

**Mentor Soccer Club  
Board Meeting Minutes  
May 15, 2016**

**In Attendance:**

Chris Andreano  
Scott Brown  
Aldo Lucrezi  
Mark Sobonya  
Brian Penkowski  
Jeff Petro  
Margaret Brown  
Len Kostaka  
Chrystal Poling  
Amy Freeman

**Absent:**

Marissa Rogenthien  
Ken Werner  
Jim Buchan  
Missy Read

7:04 pm call to order.

**Meeting Minutes**

Approval of April meeting minutes – 9 for 0 against. Meeting Minutes approved

**Finance / Treasurer's Report**

Budget work is ongoing with target deadline in June

Submitted a proposal to the finance committee and VP's on the numbering system and accounts within the budget, for the start of the New Year.

I continue to review and test the new workbook to be sure all of the formulas and links operate correctly. Focus has been on the general and outdoor items.

Income is down due to spring bills

Is the use of dual carded players becoming too prevalent? Some of these players are playing full time on both teams but only paying for one and hurting their assigned team in the process

Time to raise rec fees? Definitely in 2017- 2018

**Committee Updates**

**Comm/PR**

Everything up for open enrollment, web, banners, yard signs.

Putting paragraph in Mentor School Community Newsletters on Registration

Put Registration flyer in All Saint's School newsletter, looking for my St. Mary's and Gabe's contacts

We need to have someone volunteer to start gathering Rec Sponsors, I won't have time to do it this year. I can send last year's list to this year's volunteer.  
Summer Camps on web, will do blast emails over next few weeks.  
Website needs to be updated – especially on Wave side  
Payment plan option needs to be set up

### **Coaching**

6 coaches are taking E License  
Coach/Team manager meeting was held in April with a great turnout  
We will not be short coaches

### **Rec Report**

All-Star day May 20 @ Krueger.  
Bubble Soccer Fundraiser May 27 @ Garfield (tennis fields).  
Looking at options for a pre-order spirit wear sale.  
If anyone has the rec spirit wear from the indoor tournament please bring it to the meeting. I didn't see it at Krueger and we'd like to sell at All-Star and Bubble Soccer.  
2016-2017 rec picture day August 13 @ Dick's Sporting Goods.  
2016-2017 rec uniform order estimated date to submit order- week of July 4th.  
Lining up commissioners for 2016-2017.  
Working on rec player evaluations for use in August draft.  
Rec games for fall will begin around August 20th.  
A commissioner brought up the possibility of regrouping the G rec divisions next year, perhaps creating a "middle-school" age group G12-G15.  
Keeping in touch with Len on different referee/coach/rule issues. Will likely revise the 2016-2017 rec rules to avoid some of the more problematic situations  
Rec has done an excellent job this spring with reducing/eliminating no-shows, cancellations, and reschedules.  
I already have some dates from the City where certain fields are unavailable or have large events scheduled (mostly Garfield). I will continue to check in with the City and the schools for dates. If the Prez or Field Coordinator get dates, please forward to me as usual.  
Updating the Commissioner's document for fall. Emphasizing the four essential duties- recruit coaches, build teams, communicate with parents in their age group, and take one shift (or recruit someone on your behalf) to line fields in both fall and spring.  
I spend a tremendous amount of time replying to parent emails. We have very good commissioners, and my plan for 2016-2017 is to push some of that onto the commissioners.  
We need to evaluate the rec fees for 2017-2018.  
There was a lot of feedback and sudden interest in volunteering once rec announced that there would not be a tournament this year. Half the coaches I heard from were relieved and half wanted to jump in and run a mini tournament on their own.  
Rec needs a clean-out and inventory of Krueger in late June, so that we can order what we need for 2016-2017.  
As always, the need for volunteers is great. Chrystal and I are probably at capacity!

## **Wave Report**

Develop shared vision/objectives by first assessing our situation:

Question #1: who is our main competition?

Answer: based on feedback at meeting, the group felt that ACP and Croatia were our 2 closest "premier" competitors, with CSA a competitor but not as close. The group felt that other "premier" clubs (TSI, One United, and Claymores) were non-factors. The group also felt that other community travel programs (e.g. Willoughby, Riverside, Kirtland, etc.) were non-factors. Other than ACP, Croatia, and CSA, we recognize that there is also significant competition from other Mentor youth and school Sports (e.g. football, basketball, baseball, lacrosse, track, etc.).

