

**Central Mass Revolution Youth Hockey Association**  
**Board Meeting**  
**Wednesday, February 5, 2020**

Location: Northstar Ice Sports, 15 Bridle Lane, Westborough, MA  
Time: 7:00pm

1. Call to Order 7:16pm

- a. John Lloyd, co-president, called the meeting to order. Board members in attendance included, John Lloyd, co-president, Krissy Bissonnette, VP Ice Scheduling, Christine LoSchiavo, Treasurer, Michael Manchester, Merchandise, Christa Duprey, Secretary, Rudy Lioce, Board Member, Bob Mailing, Board Member. Also, in attendance were Chris Hodge, Starhawks accounting, Jon Stone, Coach Squirt Gold, Rob Richards, Coach Squirt, Jeff Falconer, Coach squirt, Adam Conley, Coach mite/house league
- b. Absent: Ian Wisuri, Board Member tournaments, Brian Walsh, VP Registrar, Dennis Serocki, Advisor, Jim O'Brien, Advisor, Anthony Chiaradonna, VP Hockey Operations.
- c. It was noted during attendance that Chris Williams, co-president and Matt Chamberlain, Board Member would be joining the meeting at some point. Also noted, information was given to Krissy Bissonnette to report on per Anthony Chiaradonna for Hockey Operations.

2. Secretary's Report

- a. Review, corrections of Board of Directors Meeting minutes January 8, 2020.
- b. CM Revs Board members reviewed the meeting minutes and no corrections were noted.
- c. Motion was made by Rudy Lioce to accept the minutes, seconded by Krissy Bissonnette and Michael Manchester. No further discussion was noted, vote was taken and January 8, 2020 minutes passed unanimously.

3. Treasurer's Report

- a. Chris Hodge, was in attendance at the meeting to reconcile all the financial information for the Starhawks organization. Chris Hodge, CPA, has been providing the Starhawks organization financial review for four to five years to assist in the state filing, annual reports, accounting and more. Chris Hodge brought forth all the Starhawks financial information for taxes and annual reports for the Starhawk's Youth Hockey Organization to then have the 2019 paperwork and taxes signed for state submission. It was noted that this separate process did need to occur due to the fiscal year and not the merger process or the financials between Starhawks Youth Hockey and Shrewsbury Youth Hockey.
  - i. Chris Hodge reviewed the financials with reports and provided an overview to the board members and meeting participants.
  - ii. John Lloyd mentioned that at previous attendance at the Starhawks meetings, there have been no issues on the financials for the past 5 years. John Lloyd was willing to accept all reports as presented by Chris Hodge.
  - iii. The process with Chris Hodge has been through and John Lloyd, co-president, made the motion to accept the reports provided from Chris Hodge and seconded by Rudy Lioce. No further discussion, vote was taken and passed unanimously.
  - iv. Chris Hodge then needed two signatures on the forms Profit and Loss forms for the state of Massachusetts filing. The federal paperwork needed just one signature which Christine LoSchiavo, treasurer signed.
  - v. Form PC for the state of Mass, was signed "Starhawk's" by Christine LoSchiavo.
  - vi. Christine LoSchiavo and John Lloyd, co-president signed the state paperwork per Chris Hodge and the financials would be submitted to the state for processing.

