

**WINCHESTER YOUTH HOCKEY ASSOCIATION**  
**MINUTES OF BOARD OF DIRECTORS MEETING**

**Monday May 16, 2005**

**Attendees** Directors –Tom Troiano, Jim Leo, David Hennessey, Denis O’Donnell, Hugh Mullin, Chris Goodyear, Dave DiCecca, Scott Fusco, Joe Sacco, Tim Smith, Ron Martignetti, Mark Robinson

WYH Members –John Primerano, Paul O’Donnell, Glenn Mills, Mike D’Avolio, John Addonizio, Jamie Hintlian, Frank Gianci, Ed O’Donnell, Patrick Gill, Eric Knutzen, Bob Andrews

President Tom Troiano opened the meeting at 7:10 PM.

By poll of WYH Board of Directors members present, it was determined that a quorum was present to allow for the transaction of business.

Tom Troiano opened the meeting by explaining that tonight’s meeting will serve two purposes, the May Monthly Board of Directors Meeting and the Annual Membership Meeting. The terms of eight directors are expiring and an election will be held to fill these positions for the 2005-06 season. In addition the organizations By Laws have been updated and per our existing By Laws any changes require a 2/3 majority approval from the attending membership.

Tom Troiano said that he wants to pass on his condolences to Denis O’Donnell on the passing of his mother. In a very generous gesture all donations have been directed to Winchester Youth Hockey. We thank Denis and his family for this very generous gesture. Denis O’Donnell expressed his thanks to everyone for their kind words, notes and E-mails.

**Minutes of April 25, 2005 BOD Meeting**

On reading of the Minutes of the Board of Directors Meeting of April 25, 2005, no corrections or changes were noted. A motion to accept the Minutes of the April 25, 2005 Board Meeting was made by Tim Smith, and seconded by Hugh Mullin. The motion was unanimously approved and the Minutes of the Board of Directors Meeting of April 25, 2005, were entered into the record.

## **Treasurer's Report**

Hugh Mullin explained that the Treasurers Report that he has distributed is divided into three sections; 1)The Monthly Bank Statement and WYH 2005 Cash Flow Statement, 2) The 2005-06 Tuition Model, .and 3) The 2005-06 Budgets and Cash Flow Statements.

As shown in the WCB Bank Statement Hugh reported that the current Checking Account Balance was \$66,116 and the 6 Month TD was \$78,931. Hugh explained that as usual he has reported the current month in two columns on the Cash Flow Statement. One column reports activity in May relative to the 2004-05 season and a second column for activities relative to the 2005-06 season. The static endowment for 2005 YTD was reported at \$99,903.

Hugh Mullin said that the Tuition Model distributed is what was approved at the last Board Meeting. Our final numbers are very close to last season and very pleased they are not increasing. The model is based on a Bottoms-Up Estimate that includes each cost element of the program. The biggest unknown right now is the 2005-06 cost of each league which is not usually finalized till the end of the summer. Hugh reported 2004-05 actuals and 2005-06 model budget for each leagues per game cost as follows;

	<u>2004-05 Act</u>	<u>2005-06 Budget</u>
Valley League	\$208.	\$215.
Dual State	\$195.	\$205.
Girls	\$180	\$190.

Hugh also explained that the model accounts for the variation in cost of practice ice and \$180 per hour was used for the tuition model. Tim Smith asked if the program will offer tuition discounts for families with multiple players. Tom Troiano said the policy will be the same as last year including exceptions, Goaltenders, Learn to Skate and Midgets who are not eligible for a discount.

