

Enfield Hockey Association Board of Directors

Date: 3.12.26 Call to Order: 8:00 PM

Meeting #11

In Attendance:

- Director of Operations: Ken Labak
- Director of Coaches & Players: Howie Fleischman
- Registrar: Kim Hatch
- Learn to Skate Director: Jen Hren
- Lower Division Director: Doug Ferro
- Upper Division Director: Mike DiSalvo
- CHC/GSL Rep: Matt Alberti
- Secretary/Equipment Director: Danielle Chabot
- Booster Club President: Karen Contorno

Not Present

- Finance Director: Becky Santanella

Guests

- Anonymous: RL
- Mike Boucher
- Jessica Cuscovitch
- Ricky Dias
- Andrew Embury
- Leah Fraser
- Stacy Godin
- Allan Grassetti
- Peter Grigely
- Tim Grigely
- Nicholas Grimaldi
- Amelia Harrison
- John Harrison
- Steve Kelley
- Damien McCartney
- Michaud
- Christine Nadeau
- Stephanie Nettles
- Anthony Paolini
- Ashley Pare
- Brian Peterson

- Amy Rodriguez
- Becky Rodriguez
- Kevin Rodriguez
- Raymond Rodriguez
- Audrey Ryan
- Tom Terhune
- Miranda W

Agenda:

- Meeting Minutes from Meeting #10: Exec session only; no notes provided.
- Board Reports
 - Director of Operations: Ken Labak
 - N/A
 - Director of Coaches & Players: Howie Fleischman
 - Evaluations and clinic volunteer scheduling is underway.
 - Evals are to run our current players through the clinic practice plan.
 - Reach out to Howie if you'd like to help.
 - Squirt-aged players who are trying out for peewees should attend peewee clinics if possible. Allowed to do both if they'd like.
 - Registrar: Kim Hatch
 - 56 signups for evals currently.
 - April 1-8 Registration period and teams finalized at that point.
 - Midgets: Mid-April registrations
 - Finance Director: Becky Santanella
 - Not present.
 - Learn to Skate Director: Jen Hren
 - Two practices left so will do evals and next steps recommended.
 - Need to get Mini Mite registration available for those
 - Lower Division Director: Doug Ferro
 - Need to complete eval and clinic help schedule.
 - Spoke to other youth hockey orgs about rebuilding the org.
 - Upper Division Director: Mike Disalvo
 - Peewees:
 - Looking at ID skate numbers; probably at least one team, no more than that.
 - Started their states.
 - Bantams: There will be a bantam team based on a meeting that happened last night.
 - Midgets: 22 kids with 4 goalies
 - CHC/GSL Rep: Matt Alberti:
 - USA Hockey implemented a new residency rule so state residency is where you can play. Excludes CT, MA and RI (so these kids can travel between states).
 - Red-lined coaches: 122 in CT

- April 1: New rules posted for USA Hockey and will take effect Jan 1.
 - SafeSport guidelines apply even
 - Secretary/Equipment Director: Danielle Chabot
 - We have new netting which will be a better fit for our mite-sized nets. Needs to be installed.
 - Draft communication on collecting puck buckets, water bottle carriers, etc.
 - New bumpers coming.
 - Jerseys need to be ready for the first night of evals.
 - Booster Club President: Karen Contorno
 - About \$6K in the bank.
 - When to supply pizza for evaluators and coaches supporting evals.
- Guest Q&A
 - Ricky Dias: Why is ref fee increasing by so much?
 - Ref program is in house and don't go through IHOC; current budget line is estimated and will be adjusted to the number of teams, etc. that we owned up having. Any savings is injected back into the program. IHOC is more expensive. Association is proud of our in house ref program.
 - Did we consider any other way to divide the \$36K over the next few years? Ken explained some details of negotiations.
 - What increases can we expect in the next few years? Lots of factors in play.
 - Has the contract been signed? No. Howie found a pro bono lawyer.
 - When do board positions open up? Soon.
 - When are head coaches elected for next season? We'll approve tonight and elections for specific teams happen after evals.
 - Allan Grassetti
 - Have you calculated the minimum number of committed players needed in order to cover off on the \$36K bill?
 - The costs within the budget are relative to the number of players and teams that end up committing.
 - Ray Rodriguez
 - Have we considered a sponsorship program to help offset costs for players and/or teams? Yes, we have explored this.
 - How is the relationship going with Blackbear, like are we still not allowed to have banners, etc.? Not guaranteed. Consider putting it into the contract.
 - Have we thought about letting sponsors have names and ads on our jerseys, etc.?
 - Becky Rodriguez
 - Have we talked about what an onboarding plan would look like for the new board who replaces us? Yes.
 - Grants: Have we looked into these? Yes, we have and weren't able to qualify for most of them.
 - Brian Peterson