- vii. The prepaid report, financial shared information and a check for the Form PC fee of \$125.00 will be made out to include with the paperwork. The check will be payable to the state of Massachusetts. Christine LoSchiavo will handle processing the check to give to Chris Hodge to include with the paperwork.
- b. Christine LoSchiavo, treasurer is waiting for a journal entry from Dennis.
- c. Christine LoSchiavo indicated there has been an issue with QuickBooks. The data that was loaded was not saved since the Quickbooks was still in the 'trial mode' even though CM Revs had been paying for Quickbooks.
  - i. Christine LoSchiavo. had reached out to Quickbooks to figure out the issue with the data as well as a potential refund since CM Revs had been paying for Quickbooks but it had not been in the correct paid for mode.
  - ii. Christine LoSchiavo indicated that a refund will be issued via QuickBooks. Also, they will pay for the new version of Quickbooks and will update any data if needed. Also, will need to be integrated with the bank account once the Quickbooks is operating correctly and data is all uploaded.
- d. Christa Duprey asked about Credit card payments for player evaluations. Is CM Revs only going to accept credit cards this upcoming season since it was a lot more work for one person to check the post office box, copy all incoming checks, post all checks to player's accounts? There were many more families than years past which added to an exponentially amount of work for Christine LoSchiavo, treasurer, which had been previously shared a other Board of Directors meetings.
  - i. Christine LoSchiavo said an additional person to assist with deposits would be a be help for the 2020/2021 season.
  - ii. Christa Duprey asked if we were to have credit card payments, would they be set up to automatically deduct on a certain schedule?
    - 1. Automatic Credit Card payments were not suggested by either Michael Manchester or John Lloyd. Reasons include a lot of people do not want their credit card stored on a system due to cybercrime.
    - 2. John Lloyd said families may chose to pay differently each month so giving the option to families would be a benefit especially so families will pay on time to keep up with financial payments and the tuition contract.
    - 3. Payments for next season would be the choice of the family, check or credit card, however, people would still need to pay on time their tuition at the tuition schedule set by the CM Rev board.
- e. Tuition 2019/2020 season
  - i. All players are paid in full except for:
    - 1. Two fall midgets: one player still owes in full \$225.00 and one owes one final payment.
    - 2. Winter Midgets: one winter has only paid \$300.00, still owes \$600.00 and the other winter midget is consistent with their payment plans.
    - 3. Squirt – bounced their check for the raffle payment. Christine LoSchiavo. reached out the family and they were very apologetic. The check amount was for \$80 and then the bounced check bank fee is \$15. Therefore, the family owes \$95.00 to CM Revs. At this point, Christine LoSchiavo has reached out three different time via email however she is still waiting to hear back and also for the check. She will continue to work on this.
- f. In regards to financials, John Lloyd, co-president stated that for the 2018/2019 Shrewsbury Youth Hockey that there still is a 6 to 7k outstanding still owed to Shrewsbury Youth Hockey. Numerous attempts have been made to these families and the players have left the program. It was noted

that most players are still playing hockey with other organizations. Mass Hockey does have a rule where a player cannot move to another organization if they have any outstanding balance with another organization; however, enforcement from Mass Hockey has not been very lax or nonexistent that we know of.

- i. Michael Manchester asked if any of these players are in the CM Revs program? Christine LoSchiavo and John Lloyd both stated that currently, there are no previous Shrewsbury Youth Hockey players with a Shrewsbury Youth Hockey outstanding balance currently participating with the CM Revolution.
- ii. It was noted that these Shrewsbury Youth Hockey players with outstanding balances will be added into the player registration database with the balance due from Shrewsbury Youth Hockey. Christine LoSchiavo and John Lloyd will work together to input this information. They are being added to the registration system in the event that player or sibling or other family members returns to the now CM Revolution. That family will be notified that they will be responsible for paying the outstanding balance and the current CM Revolution tuition of that year.
  1. It was also suggested that during the registration process that there be a checkbox to acknowledge that if they have an outstanding balance to either Starhawks Youth Hockey or Shrewsbury Youth Hockey, they then will be responsible to pay the outstanding tuition balance plus the current CM Revolution tuition.
  2. If the Shrewsbury Youth Hockey outstanding balances are not collected then it will be considered a loss when the financials are finalized with the merger and the financials are closed for both previous organizations. One idea that was suggested was hiring a collection agency however no further discussion was held about a collection agency.

#### 4. VP Registrar – Brian Walsh – not in attendance

- a. It was discussed that 2020/2021 Player Registrations need to be opened for all levels on the CM Revs website to have players start registering. Previous meeting Brian said he would start working on the registrations. Brian will be contacted on the status of the player registrations being up to date and live as soon as possible.
- b. Lobster Pot tournament: At the moment there has been a roster issue. Christine Loconshavo has been working with the tournament director, Dave, to rectify the roster issue with one team/one player. Brian has not yet replied to Dave, Lobster Pot tournament director as of yet to look into this issue.
- c. With the topic of rosters, the upcoming squirt coaches had questions regarding the Mass State playdowns. Squirt Gold, Rob Richard's team and other coaches had questions about the state playdowns for roster, the playdown process and payments.
  - i. Discussion was held around the process of state playdowns that teams from each district play each other then move on. However, the parity of where teams align definitely do not have parity for the most part. This was shared from a few Board members in the room that have been through the playdowns before. It was noted that there are also penalties for pulling out of the state tournament once a commitment has been made.
  - ii. Discussion continued with the cost of the state playdowns, how the schedule comes out. Rob indicated he has been unable to receive any information from Mass hockey for payment, schedule etc. John Lloyd shared there is a mandatory coaches' meeting that is held. A coach needs to be present at the meeting or the team forfeits and also the payment of the check is turned in at the meeting.
  - iii. John Lloyd shared the cost is upwards of \$800 for a team. Rob shared he would need a check for his team. Christine LoSchiavo mentioned it used to be included in the tuition for Starhawks Youth Hockey teams. John Lloyd also shared Shrewsbury Youth Hockey stopped