Hugh Mullin said that the Budget and Cash Flow Statement on Page 5 is self explanatory. For 2004-05 Hockey Operations the program took in about \$387,000 in revenue and spent about \$372,000 resulting in revenue in excess of expenses of approximately \$15,000. Ron Martignetti asked if unpaid tuitions have been isolated in this report or if an estimate can be provided. Hugh said that he estimates that there is approximately \$2,000 to \$3,000 in unpaid tuition balances of which most are attributed to players who left the program in the middle of last season. This potential expense was budgeted at 1% of tuition or \$4,000 resulting in a \$2,000 delta to budget. Hugh said that budgeted expenses for next season will be the at the same level as last year at \$375,000 which will result in projected revenue in excess of expenses for next season at \$8,000. Hugh said that we had a slight loss last season on ice that was sold to the High School Programs. Tom Troiano acknowledged this as a donation to Winchester High School Hockey. Hugh said that last year we did not budget for interest on our deposits and will budget for it next season along with a \$10,000 fundraising revenue estimate.

Denis O'Donnell made a motion to accept the Treasurer's Report. Mark Robinson seconded the motion which was unanimously approved by the Board.

### **Registration/USA Hockey/Mass Hockey**

Chris Goodyear reported that we will continue to register players in our program as in previous years through the website and not require individual registration as being implemented by USA Hockey.

### **Coaches Committee Report**

Nothing to report.

### **Girls Only Hockey**

Nothing to report.

### **Dual State League Report**

David Hennessey reported that a \$50 deposit is due to the Dual State League for each team that will participate next season. Tom Troiano said that we will have 3 Bantam, 3 PeeWee, 3 Squirt, and 2 Mite teams for a total of 11 Winchester teams. He also noted that the Midget team will play in the Valley League.

### **Valley League Report**

Nothing to report.

### **Placements**

Tom Troiano said that the placement letters were mailed out on the Saturday after the banquet and as received feedback from 5% or 15-20 families who were disappointed with the placements and he wants to share the highlights communications as follows:

- About half of the families were disappointed with a child's placement. In all cases Tom reviewed the placement process with them. In some cases players were close to the next team and some were not.

- There was concern for coaching at certain levels. Tom reminded these parents that we do not pay or offer tuition discounts for coaching. Over the last several seasons many potential coaches have refused to accept a coaching position stating the season is too long and they are not able to make such a commitment. With the proliferation of Select and Metro teams on the hockey landscape, some parents would prefer such an option for their child rather than coach a town team. Tom explained that it is very difficult to find coaches and we do the best that we can.
- There was concern for the sizes of the C Teams. Tom explained it was our decision to have slightly larger C teams to allow for openings at the top. Tom said that he is confident that these teams will not be as large in the fall. For example there are 5 players who were placed on the Pee Wee A team who will not participate next season, and we have a couple of drops at the Bantam level.
- Tom said that we had a minor issue on the Girls Only side where a few U14 girls were placed on the U12 team. Tom said that this is really an issue of misnaming the team. It is not an issue with the placements. On the girls' side we essentially picked an A team, B team and C team for all the girls in the U-14/12/10 bracket. Instead of having a U-14 team, U-12 team and a U-10 team we really have a U-14 A team, U-14 B team and a U-10 team.
- Tom said that half of the communications were from parents of Galvin Award winners. There appears to be a misconception that this is an MVP Award and some parents are clearly disappointed in their child's placement based on being a recipient of this award. Tom said he was somewhat surprised that almost 50% of the calls and emails were from parents of Galvin Award winners given that we give the award to less than 1% of our players.

Tom Troiano asked for feedback on his highlights and Tim Smith asked what will happen to the Squirt C team that right now has 22 players, if there is no movement at higher levels. Tim said that he has spoken to many parents and the feelings are that the placement is not beneficial and will limit the player from moving out of the bracket. Tim said that we are not talking about Bantams or Pee Wee's who are off playing Metro Hockey. These are committed players that we will lose, as they feel that this placement will hurt their development. Ron Martignetti said that as we have done in the past we should leave it as it is for now and see how the dust settles. At that point we have to discuss and handle this as a Board. Tim Smith asked why we don't implement an 11 and 11 roster format. We can always bring up Mites. Tom Troiano said that a third of this team narrowly missed the B Team, a third was somewhere in the middle and another third has never played hockey. We had 48-50 players in all three brackets and based on history we could not go to four teams. Ron Martignetti said that we need consensus as a board on how to handle this in the future. Whether we send players to another town or

bring players in to fill rosters, we need a procedure or road map on how to proceed or a definition of what is acceptable.

