

SWYSC – Board Meeting – December 6, 2007

Members Present: Pete MacDonald, Ken Bishop, Skip Parry, Juergen Klingenberg, Ray Bobbitt, Kathy Bobbitt, Joe Powers, Jeff Geller, Woody Pendergast
Steve Dorsey arrived late

Members Absent: Deb Lehane, Rob Blunt

Ken made a motion to start the meeting at 7:05p – Skip Parry Seconded.

Minutes – Joe Powers made a motion to approve the November minutes. Ray Bobbitt seconded.

Pete's Positives – Skip Parry made suggestion to put up on web the positives of the Club.

Great Job to Kathy Bobbitt for her undertaking of the new registration process. Also to Dennis Ward with regards to the Rec program at Gavin Park in conjunction with Steve Porto. Steve Porto also hired Dennis to run Flag Football with Gavin in the fall. The combination of Dennis Ward and Steve Porto made the great success of the Rec program this first year running. Everyone was very happy with the Rec program. In the spring, there will be restriction for 5th grade and under. There were approximately 300 players in the fall for the Rec soccer. Expectation is that there will be about 60% at least returning from the fall, and that number could double. We will have to see.

Juergen and the web site. The on line store is up and running, the sponsor packet is available at all sponsor levels. Juergen and the creation of the logo. Juergen deserves a big thanks for all he is doing regarding the web site. Web features, Juergen would like to see more recent and any accomplishments that teams achieve he would like to see it put up on the web. Send picture to Juergen and he will do all the set up.

Long term planning process – Dennis who kicked this off for us. Ray also with his proposal. Jeff Geller for the uniforms and also for his embracing Daniels Road cleaning the shed and there is a lot more to go. Pete stated that Jeff does a great job with whatever he takes on.

Treasurer's report – on hold until Deb arrives

501C Project – Woody reported that Anna Marie pulling together information. There is a lot of work to do especially on the finance side. Pete talked with Ed Plackie President for Shenentaha who just went through the 501C process. They went through a name change and in order to get a fresh start. This would be an option for us if we are unable to get the old financials. Woody could recreate what isn't there or look to do name change. Anna Marie not sure on how to do that with the name change. Jeff Geller stated that the uniforms are not paid for yet. Adidas was waiting on tax status. Jeff will talk with Adidas and see how they want to proceed.

Mark and Joe with Bylaws. – Mark stated that there is a lot of work to be done. A lot of things are not being followed as per the Bylaws. They are paring down to be an appropriate set of Bylaws and have a Policy and Procedures manual to go along with the Bylaws. Mark believes they are still looking towards the end of January for some sort of presentation. Steve Dorsey has put a bunch of time into this also. Skip has set in on a few meetings. Mark believes that they still need more hands to make lighter work. Mark stated don't need a lot more hands with Bylaws, but more so with the Policy and Procedures. Jeff would like to get involved with the uniforms, logos, playing up. Bylaws basically bare bones, a lot of stuff that is “wish, hope” trying to widdle down.

Refund policy – What should our policy be? When player leaves mid season or during season and not playing but wants a refund. Dan was giving the previous club policy. If a player sustained an injury then they got back refund other than what CDYSL fee was.

If dropped out of indoor, the registration fee is for outdoors technically. Past policy was 50% refund. In case of someone who moves, refund the fees collected for club, not the CDYSL fees. Kathy Bobbitt has been doing some digging with other local clubs, as this issues we keep revisiting without resolution.

This is what Kathy found out - Refund policy – A request for a refund is presented to the Board. No refund will be given without a request form. If withdrawl within the first 2 weeks. 75% refund given. If leave after 4 weeks, a zero refund. A 75% refund may be given if injury happens, moves away. Ken Bishop asked, what is the determination of “Two weeks”. Is it two weeks of formal practice indoors, two weeks after registration? Ray states that if it comes to the Board of Directors for approval, The Club needs to set precedence where we are setting and track as we go so there is consistency. Skip likes the strength of wording that is in the policy for refund. The Club needs to have a clear and clean policy. Mark Klotz stated that you don't always want the Board involved in every little decision. This is where the Policy and Procedure manual will come in to help a great deal. Dan asked that the Borad keep an open mind for some flexibility. Ray stated there will be exceptions and the Board would need to look at each request on an individual basis. Pete states that if we have some kind of Committee for refunds, they could present to Board. Kathy stated that if the Club crafts basic language, there may not be a need for a committee. This should go under the finance section. Miguel – stated with Ray's organizational chart, and if the Club has a clear policy and procedures manual to follow, with a refund policy there would be no questions asked. This could tie into the Director of Boys or Girls side. Have a book of Policies and Proceudres to give to each parent. Kathy is concerned regarding time frame with the Club and the restructure plan. Kathy can put together language with current policy as to what Dan said. Send out to the Board. Policy and Procedures needs to be done asap.

