

TPSC Board Meeting - Agenda November 10, 2008

Attendees: Steve Disenhof, Alan Perper, Jan Arrick, Kim Stibich, Hal Schornstein, Lynn Scadden, John Gulick, John Bell, Lisa Matthews, Alan Brune, Mike Watson, Kim Logie, John Grosbeck.

Also: KT. Butler, Russ Shelton, Lisa Hovan, Simon Barker, Bri O'Dowd

Start

7:05 PM

1. President's Report – Hal

- Meeting minutes from last month's meeting were approved
- Attaboys to Steve Disenhof for his thorough review of the last year (shortened version without employee issues will be more broadly distributed) and John Bell for his work on the DOC transition process.

2. Overview of "Review and Analysis of the TPSC 2008 Season" – Steve 7:10 PM

- Steve gave a summary of the historical development of TPSC, highlighted the lack of basic soccer skills by most players, mandated that the League had to be responsible for coaches, recognized the need for management oversight, developed relationship with Honolulu Bulls, however their failure to provide promised support and missteps led us to move quickly terminate the relationship, DOC and one coach left midseason, etc.
- Created set of club objectives, new name, new logo, created bonus structure for coaches, hired staff coaches, started skills sessions, developed first go around of curriculum, standardized fees across teams, developed Finance Committee, currently researching online registration.
- Survey results:
 - i. Rec programs: Overall pretty positive
 - ii. Competitive programs: Teams with coaching transition showed low scores, some soccer coaches who were borderline last year improved significantly which was good, some very poor results for a couple coaches which will need to be addressed.
 - iii. Rec Coaches: In general, they appreciated the curriculum and the coaching that they received.
 - iv. Surveys are open until Nov. 17th.

3. DOC Committee/Transition Workgroup Update – John B.

7:25 PM

- Decided we need a part time DOC; core is the curriculum to write and implement at all age levels. DOC will sit on Recreational and Competitive Committees
- Develop a Rec committee similar to Competitive committee especially since more kids in Rec than Competitive program.
- Introduced Program Executive Group (DOC, VP Rec, VP Comp, President)

- Mike Watson asked that we clarify who the new DOC would be reporting to and who reports to them.
- Goal is to have the DOC hired by Dec 15th. Won't hire someone until we find the right person. Will not rush into a decision.
- Alan Perper highlighted that the curriculum is not just for rec, but also for competitive. We need to identify what skills are needed at each age group and make sure the players successfully learn them.

Proposal:

- Motion: Allow DOC transition group to post, interview, and bring forward a recommendation of a short list of candidate (s) to the new Program Executive Group for their final approval. Approved.
 - Program Executive group is currently Hal Schornstein, Mike Watson, Jon Groesbeck, Vicki Sodaro, Kim Stibich
 - Performance Evaluation: Have Competitive Committee do bonuses for this year. Need to get feedback from more than just survey (need managers, ref coordinator, etc)
 - Winter Futsal: Look to develop similar to US Club soccer where we have player pools and then kids can be called up or play when they are in town. Discussion on whether TPSC should develop its own indoor program instead of having our kids sign up for indoors or futsal with 3rd party's. Decided not enough time for this year.
4. Review of By-Laws Update – Steve, Lynn, Kim S. 7:45 PM
- Group is working on Bylaws Review
 - Rec committee and Finance committee are already in the bylaws.
 - Recommendation of changes to bylaws will go first to President, then Board, then 45 days before annual meeting they will be posted on the website for review and then approved at the Annual TPSC meeting.
5. Board Member Transition Review 2008 vs. 2009 – Hal and Kim S. 7:50 PM
- 4 current openings: President, Secretary, Treasurer, Scholarships
 - Currently there are discussions ongoing between departing board members and possible replacements.
 - Open positions will be posted on website
6. Recreational Report – All Age Group Coordinators 7:55PM
- U12 Coed – great year, 3 teams at once for M. Sharp, Good performance in the Jamboree.
 - U12 Girls – 3 teams, sharing coaching had pros and cons, Jamboree went well overall.
 - U10 Coed – 5 teams, Jim Lasher had 4 teams at one practice time, Bri had a couple teams
 - U14 Coed – rescheduling jamboree games that were rained out. Switched to Jen from Jim L.
 - U16 Girls – no Jamboree

