



## Minutes Board of Directors Monthly Meeting

Time: 6:30pm

Date: May 13, 2019

Location: Fond du Lac Soccer Complex

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### FDLSA Executive Officers:

Chad Collett, President • Luke Newman, Vice President • Andy Gill, Secretary • Bob Van Kirk, Treasurer

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### Agenda:

- Call to Order / Roll-Call
  - **PRESENT** - Chad Collett, Bryan Henslin, Luke Newman, Josh Rieder, Dan Gerred, Ryan Hilbert, Bob Van Kirk, Dave Hammes, Andy Gill, Jillian Saiberlich, Diane Riley,
  - **ABSENT** – Larry Foster, Justin Szatkowski,
- Guest Open Forum
  - Jessica Ruch
  - Kali Boardman
- Approval of BOD April Meeting Minutes (Emailed)
  - Diane / Bob – All approved
- Approval of Financials April
  - Luke / Andy – All approved
- Treasurer's Report (Bob)
  - Luke / Jill – All approved
- President's Report (Chad)
  - No special report outside of program reports.
- Program Reports
  - Select League (Chad)
    - Select League has experienced a lot of rescheduled games so far this spring due to weather. Not just our complex but teams all over the state have soaked fields as well. Tryouts for the 2019/2020 season are set for the first two weeks of June and registration is open online. Evaluators are Craig and Jillian from Marian and Team Coaches will also take part in evaluations. Tryout fee is \$20 plus a \$1.50 online processing fee. Offers can be sent out on 6/14 for U11-U13 and 6/21 for U14-U19. Chad is in process of confirming coaches for next season and trying to recruit more. Our goal is to have a Head Coach and Assistant at each team. If

they are not currently licensed the FLDSA will pay for coaches to get their license and be age group/team compliant.

- (Vote) Fee Structure for 2019/2020 – Chad Collett proposed the following pay structure for U10-U19 teams for the upcoming season. Chad created a spreadsheet with current costs to show breakdown of each group. Over past few years we have added more costs to our program and costs continue to rise for team and player costs from WYSA, tournaments have increased significantly, ref fees increase, etc.
  - Motion Luke / Dave Hammes - Motion passed unanimously.
    - U10/U11 Developmental: \$375/year
    - U11-U12 \$450/year
    - U13: \$475/year
    - U14/15: \$500/year
    - High School Age Groups: \$250 (Fall or Spring Season)
  - We will also provide additional options for parents to have payment plans to help ease the burden. We will continue with a bundled offering vs collecting money for each event all year long. This has proved effective.
- Academy Program (Chad)
  - Academy program is going well. We had a couple sessions cancelled in April due to weather but are extending the training to end on June 9<sup>th</sup>. We will continue to evaluate how to adjust this program for fall. We will be offering dedicated teams at a U10 (U11 Developmental) for Academy/Select this coming year if numbers pan out at tryouts.
- Recreation League (Luke)
  - 1260 players registered so far.
  - Rec league kicks off this week with 114 teams. The 6 High School teams will kick off first week of June after WIAA season is complete. Nearly all teams are at max capacity with some room at the older teams. Late jersey orders are due in by Picture Day/Spring Games on June 1<sup>st</sup> and 2<sup>nd</sup> from Jack's Team Sports. We need as many board members present as much as possible during the season to help open/close concessions, get refs checked-in and answer questions. Schedule is done up until end of year tournament which that will be done end of June. Josh Reider is heading up End of Year Tournament and will be finalizing rules and working on schedules for U10-HS. Chad will do U5-U8 schedules by end of June. We are continuing to follow up with coaches to complete the Risk

Management application with WYSA via Demosphere. Looking forward to great season.

- Adult League (Bryan)
  - Adult League is set to begin at the end of the month May 30. Looking at 8-10 teams and still have some late signups taking place. Many tend to wait till last minute to sign up. League will play into first week of August. 8v8 on U12 fields on Thursday nights.
- Camps and Clinics (Chad)
  - International Challenger Camp is week of June 24<sup>th</sup> – 28<sup>th</sup> at our complex.
  - Phoenix Select Training Camp is August 5-9<sup>th</sup> at our complex. – This camp is included in the annual fee for our select players but it will be open to others as well.
  - July 27<sup>th</sup> DC United 7:00 Phoenix night – will be promoted on Facebook
  - Ryan, Justin, Bryan will be working on a speed and agility camp / clinic.
  - If anyone has any other camps you wish to bring to Fond du Lac please contact Chad.
- Coaching Report (Chad)
  - (Vote) Coaching Pay for Select/Academy 2019/2020 – Chad Collett proposed the following pat structure for Select and Academy League Coaches.
    - Luke / Dave - Motion passed unanimously.
  - This effort is to make it fair for both parent and nonparent coaches, to promote coaching education, and to attract more non-parent coaches to our club.