Question #2: thinking about our competition, what are our Strengths, Weaknesses, Opportunities, and Threats?

Each person is asked to provide feedback and e-mail to Ken, who will compile and publish for discussion at a future meeting. Requested prior to next meeting (Thu, Apr 14).

**INDIVIDUAL TEAM MEETINGS** - Missy plans to conduct individual team meetings in the spring if requested by team. This item is in process. Currently meetings are planned with U13 Boys (completed), U13 Girls (pending), and U9 Boys (pending with coaches). No other teams have requested in-person meetings.

**BIRTH YEAR PRACTICES** - Missy/Jim will coordinate 2 practices per birth year in spring to get people more used to the new teams (target May). - Missy provided schedule which includes 2 practices for each age group during the weeks of May 16 and May 23. Players are encouraged to attend age group practices in lieu of own team practice.

**COACH SELECTION** - once teams are mapped out, we can begin process to communicate with coaches on availability for next year and tentatively assign coaches to expected teams.

**U8 PROGRAM DESCRIPTION** - 4v4 format with other communities. This should also be similar to a "Wave Juniors" program description. Ultimately need to make sure we address U5-6 through U9. Assigned to Ken.

**PLAYER EVALUATIONS** - Jim suggested they be done 2 weeks into fall season, then near end of spring season. Need to develop specifics and implement in the fall. Suggest to include with Coach Expectations, and not pay last paycheck until they are completed. Jim to provide suggested evaluation form. Is it on the website?

**MESH** - need to determine what supplementary activities will be done this coming year. Also is there a "pilot" team that would like to do something more? Working on a participant survey with Chris. Assigned to Ken. Update: will consider U13 Girls for MRL team (combined with Shaker) as a supplemental activity.

**GAME SCHEDULER** - Missy is handling game scheduling this spring but would still like to get a volunteer. She has a better idea of the type of person that would be successful with this role.

**JOB DESCRIPTIONS/STIPENDS** - There was some general discussion about jobs, job descriptions, and stipends. We agreed that the first step would be to establish job descriptions with estimated hours for each job. Once those are established, we (and the Board) would have the information needed to determine what, if any, stipends are appropriate. Preliminarily assigned to Jeff.

**TOURNAMENTS** - should Wave have a suggested/approved list of tournaments? It would help to have more teams attending the same tournaments. There was also displeasure with Madison club in general as they have generally not supported MSC activities. Although we have a fair number of teams attending their tournament, we might consider eliminating it from an "approved" list. Assigned to Jim. Update: tournament list completed for fall 2016

**NON-PAYMENT OF OUTDOOR FEES** - there are apparently still families who have not paid for outdoor. Missy will provide a report of how many/how much at 4/14 meeting. Mark and Missy will be responsible for pulling cards if payment is not made prior to season. Mark indicated that families have been given until 4/22 to get payments up-to-date.

**PLAYERS NOT REGISTERED ON BLUE SOMBRERO** - we need to make sure that every player is registered under Blue Sombrero, and therefore has agreed to the MSC Release of Liability language. One additional suggestion was to collect a manual signature for any people that might otherwise fall through the cracks (e.g. player joining during winter or spring). Missy and Mark will be working soon to ensure every player playing is also officially registered through Blue Sombrero with the club.

**RETENTION REPORT** - would like to establish "player retention" as an important goal. To that end, a retention report is necessary. Assigned to Ken.

**POSITIVE COACHING ALLIANCE** - would like to better integrate components of the Positive Coaching Alliance philosophy within our club. Assigned to Ken.

**TECHNICAL DIRECTOR** - there was discussion about offering Andy Marson a Technical Director role within the club. Main issues are how to pay for it, how to make sure it is accepted and consistent with existing coach instruction, and how to make sure we schedule effectively.

**PLAYING TIME POLICY** - Jim suggested that Playing Time policy should be updated. Assigned to Jim to develop proposal/rationale.

**PARENT EDUCATION/CODE OF CONDUCT:** we have had issues with U13 Girls parents, and need to both address immediate issue as well as establish a strong system of parent education, expectations, and consequences.

