it Mary Francis?

i. Kelly T – Yes, send her email monthly even if saying “nothing to report.”

ii. CJ V – When you do, ask her what else she needs.

F. Samantha Roy – Does anyone know where the secretary book is? I have minutes to put in it.

i. CJ V – Maybe it is at the arena.

8) Public Comments

A. None

9) Next Meeting Date: August 13<sup>th</sup>, 2024 at 6:00pm – Berlin Water Works

10) Meeting Adjourned: 7:53pm