



Meeting Agenda & Minutes

Date: January 23, 2025
Time: 1900 - 2200
Location: Trinity Club/Google Meet
Recorded by: Rachael Ours
Attendees: A. Luddy, A. Nemet, B. Catalde, G. Duchini, M. Harrington, P. Markiewicz, R. Ours, S. Dudkiewicz
(AL, GD, SD attended virtually)

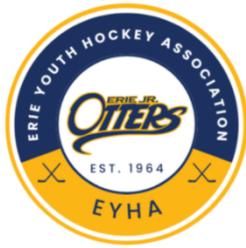
Objective

The purpose of the Erie Youth Hockey Association is to instruct the youth of Erie and the surrounding communities in the skills associated with the game of hockey and the ideals of good sportsmanship, fair play, and respect for others.

Agenda

Standing items

1. Approval of minutes
 - a. Discussion: None
 - b. Motion and second: B. Catalde, P. Markiewicz
 - c. Vote & result
 - Approve: 7
 - Reject: 0
 - Abstain: 0
2. Treasurer's Report
 - a. Discussion: **MH** discussed that all documentation was provided to Erie Bank to successfully make changes to authorized users, bills are being paid by check as invoices are received, and that a minor setback with the key fob was encountered when making ACH payments. The key fob needed to make these payments is now working again, and once a new treasurer is voted on, this process will be turned over to the treasurer at that time. All 50/50 payouts have been made to winners with the exception of "97" night as the monetary value exceeded \$10,000 and additional paperwork is required. Further financial details were deferred this month due to the vacancy of the treasurer position.
3. ADM Director Update



- a. Discussion: **AL** shared that the Winter Little Penguins session is starting this Sunday, January 26, 2025 and total number of registrants is 20. ADM practices have been going well and both ADM Select Teams have found success in their respective tournaments. At the MLK Cup in Erie over the weekend, the Blue team came away with silver and the White team with Gold! **AL** shared that he has received numerous email inquiries from parents regarding the next Timbit session, and **RO** shared that she has as well. Earlier in the week **AL** shared information with the board on details for a Spring Little Penguins session. The deadlines for Spring Little Penguins are as follows:

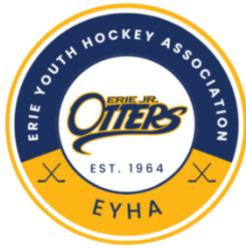
- i. Registration Details Deadline: **Friday, January 31st**
- ii. Registration Opens: **Friday, February 7th**
- iii. Registration Closes: Friday, March 21st
- iv. Program begins on-ice: Friday, April 11th
- v. Programs must conclude by: Monday, June 30th

The group all agreed that offering a Spring Little Pens session would be advantageous, however expressed concerns over available ice time. **SD** said that we should register and focus on finding ice after. **RO** offered to reach out to Stacey to see if she would be able to find 8-10 weeks during the aforementioned dates to offer a session. Next steps will be determined pending ice availability.

4. Girls Update

- a. Discussion: **AN** highlighted that our meeting with coaches RP and JN were very well received and appreciated. The three of them had a follow up discussion regarding offering an older division, potentially 19U. **AN** is going to review rosters of nearby 19U teams to see how many skaters are dual rostered and how many are closer to a 16U age to ease the concern of some parents as playing against women potentially up to age 19 has raised concern. **AN** asked about who could speak with PAHL to see if they were expecting a 16U division and either GD or MH would be the representatives to speak with PAHL. One of them will find this information out and report back.

AN also shared that she is looking to create a flier to potentially distribute at schools and share on social media regarding 09-12s, 11-14s, 13-16s for recruitment and has ice reserved for 2/17/25 for a Girls Try Hockey For Free event. **BC** suggested the option of a referral as an incentive to draw additional players for the season. **AN** will work with Ryan M to get fliers created to share for awareness and recruitment soon. She also shared that she is considering using a survey to collect feedback from the Lady Jr Otter parents to best prepare for the upcoming season.



MH asked for invoices for skills and any other payments to be submitted monthly.

5. Boys Update

- a. Discussion: **GD** discussed some updates shared in the PAHL Pulse newsletter that gets distributed and encouraged all to sign up to receive the newsletter. Key updates from the most recent meeting included that the secondary goalie can now play more than the 25% of regular season games that was previously stated. Also that the secondary goalie can now play in playoffs but would need permission from PAHL to do so.