playing in the state playdown due to the very high cost and also the terrible parity process Mass Hockey would follow. Numerous teams would be out matched every year.

- iv. Rob shared, Squirt Gold, would step away if they could. Christine LoSchiavo said she would work on having them pulled out of the state playdown. She would also reach out to Brian Walsh for additional information from Mass Hockey for answering these questions for potential penalties since Brian is also the Mass Hockey representative.

## 5. Old Business

### a. Website updates/info needed/future suggestions

- i. Mid-season update – Krissy Bissonnette was thanked for writing up the Mid-Season update, which Christa Duprey, Secretary posted to the website, emailed CM Revs and posted on Facebook. Krissy asked if the Board and those in attendance felt this was important to publish to let families and out on social media that the CM Revs teams are doing well? Do people think this is an important item to do.
  - 1. Feedback from those in attendance felt this was important to send out to let families and the public know how the teams are competing and that CM Revs does have good competitive hockey teams.
- ii. What else would people like to see on the website was asked by Krissy Bissonnette?
  - 1. Feedback included making it easy for parents to hear about the squirt, peewee and bantam round ups that are posted by the Valley League on the Valley League website. Suggestion by Krissy was to have a link for each age group posted on the “squirt’ CM Revs page so parents or players could go directly to the Valley league round up, check standings for their division.
  - 2. Christa Duprey noted that she had just added links on the CM Revs homepage to the Yankee Middlesex Girls Conference league, Valley League and Northstar League. These would bring people to the league’s home page not a particular location i.e. ‘peewee standings’.
  - 3. John Lloyd mentioned that there a LOT of functions that the website has and it is just a matter of tapping into them, teaching them to managers, coaches etc. and having a set person from each team i.e. Managers, post weekly news.
  - 4. Christa Duprey also stated there could be a banner added to the homepage with the games upcoming and then the managers could then enter the score after the game as well as player stats. The game scores would then be shown on the ticker so the public can see how the teams are competing. In general, Christa has been trying to update many pages as possible and add a few new features to the website.
- iii. Mite – a player from house league to mites and the player tuition was prorated. They are registered and are on mite 3.
- iv. A player joined U12 girls joined half way thru the season and tuition was pro rated.
- v. Christa Duprey, stated she has been working on the website by adding different features such as a rotating schedule, links/buttons to the different leagues; Northstar mites, Middlesex Yankee Girls Conference League, Valley League. Christa also made the suggestion that managers could enter scores and player stats throughout the season. That would then allow the rotating games results ticker to show how teams are doing and also the website is active. This would be added as a manager responsibility next season.
- vi. Krissy Bissonnette shared that parents are often looking to for more information and the more we can provide on the website the better. Many parents do not know that there is a Valley League round up written up each week where players are mentioned on the website. Krissy suggested that the link for the certain age group be posted on the team’s page and parents can then click the link throughout the season to see write ups, updates and more.