Denis O'Donnell said that every year we have an issue and every year it is a new one. The only programs that do not have similar issues are ones who can control their ice by owning their own rink. Tom Troiano said that a three squad Red, White and Blue model would guarantee 40 out of 60 games for each player but there was some resistance at placements to go with this format. Tim Smith said that some flexibility is needed if it stays the way it is. John Addonizio said that this is a critical issue that affects a very committed group of families. Something has to be done soon to avoid anyone getting fed up and leaving the program. Chris Goodyear said that we have had first year players in the Bantams so it should work for the Squirts. Kids want to play in Winchester. Joe Sacco said that if we went to four teams, the players on the fourth team would not have a very good time. Eric Knutzen asked if this was only an issue at the Squirt level. Tom responded yes it was because we had significant drops from at the PW level and a couple at the Bantam level.

Mike D'Avolio asked if evaluations are available that can be used for future player development. Tom Troiano said that there are evaluation sheets but not in the format that could be used for individual development. David Hennessey explained that the evaluation document is a player listing used to input a ranking of A, AB, B, BC, C. Denis O'Donnell said that the process is dealing with a situation where you have 18 hockey players and you have spots for 15. At this point you must compare them as hockey players.

David Hennessey said that maybe we should require a head coach to provide a player evaluation on request for the previous season. Mike D'Avolio asked if the program will do this. David said yes and by request.

Mike D'Avolio asked about the programs compliance to coach patching and Tom Troiano said that a coach must be patched by December 1 of the season you are entering. Tom Troiano said that all head coaches would be patched at the appropriate level (or above) by Christmas.

Tom Troiano said that we would have a better idea on player movement after June 1 when the first payment is due.

Ron Martignetti noted that on his Bantam B team, three players did not advance to the Bantam A team and it bothers him to hear that these players are upset at this. It is sometimes tough to make choices based on a tryout and will admit we can make mistakes. Ron said that he believes we are in a range of acceptable performance in this area. Tom Troiano noted that we had a high number of 1<sup>st</sup> year Bantams on the 2 team last season and that mathematically it was highly unlikely that all would move to Bantam A. Denis O'Donnell said that the placement process ensures that there is a consensus with each selection and there are no hidden agendas in a very open atmosphere.

### **Flynn/Loconte Privatization**

Denis O'Donnell said that we have received the financial model for the proposed Medford/Melrose/Winchester Consortium who would manage both the Flynn and LoConte Rinks. Medford at this point appears to be a reluctant partner, as they are not satisfied with the hours allocated to their program in the model. The financial model puts a cap on youth hockey hours to maintain profitability by allocating hours to high revenue activities. The representatives from Medford will let us know of their intentions as soon as possible. Our town manager is open and enthusiastic to recommend support to the consortium whether it is a bonded municipal entity or a private and charitable organization that is financed through a bank. The state is very interested in divesting the management of these rinks as there is a \$47,000,000 estimate for capital expenditures and repairs for all of the MDC/DCR rinks. Eric Knutzen asked about the timeline for this proposal. Denis O'Donnell said that it is an evolving process and Medford's response is already 10 days past when it was expected. If this happens we will end up doing a lot more work to maintain our current 15/16 hours per week at the Flynn. Ron Martignetti said that even to the trained eye, we will look no different as a program. Mike D'Avolio asked about possible use of the Salem Street Rinks in Woburn. Ron Martignetti said that the development of the proposed property is tied up in litigation as a neighbor has filed a suit against the developer. If in fact the rink does get built, rentals will be at a premium cost, close to Valley League rates at around \$210 per hour.

### **New Business**

Chris Goodyear said that the collection of team jerseys are in process and she still needs team sets from all Mites and Squirt Teams, Pee Wee 1's and Bantam 2's.