BC inquired about if there is a specified number of 10 minute misconducts that a player and/or team can accumulate prior to the team being penalized. This request comes from a team where parents are expressing concern over the behavior of the player and accountability for their actions. **GD** stated that he would follow up with the coach to learn about the team dynamics and discuss the situation further.

6. House Update

- a. Discussion: **PM** shared that both house programs are doing well and no major complaints or concerns have been voiced. Playoffs are scheduled for March, Ben and Jake are providing skills sessions monthly. Some families have expressed interest in playing more games and potentially diversifying the teams played. We can see availability and scheduling for next year and if there is any potential to expand the teams played and number of games at all, looking potentially to increase from 10 to 15 games.

Old Business

1. EYHA Treasurer Position

- a. Discussion: **BC** addressed that Dave Schumacher was the only candidate that expressed interest in the EYHA Treasurer position when the members were notified of the vacancy in December. He also shared that the organization's 501c3 status, which classifies EYHA as a non-profit organization has lapsed. The first order of business for the new treasurer will be to file the necessary paperwork to reinstate the 501c3 status as soon as possible. **BC** also recommended an accountant, Paul Lichtenwalter, provide "on call" support for the treasurer and complete a "quick audit" to meet the expectations stated in the bylaws and with the transition in the treasurer position. Due to the



associated cost of a full audit, the board agreed to see the results of the initial audit before deciding to move forward with the larger audit. **PM** asked what the term of the treasurer was and **MH** and **BC** responded that per bylaws it is a 2 year rolling term (unlike the other board positions which are voted on in odd or even years) and appointment to be reassessed after 2 years.

- b. Motion and second: B. Catalde, P. Markiewicz
- c. Vote & result: Approve appointment of Dave Schumacher as treasurer and Paul Lichtenwalter to provide accounting support and oversight for ~ \$250/month and bill separately for any additional services and support.

Approve: 7

Reject: 0

Abstain: 0

2. CPR/First Aid Training

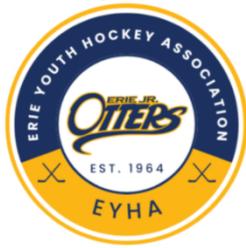
- a. Discussion: **SD** spoke with Amy Work and she has agreed to schedule training in June once new coaches are in place. **MH** asked what all content was being covered and both **AN** and **SD** stated that the exact curriculum was not yet finalized and would be prior June 1, 2025. It was previously discussed that Stop the Bleed could be added on to the additional CPR and First Aid training.

3. First Aid Kits

- a. Discussion: **SD** stated that under the guidance of Amy, he identified an appropriate first aid kit to purchase for each team, but was asked to not purchase enough for each team, only 3, one for each rink the teams utilize. **AN** explained that this was previously voted on and explained and not an ideal option based on previous discussions because we would be unable to ensure others did not tamper with the kit or not replace any used items and then items may not be available in case of an emergency. Final decision: Purchase 13 kits to be distributed to each team manager and returned at the end of the season. Purchasing and distribution will occur once the new treasurer is orientated.

4. Ice Hockey Systems

- a. Discussion: **RO** discussed with **SD** offline that for the 25-26 season, email accounts would be created for each team under the EYHA google domain and logins would be cycled out each season just like the board email addresses are. The subscription renews on a rolling 12 month basis, so closer to the start of the season it will be purchased. Based on the projected number of teams, our subscription would be \$750.

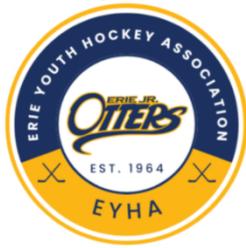


5. Website

- a. Discussion: **RO** reminded all that the EYHA shared drive on Google houses all board meeting materials to allow for ease of finding the documents and no concerns over version control and making sure everyone has access to the most current documents. Also on the shared drive are folders for each team if they need to save various information so it will be available, allowing for easier historical review of documents and transparency. **RO** also said that rosters and/or team photos could be uploaded here and we could work with **RM** as previously discussed to get content updated to the website. **MH** expressed concern over having names and/or photos, even as team photos or rosters on the website. The group decided we should ensure there is a release within the registration so parents are aware that this information may be shared, or confirm with each team manager if a parent does not want his or her child's name or photo to appear online.
- b. **RO** noted that when preparing for the board elections, there were sections missing from the bylaws (Boys/Girls Travel Director, Director at Large, ADM Director) describing the roles of each position as well as some terminology that was no longer current. **RO** requested to update the byways to ensure all descriptions of positions were included and ensure correct language (ie Jr Otters vs Lions) was used. **MH** was concerned this would require an open meeting to revise the bylaws, however **BC** clarified that this would not be changing the content or intent of the bylaws, rather more administrative updates. Lastly, **RO** expressed interest in posting meeting minutes on the EYHA website to be available to the public to increase transparency within the organization. All were in agreement with this. Starting from December 2024, minutes will be posted after each meeting.

