Board of Directors Meeting Minutes

March 4, 2024

Soaring Capital Soccer Club | Zoom

Members Present:	**Members Excused:**
Derek Hamilton	Kyle Adriance
Chad Sustello	
René Snyder	**Guests:**
Melissa Sweet	Zach Sarno
Ed Sperduto	Josh Miller
Stacie VanSkiver	Jillian Mastronardi
Sarah Crouse	
Matt Ricci	

Summary:

The meeting was called to order at 8:32 p.m. and began with casual conversation among attendees, followed by a roll call to confirm attendance. The board discussed reaching out to a potential candidate for a vacant board spot, who expressed interest but could not commit on short notice. The board also discussed the bylaws concerning board membership and the election of officers, with various viewpoints presented, including experiences from other non-profit organizations. The discussion focused on clarifying the roles of board members and officers, with a particular emphasis on the distinction between the executive committee and the elected officers of the board.

The board engaged in a detailed discussion about the voting process and the number of votes required to decide on Pete Kamas' board membership. After a roll call, it was determined that the motion to keep Pete Kamas on the board as a director carries with the necessary number of votes. The section delved into the challenges faced by board members, particularly the stress caused by disagreements and communication issues. It underscored the need for a code of conduct and respectful communication among board members, with a specific emphasis on the value that a board member brings to the group.

The group discussed the potential of bringing in John Schaefer to provide goalkeeper training for the club. They highlighted his experience and the value it could bring to the club and agreed to pursue the idea further.

The SCSC Treasurer provided a financial update, highlighting a profit of $400 before adjustments and a deficit after a one-time donation.

They discussed cash flow, fundraising, and the need for team managers to provide information for tournament registrations. Additionally, they mentioned their efforts in gracefully collecting player registration fees and the progress on a grant application.

The meeting section revolved around the discussion of coaches' stipends and contracts. Matthew Ricci and the SCSC Treasurer addressed the readiness of a document related to these matters, emphasizing the need for approval and review before presenting it to the coaches. Concerns were raised about the lack of a finalized contract and the need for reimbursement sheets for coaches.

Additionally, there were discussions about the challenges in tracking and reporting the stipends, as well as a proposal for a new pay structure by Joshua Miller to attract high-level coaches. The meeting concluded with a decision to address the field situation offline and set the next meeting date via text message.

Agenda Topics:

Board Meeting Kickoff and Roll Call

The meeting starts with informal conversation among the attendees, followed by a discussion about meeting recording and note-taking. There is a brief exchange about sharing the agenda screen, and the roll call is conducted to confirm the attendees' presence. The board also discusses contacting a potential candidate for a vacant board spot.

* Board recruitment and the potential addition of Katie McDonough

Discussion on Board Member Roles and Resignation

Derek Hamilton leads a discussion on the potential new board member's decision to delay voting, expressing the need for her to have more time to consider the role. The possibility of finding a plan for the secretary role is raised, with Matthew Ricci offering to fill in if needed. Melissa Sweet announces her resignation as secretary, and the board votes to accept it, with some members expressing support for her to continue contributing in other ways.

Discussion on Board Membership and Bylaws Interpretation

The participants engage in a detailed discussion about the bylaws related to board membership and election of officers. They express uncertainty about the process for re-electing board members and seek clarification on whether a member not re-elected as an officer should continue to serve on the board. Different perspectives are shared, including experiences from other non-profit organizations, and the need for a clear decision is emphasized.

Discussion on Board Members and Officers

The conversation revolved around defining the roles of board members and officers, highlighting the differences between the executive committee and the elected officers of the board. There was also a debate about the interpretation of the bylaws and whether certain provisions applied to

board members or just officers.

* Discussion about Pete Kamas and his status as a board member

Voting on Pete Kamas' Board Membership

The board members engage in a discussion about the voting process and the number of votes needed to decide on Pete Kamas' board membership. After a roll call, it is determined that the motion to keep him on the board carries with it the required number of votes.