- vii. Manager role – the role of a manager was brought up and other responsibilities they could have throughout the season. During discussion, it was noted from the coaches of the younger age groups that it can be hard to have someone come forward to be a manager because of time and they do not know what the role of the manager is. Christa made the suggestion that just like coaches there could be a mentor manager and have them paired with a more veteran manager. This manager role will be a work in progress and more clearly defined for next season.
- b. Hockey Operations – Anthony Chiaradonna – not present, Krissy Bissonette reporting
  - i. House League – Craig Jennings is operating House League.
    - 1. Program is running smooth.
    - 2. Parents will need to be reminded to register for Mites for the players moving up.
    - 3. Also, we will let Craig know of the drills for player evaluations so the mite players can be familiar with them.
  - ii. Girls Bruins Academy
    - 1. Registration is at 35 girls.
    - 2. Matt DeJardins is taking the lead on running all four hours of the Bruins Academy on Saturdays, 1pm at Northstar rink. Christa Duprey is supporting with emails etc.
    - 3. Christa mentioned that they are really hoping to fill the last 15 spots. CM Revolution was one of only approximate 10 organizations across the state to be offered Girls Bruins Academy this spring of 2020.
  - iii. Player Evaluations – Krissy Bissonette for Anthony Chiaradonna
    - 1. Player Evaluations – Krissy Bissonette made a brief overview of the proposed player evaluation packet per Anthony Chiaradonna.
      - a. It was noted that Coaches need to input a paper player eval since the coach feedback of the player evaluation and has more percentage weight than skill. This is a change from last year.
      - b. Eval process the 2020/2021 season, for the scrimmage portion, the first date is by last name then prior to the second scrimmage the score from all 3 portions, scrimmage/coach/skills score will determine when you come back to the second scrimmage time.
    - 2. All coaches are to help at minimum for the level they are at. Krissy noted that the scrimmages have, to be on Sunday mornings, due to lost ice. Coaches will be reminded that they are to help as much as possible for evaluation nights. It should not be the same people volunteering very night.
    - 3. Proposed skills evaluation times, see packet. Other organizations club and other certain orgs, were cross referenced as best as possible so not to compete.
    - 4. Goalie evals will be done by Nick and at a later date.
    - 5. An email has been sent out to all coaches to complete the player coach eval and to send back to Anthony in a timely manner since the coach eval has more weight this season. These all should be turned in so Anthony Chiaradonna is not waiting for the eval info to complete player placements.
    - 6. Initial team placements will be loaded into the CM Revs system by early April. Rosters will be approximately 10 kids per team. This is so there are less players to move come the fall conditioning. Most of the team put together so doing a get together would not be as hard to do in the summer.
    - 7. Too much room on the rosters last year were noted which is the reason for less player movement this coming fall. Also still having the policy that coaches are not named until all players are placed., and not naming coaches till the season starts

8. Chris Williams made the motion to accept, John Lloyd second the updated player evaluation process for the 2020/2021 season. No further discussion, a vote was taken and it was unanimously approved.
  9. Christa Duprey noted that posters for rinks will be made and given out to coaches/volunteers to hang in various rinks with all the player evaluation information on them.
- c. Equipment - Locker storage cleanout update – None at this time
  - d. Tournaments - Discussion was already held for Lobster pot issue and state playdown for Squirt Gold. See minute notes above.
  - e. League Updates
    - i. Northstar - Mites - Krissy Bissonnette has been working along side Joanne Bliss for the upcoming end of the season with ice that had been taken away per Northstar and other factors.
      1. Krissy also informed the Board that the Mite developmental divisions will have playoffs for the first time ever. Mite playoffs will begin the week of March 8<sup>th</sup>. The other higher teams' playoff will start later in the month.
      2. Krissy will put up available ice for practice ice for mites so they can continue to skate plus the players to skate to learn the player evaluation drills.
    - ii. Valley League – Krissy indicated that some teams are having their games rescheduled and some are not. These rescheduled games were due to the Valley League scheduling during the day over the winter school vacation. Krissy will keep teams notified if games are rescheduled.
    - iii. Valley League - squirt thru midgets – regular season ends march 15/16 and playoffs the following week.
      1. Krissy will be adding all the information in the system as soon as she knows to keep teams informed.
      2. The Valley League miss scheduled 8 teams' games did not reschedule. CM Revs are still getting billed for these 8 games but we are still should be getting them back. Krissy will forward the info to Christine to make sure the games are not billed and paid.
  - f. Merchandising – Michael Manchester
    - i. Pop up shop going to be planned in the near future. Michael or Kerry will reach out to Christa so she can email CM Revs organization.
    - ii. Practice Jerseys – see below
    - iii. Winter hats – will order hats approve the funds Michael made a motion, Matt 2<sup>nd</sup>, to order 50 winter hats to have for the rest of the season to sell at player evaluations. Christine has not been able to pay the merchandiser for the hats in Leominster at this time. Michael Manchester, Kerry Manchester and Christine LoSchiavo will discuss to connect to have the invoice resolved and also to pay for this next order of hat.
  - g. Ice Scheduling – Krissy Bissonnette
    - i. John Lloyd – extra ice is costing us a lot of extra money and we need a system in place to be able to sell to other organizations that are looking for sheets of ice. There will be a times extra ice but hopefully will have less unused ice next year.
    - ii. Scheduling for next year – get feedback from coaches per Krissy, and also other programming for extra ice clinic, shooting clinic. Christa Duprey suggested a potential sub committee to help with this process and to present to the board at a later date.
  - h. Memory helmet stickers – No updates at this time.

