

# **The Natick Comets Hockey Club**

## **Board of Directors**

**November 17, 2025**

**Natick Police Station 7:00 pm**

### **MEETING MINUTES**

Mike Balcom, Jeff Schneller, Bob Michaud, Teddy Efstathiou, Andrew Ballow, Russell Webber, Alicia Dieg, Bob Klane, John Smutko, Andrew Reid, Andrea Smith, Michael Byrum, Lauren Thomson

#### **I. Call to Order**

#### **II. Approval of Prior Meeting Minutes**

The minutes from the October meeting were approved.

#### **III. Financial Recovery Plan**

Mr. Mangan (not present) asked that we discuss the financial recovery plan for the Club. Mr. Cogliano reviewed the proposed timeline as shared by Mr. Mangan and it was agreed that the Board should hold a call to discuss the matter in more detail.

#### **IV. Girls 14U Roster**

Mr. Ballow led a discussion regarding the girls 14U team that are short players due to high school and club conflicts. Mr. Ballow proposed permitting players to register as “game only.” There was robust discussion on the topic but a decision was not made as to whether this would be permissible or necessary

#### **V. Survey Subcommittee**

See Attached Document. Mr. Ballow reported out on the extensive work performed by the Survey Subcommittee and sample surveys they developed for players, parents and coaches. They were very detailed and reflected a lot of thought and effort. It was decided that the surveys would be distributed and the Board would be permitted to provide feedback before they were finalized and distributed to the community.

#### **VI. Tryout Lessons Learned**

Mr. Schneller led a discussion regarding tryout and team placement process for the 2025/2026 team placement process was particularly bumpy so an effort was made to look at what the Board and Club could do better. It was agreed that as a first step identifying and recruiting coaches early in the process. Getting coaches is proving more difficult and identifying candidates early was seen as key. It is not helpful to have teams selected and offers made when the coach is unknown. It was further agreed that even if a coach is identified in the Spring, the Board would not require that the Safesport requirements be achieved until June.

There was also a lot of discussion among the Board regarding how the assessments and player announcements should be made. There was a debate about whether to announce the teams earlier or later. Further there was discussion about whether to increase the tryout fee as a means of preventing individuals from withdrawing after the offers are made. The withdrawals pose challenges to team constructs and have ripple effects on other teams. In that regard, there was discussion about developing a communication strategy around team sizes and communicating that earlier in the process. The Board discussed that the Player Evaluation Committee should modify its procedures to accommodate a revised process. A decision was made to vote on a new tryout regimen in the December Board meeting. Finally, Mr. Efstathiou indicated that Club needed to obtain new larger practice pinnies for the tryouts.

**VII. Coaches Jackets**

Mr. Estafthiou sought approval to purchase coaches jackets for new coaches.

**VIII. Next Meeting: December 15, 2025**

**IX. Adjournment**