Board Member Conduct and Communication

An in-depth discussion highlighted the stress and challenges faced by board members due to disagreements and communication issues. It also emphasized the importance of respectful conduct and communication within the group, with a specific mention of the value that a board member brings and the need for a code of conduct. Additionally, there was a discussion about the need for board members to be informed about communications sent out by the board.

* New website and its positive feedback

Website Updates and Features

Joshua Miller expresses satisfaction with the website and inquired about adding an FAQ (Frequently Asked Questions) tab. Matthew Ricci discusses the ease of updating the website and proposes adding a tab for coaches with potential drills, as well as addressing the issue of phone numbers on the website. René raises concerns about the phone number displayed on the website.

Discussion on Potential Goalkeeper Training

Derek Hamilton and Zach Sarno discussed the possibility of bringing in John Schaefer to provide goalkeeper training for the club. They emphasized Schaefer's experience and the potential value it could bring to the club. The group agreed to explore the idea further and consider it as a club expense.

* Proposal to bring in John Schaefer to train goalkeepers

Discussion about Hiring a New Coach

Derek Hamilton, Matthew Ricci, and René discuss the credentials and potential impact of a new coach who is considering a position at the club. They express concerns about the financial implications and the potential benefits of hiring her, as well as the impact on player recruitment and the club's competitiveness.

* Financials and Profit/Loss

Financial Update and Grant Status

René presented a detailed financial update, including profit and loss figures, cash flow, fundraising efforts, and the need for improved communication with team managers for tournament registrations. She also discussed their approach to collecting player registration fees

and the status of a grant application, expressing optimism about remaining in the running for the grant and the possibility of resubmitting if declined.

Discussion on Coaching Responsibilities and Field Management

Zach and Joshua review the recent joint meeting with coaches, highlighting the importance of field management at Notre Dame and the need for transparency in soccer-related decisions. They also emphasize the necessity of a document outlining coaching stipends and discuss the allocation of coaching responsibilities between them, seeking clarity on the matter.

Discussion on Tournament Registrations and Coaches' Stipends

Jillian Mastronardi raised concerns about the confusion regarding roster submissions for tournaments through Gotsport, seeking clarification on the registration process. The conversation also delved into the issue of coaches' stipends and reimbursements, with uncertainty about the payment structure and a lack of information provided to the members. René highlighted the club's previous stipend practices and expressed uncertainty about the status of coach reimbursements.

* Coaches Stipends and Reimbursements

Discussion on Coaches' Stipends and Contracts

Matthew Ricci, Zach Sarno, and others express concerns about the approval and documentation of coaches' stipends and contracts. They discussed the need for a finalized contract and reimbursement sheets for coaches and the challenges in tracking and reporting the stipends. Additionally, Joshua Miller proposes a new pay structure to attract high-level coaches.

Action Items:

* Melissa Sweet will volunteer to create a club-wide newsletter of team highlights, coaching highlights, upcoming classes, player highlights, and upcoming events and submit it to the board prior to their meetings.

* Derek Hamilton will communicate with Pete Kamas regarding his status as a board member.

* Derek Hamilton will review the process for sending out official communications and ensure that board members are informed before official communications are sent out.

* Matthew Ricci will update the FAQ tab on the website and add a tab for coaches.

* Zach Sarno and Derek Hamilton will work on a proposal for bringing in John Schaefer to train goalkeepers and present it at the next meeting.

* Zach Sarno will follow up with Tara to gather more information about her potential involvement with the club.

* René will develop a document for coaching stipends and reimbursements

* René will coordinate with Derek and Chad on coaches' stipends and contracts

* Joshua Miller will share tiered pay structure for coaches

* The next meeting date will be set via text message

Key Questions Raised During the Meeting:

* Should Pete Kamas remain on the board as a board member?

* What is the best way to communicate with board members before sending out official communications?

* How can the club best utilize the new website and its features, such as the FAQ tab and contact information?

* How should the club handle the proposal to bring in John Schaefer to train goalkeepers?

* How are we running our profit and loss?

* What is the structure of coaches' stipends and reimbursements?

With no further business the meeting was adjourned at 10:09 p.m.

Respectfully Submitted,

René L. Snyder

Treasurer