



Meeting Minutes

SASA BOD Special Meeting

May 12, 2025 6:00 PM

CPSC – classroom

Attendees – Dustin Degree, Chelsea Forsyth, David Blatchly, Nate Liese, Colin Branon, Mike Irwin, Emily Norris, Melissa Viens, Tommy Waltz, Dan Ellis, Joe Montagne, Chris Heald, Logan Lamothe, Danielle Luneau, Dan Merchand.

Absent – Danielle Snelling

Guests – John Cioffi, Kevin Smith, Matt Robtoy, Jeff Gilmore, Adam Routhier, Marnie Carlton, Katie Leclerc, Andrew Norris, JP Routhier, Ashley Ovitt, Sarah Redfield Tuttle, Jeremy Glerum, Kyle Anderson, Mike Weber, Rob Shepard, Heather Blackburn, Jason Brace.

Meeting called to order 6:07 PM.

1. Minutes approval – Motion to approve 4/14/2025 meeting minutes by Joe Montagne and seconded by Danielle Luneau. Motion carried 15-0

Motion to approve 05/07/2025 meeting minutes by Nate Liese and seconded by Joe Montagne. Motion carried 15-0.

2. Public Comment – none

3. Committee Reports

- a. Finance – no updates
- b. Fundraising - meeting occurring Tuesday May 20th at 7:30 PM in classroom at CPSC. Golf tournament happening 7/11/2025 at 9:00 AM at Champlain Country Club.
- c. Snack bar – question was asked if all cash has been deposited from both the snack bar and skate shack – yes.

- d. Master Scheduler – a tentative schedule has been created based on last years ice. Questions remain on what will be done for off ice – pool, Dukes, tennis courts? Need to ensure on ice and off ice activities are even distributed. Master Scheduler position is up for renewal this summer. Pam expressed concern with her doing much more if she is not going to be the Master Scheduler. Goalie items are still up in the air, but we are locked in with Shea.
 - e. Tournaments – our tournaments have been placed on various sites where we have advertised in the past. Maine Inferno has committed and is returning with all 3 levels. Dates for tournaments were set in January.
 - f. Head Coach – coaches have been notified. Working with Trish on website updates and announcing registration.
 - g. Equipment – all equipment is back. Blue and black pucks will be ordered. Discussion around the summer sessions with Mr. Leahy. We have a list of players, coaches, etc. Need to determine what Mr. Leahy will need. Dates are 6/27, 7/10, 7/17, 7/24, 7/31 and 8/7 all from 6 – 7 PM at Gutterson. Jersey and uniform decisions need to be made by end of June meeting. If fitting days are required (10U and up) we need to get prepared. Discussion around an equipment swap as a potential community event – volunteers needed if this were to move forward.
 - h. State Rep – no updates. John Cioffi did present VSAHA update (see below)
 - i. Head Ref – Logan presented with a bill from the complex for April. Tournaments being scheduled in January and Mark is just finding out about them now. Communication needs to be better and needs to tighten up. Lots of open ice at CPSC and Highgate last year. Dustin handed in resignation – he's the one you want.
 - j. Skate Shack – discussion around more swag for sale in the skate shack including hats, t-shirts, etc.
4. Survey Results – survey was conducted in response to feedback from March BOD meeting. Goal is to do this every year moving forward, earlier in the year if possible. Survey included 10U – 16U girls and youth. 185 player families. 67 respondents. 36%. Good distribution amongst the teams. 80% said they were satisfied – nothing to compare it to. Coaches mostly rated well. Feedback can be used as a tool to help coaches improve and guide future coaching decisions. Parent/player satisfaction is directly related to satisfaction with coaches. Mixed responses on the narrative questions. Themes of the feedback are lack of communication, lack of support from Board, meeting minutes and agendas in a more timely fashion, skill

development for coaches, consistent practice planning and structure, scheduling improvements, equitable access to resources, better tournaments, being allowed to hang up tournament banners and plaques, more frequent interaction with BFA players and names on jerseys. Looking to take the main themes from the feedback and address them one at a time. 80% of respondents want and will pay for game jerseys with names on the back. 70% of respondents want and will pay for practice jerseys with names on the back. Discussion about a communications director and/or subcommittee to create and execute upon standard communication protocol. Future surveys will provide multiple choice questions and 2 essay questions - 1 coaching questions and 1 organizational question. Discussion around future coaches survey – survey coaches regarding their experiences.