- U10 Girls – 4 teams. Would be good if we could reschedule so teams could be back to back. Need to be more selective as to which jamborees we attend when we are not age pure. Very difficult time for the girls. (John B).
- U8 coed – 8 teams

7. Competitive Report – Vicki 8:05 PM

- U16 Boys – 10 signed up in spring, looking for a keeper, will go to one tournament at least as well as Association Cup, pro-rated fees for short season

8. Referee Report – John Gulick 8:10 PM

- Tension of new refs into system and getting games covered, pretty effective to use online scheduling.
- Ref pay –Brief discussion to see if we should be paying different rates for recreations, competitive (UH and Select)

Treasurer Report – Mike 8:15 PM

- Handout for the remainder of the year
- AKB: next time present fee increase proposal for Fall kick off and T-shirts for host teams.
- Lisa Hovan gave brief overview of her background. Will become most likely Treasurer and Mike Watson will continue on for 3-6 months to help during the transition.

9. Administrator Report – Kim 8:20 PM

- DEC 8TH next meeting, Bel Aire lower classroom.
- 2nd photo day is complete,
- Decided not to do end of year party

10. Webmaster Report – Steve 8:25 PM

- 50k hits a year
- More people are getting info from website which is good, but people use other avenues as well.
- No one has signed up for the development role for TPSC. (Would be huge opportunity for both Development Officer (commission-based) and Club to raise money, hold down fees.)

11. Registrar Report – Lynn 8:30 PM

- Competitive fee registration was difficult; we are still collecting from last year's teams which is tough given the season is over in a week or two.

12. Secretary Report – Kim B. Absent 8:35 PM

13. Fall Kick Off – Alan Brune

- Alan requested a lower field rate for next year's Fall Kick-off at Corte Madera rec program. Wants Field rental to be \$50/hour instead of \$95/hour. Rec board is

recommending to the City of Corte Madera a rate of \$55/ hour which would be great. Dec 2nd is next board meeting for the City of Corte Madera.

14. Public Comment

8:40 PM

- Simon Barker- Direction of club is spot on, has seen improvement in communication, issue of transparency is key to better decisions, criticism is very easily personalized, disconnect between the values and how decisions appear from the outside to be made. Disappointed the way the season ended for their team. Rumor mill doesn't help anyone. Jan A. thanked him and stated that he was very tactful in delivering the information to the board. Steve pointed out that much of what transpired this season was related to specific and confidential personnel issues that unfortunately could not be shared publicly.
- Unidentified woman - Worry about how competitive teams will play out next year. Need to communicate with the parents before March! Her coach has been an excellent coach for her daughter.
- Russ Shelton – Has daughters that are Upper house 12G, Rec U10G. Survey is powerful resource besides just for use of the board, stated that we also should survey competitive managers. Needs to communicate early and clearly “what will soccer be like here next year”. Loved rec program – outstanding. Need to have an organization chart that was discussed earlier - PARENTS. There needs to be a process for proactive check in with parents and managers.
- Deborah Dilley – her team was vying for bottom, lost every game but one this year. U14B – Ali Downey has managed to keep kids together on a team, but they never had a down moment. It's about building character! New manager – so many have helped. Lynn and Kim were great!!! Mike W – thank you for responding to her emails! Believes that we tried to do too much at once, parents paid too much and got too little, need to make some decisions quicker – less group and more individual, we know when we have reached transparency when we get emails asking why people would need to know x, y and z (and ask us to stop sending emails)

15. Conclude

9:00 PM