

SF HOCKEY ASSOCIATION BOARD MEETING MINUTES
DATE / TIME: 11/12/2023 - 6:00 PM / LOCATION: SFHS Library

NEXT BOARD MEETING: 12/10 - Sunday

Call to Order: 6:00
Attendees: FZ, CG, RN, DM, LC, MW, WN, BF, (MS)
Not in Attendance: WK

TOPIC	Information	Action Items
Treasurer Report	MW to provide update.	Low Jr lions registration will impact financials, sponsorship and fundraiser will assist with offsetting lost registration fees
PIHL Report	PIHL Regional BOG meeting – November 8 th – FZ attended <ul style="list-style-type: none"> - Appeal hearing - Neck Guards - Nationals 3/20-3/24 	FZ spoke to Mark Keener on 8/10 about SFSD providing a stipend beginning in 2024/25 season. FZ provided PIHL assessment and IC invoice on 9/19 to M. Keener, will follow up and confirm receipt.

Follow-up/monitor progress on action items from previous meeting:

TOPIC	Information	Action Items
Jr Lion Jersey Order	Order submitted to Pure Hockey on 10/26, delivery expected in early Dec.	Send invoices to those that ordered upon delivery, \$50
Coaching Certs/Clearances	CEP due by 12/31	R.Nelson to provide update on coaches CEP status. FZ to resend CEP registration link to delinquent coaches.
Beer Tasting Fundraiser	Date: Saturday February 24 th – Orchard at Oak Ridge (Oak Ridge VFD) \$500 rental with \$2/person option for soft drinks, mixers, ice, and cups. Confirmed date with School AD for conflicting fundraisers.	\$30/Ticket, \$200 table of 8; DJ confirmed, beer vendors (spoonwood, hitchhiker), Raffle baskets, raffle donations, paypal link
Varsity Asst's and JV Coach Contracts	Contracts delivered to Coaches on 10/29	All returned, awaiting on Anthos signature.
Sponsorship Update	\$9,500 confirmed Platinum - \$3,000 (AGES Energy, Matusic Anesthesia Professionals) \$500 – Mach Group, Stambrosky Homes, Jen Crouse – Compass, Bridgeville Appliance, Salon Bawse \$250 – Push 40 Fitness, PT Justin Lysaught , Coleman Mitchell Heating and Cooling, Grossman, Yanak & Ford LLP	D. Mach to provide update on Sponsors, t-shirt production, banners, etc. – Banner complete, Tshirts expected soon, sell for \$15 each at games/practices. Skivington (jr lion) Roofing company – LC to provide contact info for sponsorship.

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Raffle Tickets	Drawing Date – Friday Nov. 3 rd .	Winning ticket claimed, MW to send check.
Team Photos	Week of October 16 th – TSS Photography	FZ to Send team photos to schools for yearbooks.
Quarter Zip Pullovers for MS/JV coaches	Working with Century Sports for Kelly Green options – approx. \$50 each	Board Approved Purchase. Obtain sizing from coaches and Include Jr Lions Coaches, approximately 15 total. Backorder until 11/11
Venmo/PayPal Account	MW investigated options and settled on PayPal. Mark to provide update.	
SportsEngine Duplicate Registration	Dannol Hudson duplicate registration appeared on 10/2 (during monthly installment fee period).	LC contacted SE to delete the duplicate registration and refund SFHA the processing fees paid. Refund for initial installment and processing fees owed to Iris Hudson.
Senior Recognition Night	A.D’Alessandro providing potential dates to parents in weekly emails. <ul style="list-style-type: none"> • Banners - Xhibit • Posters - ? • Yard Signs – Xhibit • Programs - ? 	2/29 date that Hornets offered to sell additional ice for recognition ceremony, request form sent to PIHL on 11/9
Designer Purse Raffle	D. Mach to discuss Kelly Green Designer Purse holiday Raffle: 1 ticket \$20, 3 tickets \$50 Sell tickets at home games, drawing at 12/21 game	Approved by board.
Jr Lions team pictures	TSS indicated there was a very low turnout last year, not enough for squirt or peewee team photos	Determine parent interest and anticipated number of players requesting photos – Matt Bender potential option?

New Action Items:

Action	Information	Action Items
SF Hockey Banner at Lebo	FZ contacted Tim Ishman on 11/9 to request permission to hang a SF Hockey banner at Lebo Rink.	
Neck Guards	PIHL met with referees to reinforce enforcement of neck guard use. Misconduct after initial warning.	Responsibility of coaches for all players on ice at all times (games and practices)

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Nationals	3/20-3/24 in Philly, conflicts with State Championship games	PIHL asking associations interested in participating to submit declaration by 11/15
MidAM - Return from concussion form	Form now needs to be sent to MidAm once fully completed.	FZ to send reminder related to availability of schools UPMC trainer's related to concussions
11/9 JV game parent behavior – "Roll the Lines"	<ul style="list-style-type: none"> • Inappropriate, embarrassing behavior • Disrespectful to coaches • Announced to crowd had contacted Pres. and Sec. and pointed to MW who was attending the game • Profanity laden voicemails • Escalated the issue instead of being a voice of reason 	FZ described the event during the meeting, requested resignation of offending board member and personal apologies to SF JV coaches. Board member offered his apologies for his behavior and formally resigned, indicating he would apologize to coaches. Board discussed 30 day suspension of two offending JV parents – FZ to relay suspensions to parents. Board also discussed offering open position to next highest candidate in this years board elections, FZ to contact and determine interest in participation.

Frank

As promised, I am attaching the statement I read at the public portion of the board meeting last night. I am requesting that it be publicly posted with the meeting minutes.