**COACH/PLAYER/PARENT EXPECTATIONS** - there was discussion around having clear communications regarding expectations for each group. Ken and Missy to review existing communications.

**COACH LICENSES** - there was discussion around making sure enough of the right coaches have the appropriate license to coach in the various leagues.

**NON-REFUNDABLE DEPOSIT** - there was discussion that MSC should make sure there is an early decision deadline for people to say yes/no to MSC, so that players are not easily trying out for multiple clubs and leaving MSC hanging. Suggested \$150 deposit be non-refundable shortly after announcing tryout results.

**BIRTH YEAR VS. SCHOOL YEAR TEAM FORMATION FOR 2016-17** - group felt that Birth Year was the way to go. There was discussion whether there should be any exceptions or not. Our bylaws allow players to play up 1 year no questions asked, but in past it has been a fairly rare exception as most kids were already grouped with their school year friends. We also do not want players playing up and taking away from the experience of other players in the true age group. And decisions should be made based on what is best for each child development-wise. Any exceptions will need to be

requested via e-mail to Wave VP. They will then be required to try out with both age groups.

U14/15 TEAM - State League indicated that they would have a U15 division if enough clubs had teams to enter. Bottom-line, we will have an option in the Travel League but may/may not have an option in State League. Missy will be making calls to gauge interest in the U13 State League clubs. Also our plan will be to pool train the U15's with the U14 Red teams on both the Girls and Boys side. At this time, issue is closed.

INDOOR AGE GROUPS - need to discuss with Andy Marson whether he will form indoor divisions based on birth year or school year roster. This has no immediate effect on forming teams, only may come into play when determining where to play in winter, so this is currently considered closed. (Aldo)

COACHES NOT PAID - there was a report of some coaches who felt they had not been paid on time for some Winter work. Issue is closed at this time. Suggestion for future was to include actual coach payment schedule on "Coach Expectations" document, if it is not already.

TRYOUT COMMUNICATION - good communications is critical. Jeff and Ken drafted a communications piece. Coach and Team Manager meeting was also conducted on Mon, Apr 18th from 7:30 - 9:00 pm to "kick off" the communications process. Jeff also re-sent the communication to all Wave families on 5/04.

REGISTRATION - Wave registration has been opened as of April 1 (Missy). (Remember to add "occupation"/volunteer info).

TOURNAMENT PAY - tournament pay has been finalized and approved by Board. Coaches will be paid \$150 for 1st team plus \$50 for 2nd team. Cost to players will be \$50 for in-town tournament, \$75 for out-of-town tournament. Effective Fall 2016.

TOURNAMENT COORDINATOR - plan was presented at 4/18 Coach/Team Manager meeting and seemed to be received very positively, especially since the burden of collecting and paying was taken off of team managers. Aldo to volunteer for this role.

MAPPING OF PLAYERS/TEAMS - it was agreed that we should be very pro-active in determining how the teams might look for next year, and where any problem situations might occur from players wanting to "play up". Jeff provided a copy of "player mapping" (done by Chris Andreano). Best to review with individual coaches to address any potential problem areas. - This is considered complete at this time.

### **Indoor Report**

Final games are this coming Saturday April 16th.

Everyone has paid!

Our Final profit from Indoor Tournament was over \$11K!!

Andy still has not considered how to group indoor with new age groups for next yr.

Tournament Coordinator

- Draft will be sent to Board and Officers for review and vote at our meeting.

- U12 Girls Black and U12 Boys Red will be honorary Columbus Crew Starting Line-up Participants during their match on Saturday, May 28th vs Real Salt Lake. We have sold over 230 tickets to the match for Mentor Soccer Club! We have about 10 teams going to the Starburst Tournament.

**Administration**

President's report:

**Old Business**

Scholarships – some applicants from MHS

No updates on agreements with city on field use

**New Business**

N/A

Motion to adjourn by Scott and seconded by Mark. Meeting adjourned 8:04pm.

**Calendar of 2016 Meetings:**

**January 10**

**February 14 – Valentine’s Day**

**March 13**

**April 10**

**May 8 - Mother’s Day**

**June 12**  
**July 10**  
**August 14**  
**September 11**  
**October 9**  
**November 13**  
**December 11**