

.SWM Soccer Club, Inc.

Board Meeting Minutes

Place: LHS Team Room

Date: Thursday 8/9/18

Time: 8:15 – 9:30 pm

Board Meeting Board Member Participants (8 of 9 current board members)

Director Coaching:	Jayne Cox	Registrar:	Pattie Warren
Uniform Coordinator:	Julie Samuel	Facility/Field Coordinator:	Gil Urban
Fund Raising Coordinator:	Kim Fordham	At Large Members:	Brian Samuel

Board Meeting Board Members Unable to Attend

President	open	Treasurer	Wendy Mitchell Excused
Secretary	open	Parent Representative	open
Public Relations	open	At Large Member:	open
VP Team Administration:	Kelly Jeske Excused	Director Coaching:	Scott Ceru Excused

I. Call Meeting to Order

8:15 PM

a. Meeting Decorum reminders

- Stay on topic/agenda
- No side bar conversations
- Table items that become new during a discussion. If there is time at the end of the meeting, re-visit the parking lot item(s). If not roll into next meeting agenda
- Listen first and give the speaker time to complete the thought;
- No talking over each other/No interrupting
- Hold each other accountable for courtesy, professionalism and wise use of time during Board Meetings

II. AGENDA

a. Team Formation Direction Decision

8:15 to 9:10 pm

Board members had a discussion of the situation (2003-2002 girls team formation) that has led us to this meeting for the board to provide Team Formation Direction. We then spent the majority of our board meeting discussing the direction and the accountability for team formation.

Before the board took on the complex area of older team formation we briefly stated a few common agreements about younger teams (U13 and younger).

For these younger teams SWM Kickers should continue to form teams mostly based on age appropriate team formation. There may be an exception or two based on skill or fit approved by the DOC.

We further stated that when we have extra (cut) players at one age level, such as U11, we should consider combing with extra (cut) players at another age level, such as U10 to give all the lesser skilled players and opportunity to continue to develop on a WMYSA B division team of the oldest age players. Working to find coaches for this last minute team formation is challenging but should be attempted.

U8 players can request to play up in U9 if they have played in the Academy as U7. U9 team formation is determined by the numbers at tryouts and the capabilities of the players requesting to play up. The parents need to understand this is a one seasonal year play up exception for the child. SWM Kickers intend to form age appropriate U9 teams therefore they will be expected play U9 for two seasonal years. At this early age the players develop at different pace and changes occur from season to season so it is important to have all the age appropriate players playing U9 so SWM Kickers can form the most competitive A and B teams.

It was suggested that in the first few years the more the A and B teams can train and grow together the easier it is to make team formation changes as the players skill levels change.

We then discussed three options for U14/U15/U16/U17/U18 team formation described below.

We quickly eliminated Option 3 Coach Model - Coach/Player-Parent Teams. It was felt this option would not be viable as club direction. It would be too subjective and too driven by coach - parent interests versus broader club interests.

Also, it was pointed out the use of the word "Balanced" in Option 2 was not the correct word. It was interpreted by some as the two teams would be formed as balanced "equal teams" versus the intent which was to balance "take into account" multi facet considerations in forming two quality teams appropriate for a specific level of play.

We spent significant time hearing from everyone in attendance related to the direction the SWM Kickers club should be going related to team formation. **It was the direction of the majority of the board that SWM Kickers should utilize Option 2 Community Model - Maximize Number of Players & Teams.** It was felt that what happened in forming 2003 girl's team in the fall of 2018-2019 was too focused on age appropriate optimization and not focused enough on what would be good of the majority of players and good for the club in forming multiple teams. The direction of Community Model is more adaptable to the specific situation and more focused on maximizing players and teams in the club.

It was understood that Option 2 has its issues and would not solve all problems with team formation. But it would be a more collaborative approach between the coaches involved with input and guidance from the club president.

Option 1: Competitive Model - Best Age Appropriate Teams.

In this model the Team age is the priority for player placement. The quality of the age appropriate team is a priority. Each year the players are evaluated and the age appropriate team has priority on selection. There may be an exception or two based on skill or fit approved by the DOC.

As teams age up and lose players through attrition this will require less skilled age appropriate players, less skilled younger age players, or more skilled age appropriate recruited players be used to fill the roster. Age appropriate drives the player placement decision. This is a more black and white objective repeatable process.

Option 2: Community Model - Maximize Number of Players & Teams.

