

Board Members

Mike Hoyman, Mike Stewart, Jon Asmussen, Martha Brown, Erik Hofstede, Cassandra Fuller, Albert Villarde, Colin Chang, Randy Smith, Dan Allari, Erin Sharpe

Staff: Tamie Shadle,

Absent: Katie Moe, Chris Palmer Pani Thangaraj, Carlos Nissen, Megan Walinski

Guests: Corbett Wood (board member elect)

7:05 PM call to order

Acknowledgements:

Cassandra: Tamie, Megan, Colin and everyone else who has been working to make REC season a success. Pride on faces is remarkable. Martha for helping to organize AGM

Tamie: thanks for board members who have stepped up for check-in

Jon: thanked Megan for her communications for REC. Session planners and schedule changes, she has been on top of it.

Cassandra, welcomed Corbett.

Approval of minutes: Erik Hofstede, Martha 2nds- passed unanimously

President Report

- Spring Into Action over several mos. \$3K raised for variety of activities, seniors meals on wheels, kids against hunger, kindness rocks; helped family that lost their home to fires
- Player reached out to Cassandra about how to get involved in steering committee. Brought tears to her eyes. Cassandra wants to organize event to recognize players who have contributed the last few years.
- Thanks to Dan Allari and Mike Stewart for joining us in their last board meeting. Members offered their gratitude for the significant contributions of these board members over several years
- Cassandra mentioned several topics:
 - o Advocating return to play
 - o Financial support for Bernal fields
 - o How we support retention of staff
 - o Combat covid related attrition
 - o How we manage frustration of competitive families
 - Dan suggested more regular touchpoints. He believes too much silence.

- Eric said he is supportive of our posture, but message was weeks ago and we need to amplify our message. We need to reinforce our messaging. Suggested we send updates at regular intervals.
- Cassandra wondered if message needs to be focused on covid only
- Erin: with every new cycle update we send out (every 3 weeks), we put update at bottom
 - Cassandra, suggested we separate it out
- Erin, no change to state protocols since Aug.
- Dan, people feeling especially isolated and disconnected without attending games, etc. Use school district as a model. They are out communicating us.
- Mike, our need is to quell rumor mill. Offering Covid hotline, tool,
- Corbett reinforced a good idea to keep the communication related to covid above the fold
- Martha – in non-covid times, we had coach communication coming to parents. Is this an opportunity to have coaches communicate direct with their team?
- Cassandra – coaches need to toot their own horn in communications about what they are doing for the team.
 - Erik highlighted Toby as being best in class
 - Dan: over communicated can be ignored, under communicate and our customers can feel ignored
- Treasurer
 - Financially strong
 - Revenues down, expenses also down
 - Tax returns for 2019 also returned
 - 990s are the return
 - Generally we get extension to last mo.
 - PPP loan forgiveness application completed; working w/ bank before submitting
 - \$10K loss in fundraising because we had some Orange & Gold expenses after fiscal year turned
- VP COMP

- NLI day is tomorrow, small event at Patelco tomorrow afternoon; 10 players committed
- Comp program survey pushed to when teams are training as full teams and hopefully competing; need by end of March to do evals
- Cassandra: why wouldn't we want to understand how things are going during Covid stage
 - Erin: two surveys may water down responses; teams split currently
 - Cassandra: can we do more simple 1-3 question check-in
 - Erin: we sent Covid survey out w/ virtual training and webinars (4-5 mos. ago)
 - Dan: 4-5 mos. ago is long time ago, surveys let customers know you care about them. Acknowledge in the survey, the scenario we are in.
 - Cassandra: surveys can be formative rather than summative
 - Corbett: starting out feelings were this is not going to be great. Turns out girls are having fun. In many cases they have advanced quickly. Perception of season now is completely different. Guess is that most customers are happy they signed up.
 - Cassandra: to Corbett's point, believes we will find positive linings and we need to broadcast those positive comments
 - Mike: we have historically published summaries of survey results. REC survey would be similar this year.
 - Erin clarified that survey we are talking about would not be coach specific then but higher level. It was suggested it be split by COMP and REC at minimum
- WPSL – May through early July (college aged player league). They've extended due date to March and we have \$1K credit from prior season.
- Scholarship will get posted and sent out to Seniors in January
- REC VP
 - REC season coming to a close, games not possible this year
 - A lot of positives to take away from season
 - Halloween event and practices well received
 - Send Collin ideas for REC survey
 - Focus on bringing soccer to forefront of minds of players for 2021 for those who did not participate this year

