



Meeting Minutes

SASA BOD Meeting

April 13, 2026 6:00 PM

NCSS – Mable Room

Attendees – *In-person* – Kevin Smith, Joe Montagene, Chris Heald, Tommy Waltz, Melissa Bocash, Adam Routhier, Mike Irwin, Andy Norris, Dave Blatchly, Nate Liese, Colin Branon, Emily Norris. Virtually: Dan Ellis, Chelsea Forsyth, Danielle Snelling.

Guests – *In-person* Jeremy Glerum, Kyle Demerit, Marnie Carlton, Jason Booth, Shawna Mead, Dana Boomhower, JP Routhier. Virtually: Keith Carlton, Sarah Redfield, Heather Blackburn, Katie Leclerc, Ashley Ovitt, Heather Gonyeau.

Meeting called to order 6:02 PM.

1. Meeting minutes – Motion to approve March minutes by Emily, 2<sup>nd</sup> by Andy. Unanimous – motion carries.
2. Executive Session - Motion to go into Executive Session at 6:00 by Dave, 2<sup>nd</sup> by Nate. Unanimous – motion carries.
3. Executive Session - Motion to exit to act as discussed in Executive Session regarding ballot and nominating committee by Emily, 2<sup>nd</sup> by Joe. Unanimous – motion carries.
4. Public Comment – Heather Blackburn – thank you for including coaching as volunteer hours. Head coaches and 2 assistant coaches will get no volunteer hours this year.
5. Nominations – 2 directors and 3 general members. Call for nominations for 3 weeks. 13 individuals interested in 9 available openings. Decided on 30-minute interviews and asked candidates to submit bio and letter of reference. Interviews

included varied questions predetermined by the nominating committee. One candidate backed out during the process and 2 candidates interviewed were not chosen to be moved forward. As such the slate of 10 candidates out of the nominating committee makes up the ballot which will then go out to membership for the vote. Special thanks to the committee members for the time and effort in going through a thoughtful process.

Questions around the accountability of board members and how their level of commitment is reviewed and held accountable. The committee reviewed the interview process which included specifics around time commitments and willingness to be on board.

6. Ballot Presentation – Dave handed the room the ballot which includes Jason Brace, Adam Routhier, Melissa Viens, Kelsey Rouleau, Ryan Ovitt, JP Routhier, Colin Branon, Andy Norris, Chris Heald & Kevin Smith.

If you want to abstain, you are able to abstain. The majority of the remaining would be counted in that case.

Bios will be included in the online voting so that all membership knows the candidates, especially those who do not know.

Motion to approve the presented ballot as presented by the Nominating Committee by Dave 2<sup>nd</sup> by Joe. Unanimous – motion carries.

7. Policy Committee – Attendance, Social Media and Discipline. Committee has been working through draft policies and is offering to share these policies for review and feedback.
8. Coaches Survey – survey specific to coaching satisfaction went out ahead of tryout. 116 responses out of around 600 potential....20% return which is considered strong. Strong commitment and effort were noted throughout. Gratitude for coaches and their time commitment. Feedback regarding structured practices and its relationship to player development were noted and appreciated. Communication responses were positive especially around expectations, game times, etc. Areas of concern on some responses included favoritism toward players of parent coaches. Large rosters, ice constraints and ice times are common friction points within surveys. The feedback is helpful and welcome which can help us with

coach selection(s). Are coaches provided the feedback – yes, coaches are provided summarized feedback to help improve and/or be aware of.

Coaches and assistant coaches are our biggest challenge going forward. Finding coaches willing to commit the time and energy to the program is critical. We need to develop teams of coaches so that its not falling all on the head coach.

9. End of year Survey – an end of year survey was distributed to Young Blade (YB) as for general feedback. 127 YB's – 99 brand new. 20% responded. Feedback provided indicated that perhaps there were too many kids on ice. 3 year olds were new to the mix this year. Only have 42 skating tutors and most new skaters need these. Will need more skating tutors if we continue to have large numbers. Overall, very positive feedback. Suggestions around practice structure. BFA boys and girls help was huge this year and much appreciated. Numbers is going to be the biggest obstacle for future programs – like to be at 60 – 70 in YB1 and YB2 respectively. Need to nail down coaching requirements for coaches. 3:30 is a tough time slot for 60 families. Additional nets are needed and perhaps replacement of existing stock.
10. Head Coach – Looking to get a head coaches meeting scheduled for the beginning of June to begin preparing for the upcoming season – scheduling, practice planning, etc. Looking to round out the remainder of the coaching staff, which is done largely by the head coaches. Potential for summer ice coming.
11. Communications – newsletter is ready to go out – end of year newsletter 7.
12. Camera equipment – NW Access has been gracious enough to provide excellent video coverage of our Friday Night Lights footage. In order to be independent purchasing a camera and microphone will allow us to video any games and leverage footage for video sessions that coaches can use in drylands. Total package includes all the necessary equipment and runs \$3,000 in total cost. SASA would be the owner of the equipment. How long is the equipment relevant – unknown at this time. YouTube channel allows multiple users, etc. Adding in the ability to use for coaching will be a huge benefit.

Motion to spend up to \$4,000 for the purchase of equipment by Chris, 2<sup>nd</sup> by Emily.  
Unanimous – motion carries.

13. New Business – Maple Festival is coming up and we'll have a float in the parade, etc.

14. Old Business – Minutes from March – confirmed 1 abstention.

Nets for YB's and Mites – need 4 – 6 new nets – bringing forward next meeting.

Discussion around not spending so much money on the complex and invest into our own facility.

Special thanks from the 14U group for the Board and community support. The team that ended up winning the Nationals beat SASA only by 1 goal twice.

Recognize what's in the room and the shift that has taken place within the organization – approachable, committed, etc. Thank you. Kyle Demeritt.

15. Executive Session – motion to go into Executive Session at 7:58PM by Kevin, 2<sup>nd</sup> by Chris. Unanimous. Motion carried.

Motion to come out of Executive Session at 9:39PM by Colin, 2<sup>nd</sup> by Emily. Unanimous. Motion carried.

Motion to approve the Player Exit & Withdrawal Policy by Andy, 2<sup>nd</sup> by Joe. Unanimous – motion carried.

16. Adjourn - motion to adjourn at 9:40PM by Emily, 2<sup>nd</sup> by Kevin. Unanimous. Motion carried.