5. Girls Symposium – prior to the symposium membership was surveyed to attain categories/themes to address. 8 different categories were identified and discussed. Attendees were engaged in developing solutions and broken into small groups. From that came themes such as growing the game – summer events, bring a friend to skate, face painting with the Comets. Holding these sooner rather than later is a benefit. Equipment needs have been a barrier in the past...mostly helmets and skates. Other themes were more promotion of SASA via social media, mentorship programs for coaches, facilitating ADM practices, purchase practice planning software, share practice plans and workout plans, more events with the Comets and communication on tiering. Comets are not required to be on ice with 14U or others, however they do volunteer from time to time. There is a misconception that tiering is up to SASA Board. Dani Roberts is committed to an every other week skills session for all SASA girls teams – one ice sheet, all girls teams.
6. VASHA Update – No one from SASA showed up to VSAHA Leadership Symposium. Only 1 person from SASA signed up. We are the biggest organization in the State and to have no one show is disappointing. Topher Scott of Hockey Think Tank opened the symposium talking about 4 pillars for a successful program - Leadership, Coaches, Players and Parents. One thing we can do is support coaches and build camaraderie. Parents need to be given jobs and make them feel a part of it. Players – building people up not focusing just on best players. 1616.org – mental health awareness focused on the “buffalo mindset”. The program is a 10-week, self-paced curriculum designed to facilitate weekly team discussions around mental wellness topics, with sessions requiring about 20 minutes per week. VSAHA will require all 12U and 14U teams to register and participate in the 25/26 season. More information is forthcoming. VSAHA is covering the cost of the program. Question

was asked if other states/regions are requiring this program. No other known states/regions requiring this. VSAHA is the first in New England. This programs was chosen as it is hockey specific and based off from shared and personal journey of former NHL player Andrew Ladd. VT goalie day 8/17 at Gutterson. Any and all coaches are highly encouraged to attend. A goalie coaching handbook has been created and will be provided to coaches. VSAHA receives growth grants from USA Hockey annually to the tune of \$11,000. Categories for the grant include goalie development, adaptive hockey, community engagement, try hockey for free and equipment. Monies will no longer simply be handed out. Organizations will have to show concerted efforts towards achieving the goals of the growth grant categories to receive money. Faceoff meeting 8/24 (last Sunday of August). Implementing a points system for associations to earn at meeting focusing on administrative to player development to growing the game. The idea is to have a more proactive approach and participation. Special needs hockey team – Jeff and Luke presented on this. Only special hockey program in the State. Autism walk – table there this Sunday. Apologies were extended to John and VSAHA for SASA's not being at the symposium. Question and discussion on Game Sheets – is there a fee? 3-year trial - \$4/game paid by VSAHA. Didn't cost SASA anything. \$4, \$6, \$7/game then going to market. Coaches sign before, officials sign afterwards. Talk of using software to help with scheduling and synching up to Game Sheet. Brought forth a lot of roster violations. Alec Bergeron – RIC appointed by US Hockey.

7. New Business – Good response on photos and responses for write ups for St. Albans Messenger.
8. Old Business – none
9. Recess - 7:25 – 7:35
10. President interviews - Meeting called back into session at 7:35 for President interviews. Prior to interviews discussion on process for President replacement was discussed. Feedback from some members was that not enough time was provided. People may have missed the communication and/or not had time to discuss it with their family. The Board met on 05/07/2025 to discuss and agreed to move forward this way. The completion of the most recent open elections coupled with the work completed by the nominating committee the Board felt ample time was being provided and a President needed to be named to move the organization forward.

The Presidency is an appointed position and could be appointed for the remainder of the term. The Board created a process for this vacancy and is going to follow through with that process. As the By Laws are revisited and rewritten focus on elections, term limits, etc. will be addressed. Board and organizational focus needs to be on the kids.

One candidate submitted their interest in applying for President role. Kevin Smith was interviewed by the Board.

11. Motion to go into Executive Session at 8:22 PM by Joe Montagne, second by Danielle Luneau. Motion carried 15-0.
12. Motion to come out of Executive Session at 8:41 PM by Joe Montagne, second by Melissa Bocash. Motion carried 15-0.
13. Paper ballots we collected and counted by Colin. Kevin Smith approved as President 15-0-1.
14. Motion to go into Executive Session at 8:45 PM by Joe Montagne, second by Chelsea Forsyth. Motion carried 15-0.
15. Motion to come out of Executive Session at 8:56 PM by Joe Montagne, second by Danielle Luneau. Motion carried 15-0.
16. Motion to authorize Logan and Chris to hire a bookkeeper by Dan Ellis, second by Dave Blatchly at 8:57 PM. Motion carried 15-0.
17. Motion to authorize Chris and Logan to appoint assistant Treasurer by Joe Montagne, second by Emily Norris at 8:58 PM. Motion carried 15-0.
18. Discussion about the master scheduler and registrar reviews coming up this summer. Executive Board needs to bring forward a recommendation to the Board.

19. Motion to adjourn at 9:01 PM by Emily Norris, second by Danielle Luneau. Motion carried 15-0.

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