Scholarship policy – Ken set up an idea of player financial assistance application. Took on line application. If a family is truly in a financial need, they will not have trouble giving us financial information. Only the scholarship committee would have access to this form. This would not be for the Board to see. Ken would like to have the Board talk about budget for Scholarships every year. The Club should know how much we have to give for scholarships. Ken would like to come up with some kind of figure. Dan and Skip have had scholarships funded through parents of teams. The Knights of Columbus has a pool of money every year, so this way players are not always relying on the Club and registration to cover the scholarship. Somehow tie it to the family income. If at certain level. 100%, if at this level 50% and so on. Financial Aid form . Don't ask for W-2's as this is a tight enough community the the Club would know if family is in need. Particular circumstances that makes the need for financial aid. Pete doesn't feel like a full proposal. We should for the time being just "cough up the cash" for those that asked until the budget is set up. Could put player scholarship on the sponsor packet. Have a box to check at registration for a family in need to donate an additional amount.

See some written policy for the financial committee. Ken would like to get policy in place to have when subsequent requests come through to get in place. Skip and Ken to meet. Juergen in general stated that do we need to put a cap on the scholarships. There are 6 maybe 7 this year. In the past we maybe saw 1 or 2. Not every child has been funded by the Club. They have been sponsored by parents on the U14 girls team. Should not put cap on number of scholarships. Dan talked to a corporate sponsor and this sponsor would like to set \$100 a side every year to go towards the scholarship fund. He likes plaques Dan stated.

Tryouts, team selection, playing up, player pools. Joe stated he liked the idea of a player pool. He just added three players to his U14 B Girls team. The Club has no policy regarding adding players. CDYSL has not set time to stop adding players.

Kathy Bobbitt stated that if the ability of a player is not known, then they should not be added directly to the A level team. They should go to the B or C team. Special tryout for a well known returning player. The Club in all fairness, should also have the B players to attend same tryout for that A slot.

- 1) no coach asked to carry more players than comfortable
- 2) all players added to club after tryouts added to lowest level
- 3) offer made to all B team players or lower levels with special tryout by three evaluators no coach or parent for age division involved.
- 4) If there is a player interested in joining the team – special tryout to be held.
- 5) No player added to higher level.

Joe suggested to have a player pool. Can choose from these player pools to separate girls to determine their commitment, then when spring comes there is an A team formed, a B team. Registration must be under a coach, assistant coach and manager. A lot of work to add player, change roster status once put 18 – 20 kids under coach name for insurance. Ray suggested having Dan register 20, Joe register 20 for instance for insurance purposes. Jeff came up with player pool for 2-3 kids. He has his 14 and could have 2-3 more that could be there. Ray stated the bigger the pool the better. Dan stated that he knows he had this controversy. Dan stated that he was the coach and he added the girls knowing they were second year 14 players. Coaches discretion up to 22 set by CDYSL. Dan stated that years ago the Club had a piece in place with the player selection committee. This committee evaluated every player. Player selection ran the tryouts, any new players went to the player selection committee.

Miguel stated that they could practice as a technical tryout. Tuesday night to evaluate kid. Does not take a lot of time to know a player. Should be some check and balances – have a group of B players that now have no opportunity to advance. Needs to be put in place – well before tryouts. Pete M. suggests a group of right people to look at this, present to Board on how we run tryouts. Ray stated that with the player pools this give some flexibility. The Club will still have A team and B team players.

The Club needs to get with Dennis regarding which model. Each coach is running off on own making own choices at least on the boys side. Need to have all coaches together with director of boys coaching and talk through. Also could notify the kids right away. Get together right after try outs and have the conversations take place. Do pools make sense? Maybe in some situations, this can get dicey because the Club is not consistent. How does coach get paid if we have pools? May work well with U10, U16 boys it would not have worked. May work well with the U14 girls. Pete who is currently on the committee along with Ray, Rick, Dan, Joe, Jeff. These are important discussions on how to model. This group to get plan, then does it go to P& P to be written Kathy was asking? Pete thinks the coaches need to be somewhat involved. Recommendations to whoever is the director of boys and girls. Sit down as group when coaches meet and give to directors to review. Jeff, Joe, Miguel, Woody, Dan, Kathy , Miguel. This is very important stuff. Ray will take the point of contact person and take the reigns. – Pete will email names and set time table.