- Bantam Evals: Do I get refunded if a team isn't formed? No. But if you participate in evals you pay.
 - Spoke to other orgs about ice costs (like SW); have we considered moving? Yes, we have.
 - Is the ice cost the same across the board (like for MassConn)? We don't know and won't know.
 - Rink clock used or not for MassConn?
 - Kevin Rodriguez
 - What was cut from the budget? Things like practice jersey, socks, etc.
 - U8 competitiveness with MassConn from a cost perspective.
 - Why doesn't U8 receive any clinics?
- Next Month's Meeting
 - April 9th 8pm - Regular
 - April 28th 8 pm - Voting
- Outstanding Actions:

Meeting adjourned: 10:30 PM

Board Vote

matt nicole Alberti <sands61122@gmail.com> Mon, Mar 23, 2026 at 7
 To: Danielle Ezold <danielle.ezold@gmail.com>
 Cc: Karen Contorno <kecontorno100@gmail.com>, Michael DiSalvo <madisalvo35@gmail.com>, Kim Murch <kmurch98@yahoo.com>, Rebecca S <risantanela@gmail.com>, Ken Labak <klabak20@yahoo.com>, Doug Ferro <doug.ferro@gmail.com>, Jennifer Hren <jhren@etrinks.com>, docfleisch <docfleisch@aol.com>

Approved

Thank you for your time,
 Matt Alberti

On Mar 22, 2026, at 5:30 PM, Danielle Ezold <danielle.ezold@gmail.com> wrote:

Approve.
 Sent from my iPhone

On Mar 22, 2026, at 5:29 PM, Karen Contorno <kecontorno100@gmail.com> wrote:

Approve

On Mar 22, 2026, at 5:01 PM, Michael DiSalvo <madisalvo35@gmail.com> wrote:

Approve

On Sun, Mar 22, 2026 at 4:56 PM Kim Murch <kmurch98@yahoo.com> wrote:

Approve

Thank you,
 Kim

Thank you,
Kim

On Sunday, March 22, 2026, 4:02 PM, Rebecca S <rlsantanela@gmail.com> wrote:

Approve

Sent from my iPhone

On Mar 22, 2026, at 3:50 PM, Kim Hatch <kmurch98@yahoo.com> wrote:

Hi All

We need to do this via email so that it can be tracked and added to the meeting notes. Please start over and reply all to this chain.

Thanks
Kim

Dear Board Members,

I hope you're doing well.

I am writing to propose an update to our current multi-family tuition discount structure for the 2026–2027 season. Instead of applying a 10% discount to the lowest tuition within a family, I recommend we revise the policy to offer a 10% discount on all skater tuitions for families with multiple participants.

We recognize that the upcoming tuition increase may place additional strain on families with multiple skaters. This adjustment would provide more meaningful financial support, help ease

recommend we revise the policy to offer a 10% discount on all skater tuitions for families with multiple participants.

We recognize that the upcoming tuition increase may place additional strain on families with multiple skaters. This adjustment would provide more meaningful financial support, help ease that transition, and support retention among our multi-skater families.

For clarity, the current goalie discount will remain unchanged. Full time goalies will continue to receive 50% off tuition (for those on a half year team it will stay at 25%) and will not receive an additional 10% discount. In multi-family situations that include a goalie, the skater(s) will receive the 10% multi-family discount, while the goalie will remain as is. Each additional skater in the family will also receive the 10% discount.

Motion: I move that the board approve revising the multi-family discount to 10% off all skater tuitions for the 2026–2027 season, while maintaining the existing goalie discount structure, with the multi-family discount applying only to skaters.

To proceed in a timely manner ahead of evaluations, I am requesting that this motion be made, seconded, and voted on via email.

- A board member may reply to this email to second the motion.
- Once seconded, all board members are asked to reply-all with their vote (approve, oppose, or abstain).

Please submit your vote by end of business day Monday 3/23 so we can finalize this update prior to evaluations and communicate it to families.

I realize this is a tight timeline and I really appreciate your prompt attention to this matter.

Thank you for all you do for EHA

Best regards,

Ken Labak

Director of Operations