New Business

1. Summer skills clinic with Bobby Ferraris
 - a. Discussion: **BC** explained that after the last meeting where skills offerings were an important discussion item, he reached out to Bobby Ferraris to see if he would be willing to offer a few skills camps while he is in Erie over the summer. Bobby Ferraris is a former men's hockey coach for Mercyhurst University and current director and head coach for Trinity School in Trinity, NY. He is very well



respected in the hockey community and expressed interest in coming and offering this to the Erie community. His daughter is also a highly skilled collegiate hockey player which could help draw interest in the girls program. All board members agreed that this would be an excellent opportunity to offer and supported BC to connect with Mr. Ferraris to identify dates and then work with Stacey to find ice.

2. Ryan Zapolski added as goalie skills coach

- a. Discussion: Similar to the above discussion related to skills, **BC** reached out to Ryan who expressed willingness to work with goalies either on an individual or group basis. **MH** commented that Ryan voiced interest in attending the goalie skills sessions led by MH, but had been unable to attend consistently. The board agreed to have BC continue discussions with Ryan to gauge interest and feasibility of him leading his own goalie skills sessions for EYHA.

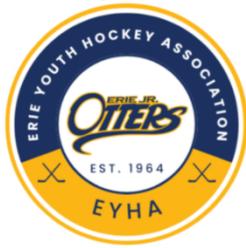
3. Alex Luddy as skills coordinator

- a. Discussion: Again, very similar to above items, **BC** was proposing Alex Luddy coordinate skills for the entire organization to make sure there is a level of standardization and structure to the various skills sessions that are offered to the various teams across the organization. This was initially envisioned as a paid position, similar to what Vince Laise was recruited for and would provide more consistency to the coaches and players. As previously discussed, the skills sessions with the Otters coaches have been less frequent than initially planned. This was not to be unexpected given their commitment to the Otters. With obtaining Ice Hockey Systems and AL considering candidacy for Boys' Travel Director, this agenda item will be tabled for now.

4. ADM goalie equipment, helmets & skates for try hockey

- a. Discussion: **AN** explained that during ADM game days, the goalie sticks available for kids to use are very old and heavy, often leading to the kids using their own player sticks. The request is to purchase 2 new goalie sticks to be used with the quick change pads for ADM. All were in agreement.
In addition, while checking inventory for upcoming try hockey for free, AN suggested ordering 3 additional Youth Medium and Youth Large helmets to use and 3 pairs of the following sizes of skates: youth 6, intermediate 4 and intermediate 5. **MH** agreed to purchase from Pure Hockey.

5. 2025-2026 Travel Teams & Tryouts



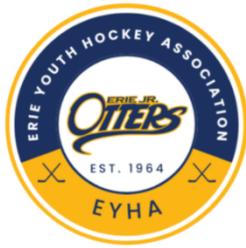
- a. Discussion: **AL** wanted to discuss teams and scheduling tryouts for the 25-26 season. The group discussed and agreed upon having at least major and minor teams for each age group (10U, 12U, 14U, 16U) and a pre/post team as well as offering 12U, 14U and 16 or 19U for Lady Jr Otters. Depending on player turnout at various skill levels, if additional teams could be fielded and there is coaching availability, more than two teams per age group could be entertained on a case by case basis.

It was also discussed about breaking major/minor teams into birth year versus skill level. **MH** was concerned with having enough players for a 2015 team and discussed using the ability of having up to 25% of a roster a younger birth year. **AL** expressed concern with mixing birth years on the 10U teams and potentially hindering development and causing friction/frustration amongst players when the kids are making the transition from half-ice to full ice and strongly recommended keeping the 10U teams based on birth year with exceptions being board approved for extenuating circumstances. **RO** echoed these concerns. It was discussed that PAHL encourages mixing of birth years and choosing teams based on skill rather than strictly birth year. For the 2025-2026 season EYHA will most likely not strictly adhere to birth years for teams other than 10U and the independent teams. Final decisions pending numbers of interested kids and coaches.