Ray's organizational proposal - Some of the positions need to be filled. Director of Girls and Director of Boys needs to be filled immediately. Ray wishes that we can get this organized. This is the third month we discussed this. Need to find people for the empty slots, Need director of coaching to be able to hold a conference.

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Fields and Equipment -

Director of Marketing – Juergen – overseeing the production

Director of Coaching - Ray

Director of Girls -

Director of Boys -

Director of Soccer Academy -

Send to Ray for the positions – tell Ray by the end of December and have in place by January. Miguel stated that the coach should stay with that age group, and not have new set of players each year. Ray should put out there as immediate positions by the end of December, Ray to have in place by January. Skip having a lot of luck calling for volunteers. Need to take lead to appoint to these slots. Woody not sure if we have bodies to put into these positions. Should reach out beyond ourselves on the Board. All these age groups would have one director to report to. Ken asked how to fill these slots. Ken suggested taking the structure and definitions, put it on the website, but still be prepared to nominate. No reason for people to show up at Board meetings. The committee is the place to get things done. Bulk of work on these projects to be done by committee and not take up time at the Board meeting.

Woody stated that as the Club restructures the organization, we need the people. The Club is not doing anything to get parents to help. Try to take the next step. Joe had the parents meeting with this parents at the beginning of the season.

Woody – and Skip to join together to come up with plan for volunteers – attack the younger age group per Rick. Put out to parents and teams via the website and emails. People interested to contact Ray. Ray will forward nominations and recommendations. The Club is not sure who is out there. The Club should have the job descriptions available on the website. CDYSL could post with them for positions we need. Jeff Geller stated that we really don't want just any mom or dad for these positions. We need to have soccer people or someone that knows the game.

Time table for long range planning - Dennis discussed the 1st planning and his four models to choose and develop. Divide into subgroups. Go over the models. Present models once developed and get feedback. Then able to be presented to the Board. Dennis asked what is the primary objective of the club. Where to resolve conflicts. Complete club model – premiere level, travel, rec teams. 2) club focused models – build teams. Highest level premiere team whether it means moving people up. Then to next age level and so on down. 3) Team focus model. Look at pool and build best team first, U16 team

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with some U14 players moved up. Different sub options. – Easy choice regarding moving player as defined in structure. Year to year. Pool of players. Decide what to do that year. Some years we make premiere team, some years we don't

Dennis doing complete club model
Ken will read

Pete will do travel and Skip read

Ray to do feeder club – Woody will read

Year to year club –

Juergen – Sponsorship package - They are on the website. Over a dozen downloads. Couple of sponsors signed up. Process once they sign up. Talk to Deb to get sponsor in place. Juergen has magnets, patches. Will cost \$2 per kid and club makes .30 per patch. Board trying to come up with Club common look and feel. Went with one of choices for warm ups. Equally priced – Ray has asked for higher end warm ups. Dan gave his “Soccertoga” hat to Juergen to put on website to sell.

May Day – Registration offered to help by Melody. Deb Lehane to help and Juergen. Ray had volunteers was not on committees. How many number of teams. Core leadership. Ken will do porto potty, trash

Melody, Woody, Juergen, Pete, Kathy, Deb Lehane. Need to meet soon.

Rick gave Juergen list of sponsors from last year for May Day.

Dan stated how many fields – Dan needs to get with Pete.

Feb 9th – Mixer at Lillians – possible date change. Possibly 50/50 , raffles

Gavin Park – Ken had issue at Gavin. The new fields will not be ready in spring. If ready, may be able to have 6 fields for May Day. Baseball group came to club to move softball field to our soccer field 1. Just softball, not baseball. Take field one and move it up along the road up front. This would be on a permanent basis. Take field 1 below will turn into baberuth baseball field. Put small parking lot out there. Soccer fields on one side of Gavin and base ball on one side. The Club paid for development of fields on school property. And the Club paid for the new fields on school property. Shenentaha liked our fields and wants to practice there again this year. Rec also playing in Spring. – Shenentaha – we have the first right of refusal. Kathy had problem last spring and there was no practice space available. Scheduled to play at Gavin Park. Not by field.

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Gavin should have the fields numbered, organize practices. Rick suggested to rent Daniels road. Dan said the Club can collect money from Daniels for rental per the Skidmore contract.

Bob Crandall, Ted Henderson – U8 program. Getting organized.

State Cup deadlines. On the CDYSL website.

Shockers game – SWYSC night, give deal – Jeff and Pete to discuss

Summer camp – Pete to get with Jeff.

Ray – pick up Saratogaian – need soccer scores. – very easy to do. Drop as many names as possible – best way is to email. –

Motion to adjourn by Skip at 9:50pm Juergen seconded.