In this model the Player Participation and Number of Teams is the priority for player placement. The formation of both teams needs to take into account multi facet considerations to form two quality teams appropriate for a specific level of play. Premier teams takes precedence followed by Elite in team formation. When both teams are premier or both teams are Elite or both teams are WMYSA then there are more considerations needing to be factored in when forming 2 quality teams. Soccer skills need to be considered for player placement but additional factors such as who played where the previous year, what level of high school player, what grade the player is in, what the parent/player prefer, etc are also important.

As teams age up and lose players through attrition this will require more consideration of multiple factors or more skilled age appropriate recruited players. Multiple factors considerations drives the player placement decision. This is a more subjective and unique decision process based on each situation.

Option 3: Coach Model - Coach / Player-Parent Teams.

In this model the coach considers soccer skills, other factors, and player/parent requests as the priority for player placement. The coach assessment of the quality of the team and league team placement is how the quality is communicate/perceived. Player/Parents decide who and what team they want to play for based on their perceived needs. DOC's offer suggestions to the coach. Coach selects from players/parents wanting to be on team and then selects from players/parents who don't have a placement preference.

As teams age and lose players through attrition this will require coach and parent/player preferences to change or more age appropriate recruited players. Player/parent preferences drives the player placement decision. This is a very subjective and coach/parent driven unique each year decision process.

We also discussed who should be accountable for team formation decisions.

The direction of the majority of the board was Team Formation should be part of the president's accountability.

The club should strive to create teams following the Community Model with the input of the available coaches as well as the DOC's. If coach cooperation / compromise with DOC input cannot work out a solution towards maximize the number of players and teams in the club then the president needs to step in with the final say on team formation. Issues with team formation will typically be brought to the president by the coaches or parents therefore the president needs to be involved in the process and have the final say on team formation.

The direction of the majority of the board was that the Director of Coaching should be focused on coach Recruitment, Development & Retaining, and involved with Player Development / Training. The DOC's should offer advice to team formation but should not be accountable for the team formation.

b. Essential Operation Items:

9:10 - 9:30 PM

- **Fundraising Initiative** (Rotary partnership event - possible to make \$2,000) - Board approved moving forward with this fundraiser. Kim will lead this event and provide feedback after the event.
- **Registration items if any** - Pattie - None discussed
- **Team Snap** - Jayme will pursue the details and roll out Team Snap to the teams/coaches that want it
- **Rocky Weed Field Usage and Maintenance** - Gil will try to work with LYSL to provide practice time field reservations and offer SWM Kickers assistance to field preparation.
- **Website** - Board approved rebuilding the SWM Kickers website and approved \$100 funding for template purchasing.
- **Follow Up Items from July Board meeting assignments:**
 1. By Laws found as official are from 8-5-12; Any Policy documents other important documents ?
 2. Google docs and emails a few years ago when Greg Collins was Public Relations board member. Kim will report back prior to the next board meeting. Any Updates?
 3. Gil Urban will follow up with Amy and connect her with Wendy. Amy has indicated she will not be able to help. She has too many work & other items at this time.
 4. We still need to find some administrative collections help. Gil will try to find someone. Pattie will assist in looking into the GotSoccer side of the collections activity.
 5. Gil will arrange a time to go to the bank with Paul to get this signature authority updated. Completed.
 6. Pattie will follow up with Johnathon and report back before the next board meeting about options / costs for website.
 7. Gil will follow up with Brittany and report back before the next board meeting. Brittany Lovelace has accepted volunteer role to manage SWM Kickers Facebook Page. Kelly has set up Brittany as administrator on our Facebook account.

c. Other Business Items deferred:

- **LYSL future**
- **Treasurer support for collections**
- **Treasure candidate for fall AGM/election**
- **President candidate for fall AGM/election**
- **Open board position candidates for fall AGM/election**

Deferred formal board member reporting until AGM and more board positions are filled

d. Director Reports

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| • Financial Report: | Treasurer: | WENDY |
| • Registrar Report: | Registrar: | PATTIE |
| • Team Administration | Team Admin | KELLY |
| • Field Coordination | Facility/Field Coord. | GIL |
| • Directors Of Coaching Reports/Needs | | |
| 1. 12 and Under | DOC | JAYME |
| 2. 13 and Over | DOC | SCOTT |
| • Uniform Coordinator Report | Uniform Coord. | JULIE |
| • Communications/Web Page | Communications | |

- **Membership Issues**
- **Fund Raising**
- **Rockey Weed Update and LYSL update**

Member Mediations
Fund Raising Coord.

KIM