- Important to think about ideas for volunteer coach retention
 - We need to get appreciation messages out
 - He's concerned that some may have off year (especially without playing games)
- Cassandra suggested card design and card sent to coaches
- Dan: gave history on gifts and walk around hand shakes to thanks coaches
- Mike asked who is organizing gifts this year. Colin said he would check in w/ Tamie and Megan, he was not doing it. Randy stated Karie Smith has ordered gifts in recent years.
- Erin says she has a lot of left over Adidas gear.
- Randy, need outreach to coaches who didn't coach because it will be easier for them to continue in non coach mode next year
- Erik – communication of positive stories is key
- DOC
 - Shout out to board for support with these challenging times
 - Frustrating we don't have state updates, but NorCal feeling more confident we will have updates by end of next week
 - Hearing that something will be in guidelines to discourage out of state play
 - Utah just shut down sports yesterday for remainder of month
 - Nevada facilities are shutting down
 - We plan to wait until new recommendations come out before we plan any out of state play
 - Only if new guidelines show play is not imminent, then maybe an indoor space in Reno is an option (only weekday availability though)
 - PSRA having personnel changes and long term stability at-risk. We are looking to create association with other clubs.
 - High admin expenses
 - Bidding wars w/ refs w/ other local clubs
 - Rating systems and standardization to improve quality
 - Most likely new referee association would come into effect in fall 2021
 - Real concern with referee shortage due to attrition and high school overlapping
 - US Soccer making requirements more burdensome
 - Highlighted that back end of seasons may need to run through June and July
 - Event tomorrow will be great way to recognize our 10 girls signing tomorrow
 - Comp uniforms have not arrived yet. We will not need to use funds approved to front money.

- DOO
 - o Planning what protocols would be in next phase for check-in. Planning to use TeamSnap. Self sanitization at fields.
 - o Thanks to board members for doing check in
 - o Last week will be Orange day

New business:

- We did not budget or charge players for winter season extension.
- Randy proposing board cover this extension without asking members for fees.
- Jon stated he felt like it seemed right thing to do.
- Mike asked why we would subsidize. Discussion on clarifying
- Randy asked about burn rate. \$15-20K/mo. Asset based has declined from \$1.7 to \$1.5MM.

Motion to approve budget for comp by \$45K. Erik motioned. Dan 2nd. Passed unanimously

Jon – Patelco Sports Complex update. Sports groups have obligation of \$580K

Albert – last discussion w/ sudden cardiac arrest raised discussion about access to AEDs. Albert submitted grant form to Gable Heart Beats Foundation and they have graciously donated 2 additional that will go to the city for placement and maintenance at Val Vista and Sportspark 9.

Election results

- 8 open slots; 6 filled
 - o Martha Brown
 - o Colin Chang
 - o Cassandra Fuller
 - o Corbett Wood
 - o Chris Palmer
 - o Erik Hofstede
- Executive officers will be nominated in Jan.

Travel Policy

- Erin presented covid travel protocols and wanted direction in case we travel out of state
- Erin said state is discouraging out of state travel but not preventing it
- We have looked at travel to Reno and there are ECNL events happening

- Questions of what needs to be approved. No action necessarily needed tonight, but Erin needs direction on how supportive board is of travel
- Jon stated that we would be guided by US Soccer liability and sanctioning of event.
 - o Erin stated that travel is grey area for US Club soccer liability
 - o Jon stated that we would then need to leave travel details up to families
- Albert suggested we look at liability forms and protocols other tournaments and sports clubs using, like travel softball
- Dan; AAU also dealing w/ it
- Dan: too important of a topic with too many details to sort out this late at night
- Jon stated we would need to come back to this when we have idea of when and where we want to travel, protocols at time and local situation
- Erin said parents pushing to travel, reiterated we would wait though until we see update to state guidelines
- Cassandra said to be on look out for possible special board meeting on topic before Jan. meeting

Meeting adjourned at 9:19 PM