Tom Troiano formally thanked all the banquet volunteers and in particular Ed and Mary Ducharme. Tom said that Thanks should also go to Denis O'Donnell for securing the trophies and to Chris Goodyear for putting the program together.

### **Membership Meeting**

Tom Troiano said that Fred Cammon has chosen not to run for re-election to the Board. On behalf of the Board, Tom thanked Fred for his many years of service to Winchester Youth Hockey where he has performed some difficult jobs. Tom asked Hugh Mullin if all members present at the meeting were in good standing. Hugh Mullin confirmed all present were in good standing therefore eligible for the nominating and voting process as part of the membership meeting.

Tom Troiano asked the membership for nominations for the 8 open director positions. Denis O'Donnell nominated Tom Troiano. Ron Martignetti nominated the balance of the board whose terms are expiring and wish to seek reelection which included Chris

Goodyear, Scott Fusco, David Hennessey, Denis O'Donnell, Ed Ducharme and Mark Robinson. Also nominated were John Primerano, Eric Knutzen and John Addonizio.

Tom explained that the two rules for this election of the directors were;

- 1) If there are more than 8 names on a ballot all the votes on it are ineligible.
- 2) There should be no other markings on the ballot.

Tom also noted that you can vote for less than 8 candidates and asked Hugh Mullin, Tim Smith and Bob Andrews to serve as the election.

Tim Smith reported that the following candidates were elected to two-year terms as Directors;

Tom Troiano  
Chris Goodyear  
Scott Fusco  
David Hennessey  
Denis O'Donnell  
John Addonizio  
Mark Robinson  
Eric Knutzen

Tom Troiano asked for nominations for Officers. Denis O'Donnell nominated Tom Troiano for President, which was seconded by Ron Martignetti. The Board then approved the election of Tom Troiano as President.

Tom Troiano nominated the following Officers as follows;

Vice President-David Hennessey  
Controller- Ron Martignetti  
Treasurer-Hugh Mullin  
Secretary- Jim Leo

The Board unanimously approved all Officers. Tom then nominated the following functional Directors. The Board unanimously approved the candidates.

## 2005-06 Functional Directors

Registration/USA Hockey	Chris Goodyear
	Jim Leo
Ice Committee	Tom Troiano
	Denis O'Donnell
	Scott Fusco
Girls-Only Program Rep	Denis O'Donnell
Dual States Reps	Erik Knutzen (Mite-Squirt)
	David Hennessey (Pee Wee-Bantam)
Valley League Reps	Mark Robinson
	Dave Dicecca
Tri City League Reps	Scott Fusco
	Joe Sacco
Coaches Committee	Nick Mitropoulos (Chairman)
	David Hennessey (ACE Coordinator)
	Tim Smith
Learn to Skate Reps	John Addonizio
	Dave Dicecca
Fundraising	Hugh Mullin
	Erik Knutzen
	Mark Robinson
Equipment	Hugh Mullin
	Chris Goodyear
Annual Awards Ceremony	John Addonizio
En Ka, Town Day	Denis O'Donnell

Tom Troiano summarized the major changes/additions to the By Laws. Under the proposed new By Laws:

1. This Organization shall not carry on any other activities not permitted to be carried on (a) by a corporation exempt from Federal Income Tax under section 501 (c)(3) of the Internal Revenue Code of 1986 or the corresponding provision of any future United States Internal Revenue Law, (b) by a corporation, contributions to which are tax deductible under section 170 (c)(2) of the Internal

Revenue Code of 1986 or any other corresponding provision of any future United States Internal Revenue Law.