- i. Picture Day Status – Michael Manchester
  - i. At this time pictures are going to be schedule the last week of February. They will be held on the nights teams already have practice. Only two teams will need to come to the rink on a non-practice night.
  - ii. Pictures will be held at Northstar rink mites thru bantams. Midgets do not have photos taken.
  - iii. Michael will be in touch once he has the final schedule. He will contact Christa so she can post the photo schedule and emails parents of the photo nights.
- 6. Coaches Discount discussion/review – This was just mentioned that topic will be continued to be discussed. Feedback from the new coaches in attendance was that it would be nice to have the CEP and module covered. Christa mentioned she spoke with a previous board member from Sting and they do cover the cost of CEP and module for all coaches and assistant coaches.
  - a. For clarification John Lloyd, shared the coaches discount, \$250 and \$150 , and a brief overview that was done with the Shrewsbury Youth Hockey in the last few years. Further discussion was held of a potential program and for potentially certain board positions. This still needs to be discussed in further detail, potential program and steps to follow etc.
  - b. Adam stated it would be great to help cover coaching discount for certification. \$40 for clinic \$10 module
  - c. It was noted that it would not come close with independent clubs to cover the cost of hockey fees but the hope is that it would build retention, a thank you and build a community.
- j. New Business
  - b. Other – Board members asked the new coaches in attendance what they would like to see in the future to help the organization grow. Is it important for website information, emails or more?
    - i. Off ice training – this has been looked into however it was hard to get off the ground since the need for additional volunteers are needed.
    - ii. Noted that the squirt team wanted to stay together however it was noted that it all depends on player evaluations.
    - iii. Suggestion by Rob to have a survey monkey sent to all families of CM Revs for feedback on the org, what more are they looking for, and more. ***Post meeting Christa found in the League athletics site that the site is able to do a survey.***
    - iv. Practice Jerseys- Christa Duprey proposed the topic especially since so many players where their game jerseys for practice. Plus, it will show unity, a presence at the rink even when people see teams practice at any rink we have practice at. No official vote was taken to order jerseys, however the overall consensus was to order practice jerseys for all players next season.
      - 1. The cost to cover would be potentially placed into the tuition however, we could also look into a Sponsor a practice Jersey program and see what we get to just cover the cost of the practice jerseys.
      - 2. Michael Manchester stated that if the ordering is done early enough then jersey costs are not that expensive and we would have them in time for the start of the season. He would speak to Kerry Manchester about the ordering.
    - v. Summer Skills - It was mentioned that the X3 company come back and run skills over the summer. The price for this program would increase. The discussion was to hold the X3 skills over the summer. Rob would reach out to the X3 personnel to discuss options. Krissy mentioned ice was already being worked on for the summer.
      - 1. Christa mentioned having a body contact session or multiple sessions for peewees moving up possibly prior to player evaluations but also prior to the season starting. New bantams should be taught proper checking and also proper body position if getting checked prior to the season as much as possible.

2. Also need to see if X3 could run these checking clinics and even throughout the season or even our own CM Revs skills sessions during the season.
  3. Rob will also speak to X3 about all these possibilities since he knows the owner.
  - vi. Discussion was held around for skills/or other programs to run especially for players that need more skills and ice time. Christa mentioned that sub committees would be useful for development to look at overall programming and growth of the CM Revs and what could be done in the future but she also mentioned that we need a larger volunteer base to tackle get
  - vii. Volunteers – it was discussed that people just do not know what needs to be done for youth hockey. Once it is described or explained or more, then people might be more willing to come forward to volunteer even if it is an hour or two here and there throughout the season. Noted help is merchandise nights and also player evaluations for checking in. Also noted, all coaches are expected to help with player evaluations.
8. Next meeting date - Wednesday, March 4, 2020 at 7pm Northstar
  9. Adjourn 9:25 pm