At this point it was discussed that the coach and manager for the 2014 team from LESA had approached one or more members of the EYHA board on more than one instance requesting to meet and discuss the 2025-2026 season. Open conversations were had that if this team were to join EYHA, they would be treated as any other team in the organization as far as having interviews for coaches, open tryouts, same ice time allotment, funding for skills, etc. No decision has been made and reportedly the LESA team will provide a written proposal to be reviewed, discussed and voted on by the board. As of this date, no proposal has been received.

The next component discussed was commitment fees. Last year no tryout fee was charged to try to remain competitive with other organizations. It was agreed upon that this does not give the board or coaches an accurate reflection of true interest in EYHA programs. The group agreed upon a \$100 tryout fee and then \$200 commitment fee that would be applied towards dues for the season when accepting a spot on a team.

6. Elections for upcoming year



- a. Discussion: **RO** provided updates that the email seeking volunteers for the Board was sent out and currently accepting nominations until January 30th. Voting will begin before February 14th and continue for 7 days. The exact mechanism for voting is undetermined at this time, but will again limit to 1 response per email address registered within the organization. As outlined in the bylaws, the secretary will be responsible for distributing the electronic poll and sharing the results with the board at the March meeting. **RO** asked if providing an “abstain” option for each position, or if a position only had 1 candidate would be appropriate and the group agreed the “abstain” option would be appropriate to add for all open positions.
7. Flo Ice after March
 - a. Discussion: **RO** mentioned that the Westminster skating group had approached her and **AL** requested we reach out to representatives from FLO saying that we would use the ice beyond their currently scheduled closing date and if there was enough interest, the FLO would stay open. **RO** will reach out to Stacey to discuss ice slots for future Timbit and Little Pens sessions and inquire about needing FLO ice beyond their current closure date.
 8. Future Timbits session
 - a. **AL** and **RO** both have received numerous emails and questions regarding when the next Timbit session would be. The ideal timing would be such that it would allow participants to transition from Timbit → Little Penguins → ADM. **MH** said we would not be able to find ice to get in another session of Timbit immediately before the Spring Little Penguins session as **AL** had previously mentioned based on earlier discussion. The next session would likely need to take place towards the end of summer to allow for a smooth transition for participants. **RO** will reach out to Stacey and coordinate with coaches to determine dates & times for future sessions. Once dates are secured, the cost of subsequent sessions will be discussed.
 9. Scheduler pay increase
 - a. Discussion: **MH** shared that Stacey Nicklas has requested a 5% pay increase for the upcoming season due to the time spent and complexity of managing the ice schedules for the organization. All were in agreement with this request and there was no additional discussion.
 - b. Motion & second: P. Markiewicz, B. Catalde
 - c. Vote & result: Approve requested 5% pay increase and round up to \$3700 for 25-26 season



Approve: 6
 Reject: 0
 Abstain: 0

Action Items:

Item	Person Responsible	Due Date	Follow-up/updates/complete?
Schedule audit of EYHA accounts	Dave/Paul	TBD	
Investigate financial software for EYHA	TBD	TBD	
BLS training for coaches	Scott	6/1/25	Will schedule after June 1 once new coaches in place
Purchase first aid kits for all teams (13)	Scott	3/1/25	
Contact individual coaches for content ideas for website prior to next meeting	ALL	tabled	
Ice Hockey Systems, Inc subscription	SD/RO	May/June 2025	Purchase and set up email addresses once teams established
Skills coach list repository	TBD	25-26 season	
Contact PAHL regarding at 16U girls division	MH	2/23/25	
Contact Stacey regarding ice for Timbit, Spring Little Pens, Tryouts	RO, SD	2/28/25	Email sent 1/24, Timbits pending MU schedule for August. Little Pens secured. SD to coordinate tryouts
Follow up with Ferraris, Zapolski for skills offerings	BC	TBD	



Purchase goalie sticks, youth skates and helmets	MH	2/1/25	
Register for Spring Little Penguins	AL	1/31/25	
LJO fliers for 25-26 teams, "meet the team" skate, survey for parents	AN	TBD	
Compose letter for Erie Bank adding DS as signer	RO	2/25	Complete 2/2/25

Next Meeting: February 27, 2025