2. The Organization will not discriminate on the basis of race, color, national origin, age, sex, disability or any other legally protected classification in the selection or in the administration of any of its programs and activities. Announcement of this policy is in accordance with state and federal laws including Title IV of the Civil Rights Act of 1964, Title IX of the Educational Amendments of 1972, Sections 503 and 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, the Americans with Disabilities Act of 1990.
3. A “Member in good standing” is defined as a Member who is not more than thirty days late with payment of tuition, fees or dues and is in compliance with Article Three of the proposed new By-Laws.
4. The Board shall solicit and accept nominations for Directors from Members in good standing of the Organization. Said nominations must be sent no later than April 15th either by mail or electronic mail to the Secretary or presented at the April monthly meeting if such meeting is held. An election to fill the scheduled vacancies on the Board shall be supervised by the Board and held at the Annual Meeting of the Members in May. No Member may cast more than one vote for a specific nominee.
5. A Director or Officer wishing to resign shall submit a notice either written or via electronic mail to the President or Secretary. Receipt of the notice shall constitute resignation.
6. The Controller shall manage and direct the finances and accounts of the Organization. He or she shall be the fiscal agent of the Organization and, as such, shall be charged with and shall exercise general supervision over all Officers in any manner charged with the receipt, collection or disbursement of all funds and revenues. He or she shall inspect, audit and revise the accounts of the Treasurer and shall submit an annual tax return at the end of each year in the manner provided by law.
7. No Officer or Director shall for any reason of the office be entitled to receive any salary or compensation including tuition reduction. Nothing herein prohibits any Officer or Director from receiving tuition reduction or forgiveness on a basis of need. No coach, volunteer, team parent or Member of the Organization shall receive any tuition reduction for any reason other than financial need.
8. The Organization shall have a Coaches Committee, nominated by the President and appointed by the Board. The Coaches Committee shall:
  - Act as a liaison among coaches, players, parents and the Board;

- Conduct disciplinary hearings according to Mass/USA Hockey guidelines. Should a Disciplinary hearing be required; the Coaches Committee members shall serve as the Disciplinary Committee. One other Director, who is appointed by the President and not an Officer, shall serve as the non-voting moderator of the disciplinary hearing;
  - Discuss any allegation brought to the President, the Board, or any committee member and report to the Board on the status of the allegation at each monthly Board meeting until its conclusion. If appropriate, these reports shall be delivered in Executive Session.
9. All Officers, Directors and Coaches shall report all allegations of impropriety by players, coaches, Directors or parents relating to the operation of the Organization to the President and the Chairperson of the Coaches Committee within 24 hours. The President and the Coaches Committee will determine if an allegation of impropriety relates to the operation of the Organization.
  10. The Coaches Committee shall consist of three Directors. Reasonable efforts will be made to select a Coaches Committee with at least two members who are not head coaches in the current Hockey Season.
  11. The Coaches Committee shall elect a Chairperson. One member of the Coaches Committee (not necessarily the Chairperson) shall serve as the Organization's Association Coaching and Education (ACE) Coordinator. The ACE Coordinator shall:
    - Communicate coaching certification requirements;
    - Ensure compliance with USA Hockey coaching requirements;
    - Deliver education programs to coaches;
    - Ensure that the program is promoting age-specific skill development (e.g., cross ice hockey for Mites);
    - Plan, organize and execute periodic skills workshops for coaches;
    - Evaluate practice sessions and provide feedback to coaches;
    - And, in conjunction with the President, the ACE Coordinator shall oversee the placement process and recommend coaches to the Board for approval.

After this review and in compliance with current By-Laws the members in attendance unanimously approved the new By-laws.

Tom Troiano thanked the By Laws Working Group of Ron Martignetti, Chris Goodyear and John Primerano for their efforts in developing a new set of By Laws. Tom specifically thanked John Primerano for serving as the de facto secretary of the group and for transcribing all comments into a high quality document.

### **Next Meeting**

The next scheduled meeting of the WYH Board of Directors is scheduled for Monday, June 13, 2005, 7PM in the Cafeteria at Winchester High School Cafeteria.

### **Adjournment**

Tim Smith made the motion to adjourn the meeting, seconded by Hugh Mullin and the meeting was adjourned at 9:30 PM.