Lori Zamiska - Personal statement to the board and the entire SF Hockey Organization

November 12, 2023 – Read at the Public Portion of the SF Hockey Board Meeting.

Introduction – Parker in Varsity, Lila in Middle School but playing Developmental

Last year was amazing for our organization due to the players, coaches, families, the board, and Frank Zamiska. This year has not gotten off to a good start – and I'm not talking about wins and losses. I'm talking about the embarrassing behavior of select parents, players, and board members. The treatment of my

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husband and, in turn, my family by parents and board members throughout the past two seasons has been reprehensible. A weaker man would have folded a long time ago – but he loves this program and he loves the kids.

Yes, he is the president of SF Hockey, but let's be honest. He is an athletic director, administrator, coordinator, disciplinarian, therapist, liaison, and emergency contact for every issue on and off ice hockey issue from kindergarten through varsity. He is also an unselfish mentor and unwavering advocate for this organization. He has welcomed recent international transfer students, facilitated their transfers, and made sure the boys and their families were made to feel at home. He is Santa every year – who does that?

No one knows how much this job takes to do right – except me. He works, on average, 25 hours a week in this position – just to keep it going. I venture to say 40 hours a week when dealing with behavior issues, dealing with parents, abusive voicemails, and members of the board having their own agendas. All his “volunteer” hours are in addition to holding an executive position for his “real” job.

A meeting was held several weeks ago for the JV team players to address behavior issues. I guess that meeting should have again also addressed on-ice and off-ice parent behavior issues. I attended the meeting because all of this nonsense is his time away from our family and our two kids – one of whom is a senior. The past two JV games were an embarrassment to this organization. Two Fridays ago, Frank was responding to an emergency notification from the SF athletic director before the JV game, so I drove him to the game so he could continue to manage the situation. While there, we witnessed a great win by our team being ruined by parent and player behavior. This past Thursday's conduct towards our own coaches, board members, and my husband is unacceptable. Who would have thought we needed rules to prevent abuse of our own coaches and board members? It again was an embarrassment to my last name, our organization, our community, and most importantly, your kids.

We are trying to increase our attendance at all of our school teams – whether students, family, or alumni – do you think this behavior will be helpful or hurtful? Do you think the grandparents on the videos from the rink wanted to hear this

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verbal abuse? This, of course, all happened two hours after the mental health class Frank and I provided to the kids. The class could not have been more successful. Again, I guess more parents should have attended to learn how to react to things you can't control – including coaching decisions. Frank and I, along with one other parent, watched the kids express their feelings about playing, injury, and distraction, among other things. We were so proud to be able to do that – I can almost guarantee that no other organization has provided a \$300/hour sports psychologist to their teams.

People wonder why organizations can't keep volunteers, coaches, and board members – this behavior is a lot of the reason. Do you blame them? Some of the JV coaches are only 5-6 years older than the boys – would you want your son to take that abuse while coaching? Would you want your son publicly harassed while trying to give back to the community? Parents and board members at these events should work together to prevent this. They should not be participating in it, being aggressive to other board members, and calling Frank at 10:30 at night over kids' playing time. Parents need to speak up – you would never let your kids act this way – or maybe you would, and that is a problem in itself. In past years, our organization was used by PIHL as an example of how to do things right. So, do you want that – or do you want us to be in the problem child discussion?

There are many people who support this organization. But I guarantee no one does more for this organization than Frank and I. There is the list of things you know and a much longer list we do that people at this table don't even know about. This is through our time, attention, energy, and financial support. And this is all without selfish intent. We personally funded many things in the state championship run last year – dinners, parties, tickets for distribution to students, etc.– and this was for a team our kid wasn't even on. Why? Because those kids deserve it. The coaches deserve it. We adore them, and we are their fans. But the treatment of my family cannot continue this way. And yes, I consider the mistreatment of my husband an affront to everything I do for this organization. My son takes it as an insult to everything his dad does. He is old enough to realize what is happening.

As noted during the recent JV meeting, Frank and I are developing an approach to go to the school board within early 2024. The results of this would have

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implications for every SF hockey family. This is our family's passion. This sport, in this community, for these kids is where we have chosen to make a difference. I would say it will be our legacy – but honestly, it will only be part of what we continue to do for people, kids, and hockey. Please do not make me question my support of this organization.

I encourage everyone to take a step back and get some perspective. Remember COVID, when we weren't even allowed to be in the rink? Problem parents, players, and board members are the minority. They need to be dealt with expeditiously by the board – whether in this room, at the rink, etc. Things are at risk - our corporate sponsorships, our reputation, our kids' mental health. It is too much. This can't only be a Frank problem. The entire organization needs to recommit to why we are here. You are here to make a difference, so you need to start with your peers, your kids, and the people on the board.

NEXT BOARD MEETING – 2nd Sunday of every month. Next meeting: 12/10/2023 6pm, public from 7:00-8:00. Location SFHS Library. MS Teams meeting option will be provided for members unable to attend in person.

2023/24 Absences: MW (2), BF (1), WK (4*), WN (1), RN (2), DM (1), LC (1)

Frank Zamiska (FZ), Lee Carson (LC), Mark Wolstoncroft (MW), Chris Gatto (CG), Rob Nelson (RN), Brian Fleck (BF), Walter Keller (WK), Danielle Mach (DM), Wayne Nagle (WN); Matt Schwartz (MS), Alyssa D'Alessandro (AD), Torrey Schwartz (TS), Christine Stilley (CS), Don Snyder (DS), Nick Crouse (NC)