#### **Select/Academy Coaching Pay Proposal – May 2019:**

- **Select/Academy Head Coach:** Propose that the Fond du Lac Soccer Association pay Select/Academy League Head Coaches \$500 per season, per team with the qualification that they are complaint with WYSA coaching guidelines of having at a minimum of a 'E' license or are Grassroots compliant based on the age group they are coaching. In order to qualify for pay, the Head Coach must be WYSA compliant before the first official regular season game. Evaluations will be considered at the start of both the fall and the spring seasons. Coaches may accept this compensation in the form of either a cash disbursement at the end of the season, or a credit to their account towards future soccer programs with Fond du Lac Soccer. If a coach does not coach the full season this amount may be prorated from start of first week of official required training.
  - Head Coaches who hold a 'D' license or greater would receive \$750 per season.
- **Select/Academy Assistant Coach:** Propose that the Fond du Lac Soccer Association pay Select/Academy League Assistant Coaches \$250 per season, per team with the qualification that they are complaint with WYSA coaching guidelines of having at a minimum of a 'E' license or are Grassroots compliant based on the age group they are coaching. In order to qualify for pay, the Head Coach must be WYSA compliant before the first official regular season game. Evaluations

will be considered at the start of both the fall and the spring seasons. Coaches may accept this compensation in the form of either a cash disbursement at the end of the season or a credit to their account towards future soccer programs with Fond du Lac Soccer. If a coach does not coach the full season this amount may be prorated from start of first week of official required training.

- Assistant Coaches who hold a 'D' license or greater would receive \$500 per season.
- **Select/Academy Staff Coaches:** Propose that Staff Coaches may be added for Select and/or Academy Leagues at the discretion of the Director of Coaching, Select Director, or President as needed. Pay for Staff Coaches will be \$500 per season and all Staff Coaches must possess a valid coaching license with a minimum WYSA Grassroots compliancy for the age groups they will be training. For coaches with a 'D' license or higher, or specialty certifications (i.e. goal keeper training), seasonal pay may extend up to \$750 per season at the discretion of the Director of Coaching, Select Director, or President. If a coach does not coach the full season this amount may be prorated from start of first week of official required training.

**Note:** Any coach (Head, Assistant, and Staff) who receives a credit for a free soccer program within the Fond du Lac Soccer Association (all programs considered) will have that amount deducted from any potential compensation due for coaching. Examples: If a coach serves on the board and receives a free program for their child which is \$450 in value for the year, that coach qualifies for \$50 for one season of coaching. If they have one child who plays select (\$450 value) and one in Rec (\$75 value) the total applied would be \$525.

#### **Coaching Education Proposal:**

- Propose that the Fond du Lac Soccer Association reimburse Coaches who are actively coaching for the Fond du Lac Soccer Association Select or Academy League programs for the cost of coaching license courses. (Course cost only, does not include travel expenses). In order to receive reimbursement, coaches must pass the course and submit proof to the Director of Coaching, Select Director, or President of passing the course. All courses **must** be pre-approved by the Director of Coaching, Select Director, or President for reimbursement prior to taking the course. Reimbursement expense must be submitted within 30 days of passing the course or reimbursement may be denied. Coaches seeking reimbursement for education **MUST** agree to coach a minimum of one season directly following the reimbursement of a coaching education course or the Fond du Lac Soccer Association may withhold coaching compensation to cover these reimbursement costs or seek repayment of monies paid to coaches for these educational licensing courses.

#### **Select Coaching Travel Reimbursement:**

- Select Head Coaches may apply for reimbursement of up to \$150 per season (or \$300 annually) for cost of travel to games and tournaments including overnight stays. Reimbursement is only approved for coaches who do not have a child on the team. Reimbursement must be submitted no later than 30 days after the last regular season or tournament of the season.
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- Referee Report (Chad)

- We have 60 referees on our rec league list. We are using Assignor.com again to schedule. We will make sure to remind coaches and parents how to treat referees. First year refs will typically just work U5-U8 and refs with 1+ year experience will work U10 and up. We are low on refs in May as school is still in session but once out, will have access to plenty of refs.
- Concessions Report (Dan)
  - Concessions Expansion Project Update – Dan, Andy, Luke, and Chad met with Smith Builders and their vendors to finalize plans. Due to health code regulations we now need to add additional plumbing, sinks, etc. Cost of project overall came in at \$100k. Andy proposed a vote to increase spend from \$80k to \$100k and we will continue to fundraise to cover difference. More below from Andy’s report.
  - This week FDLA take back concession stand from FHS Booster Club and we will cover any remaining home HS games with our volunteers. Dan is coordinating purchasing left over product from High School Booster Club.
- Soccer Complex Maintenance & Grounds Report (Andy)
  - Researched the past cost of paint. Before Andy took over the complex maintenance, we were spending close to \$12,000 on paint. This year we spent \$3400.
  - Tim and Jack continue to work this summer.
  - Field Issues and Future Plan.
    - Concession stand expansion will start September 1<sup>st</sup>. We had a delay due to weather.
    - (Vote) The expansion will cost an additional \$20,000 due to extra plumbing required by the health department.
      - Bryan / Luke – Motion passed.
    - New signs will be installed July 15<sup>th</sup> after REC league is completed.
- Capital Campaign Drive Report (Andy)
  - Committee met twice to solidify a plan to generate money for turf field.
  - Fundraising / Sponsorship Opportunities - We will be offering Banner Sales again at end of June to August 1<sup>st</sup> for Support of Phoenix, FHS, and WLA. Same pricing remains.
- Marketing & Communications Report (Diane)
  - Pushing out lots of posts and photos on Facebook, Instagram, and Twitter. Promoting Select League tryouts and Adult League coming up and will be posting lots of rec league team photos. Viewers continue to increase on social.
- Old Business
  - East Side/UW Land Lease Contract Update – On hold until July 1<sup>st</sup>.

- New Business
- Next Meeting: June 17th at 6:30pm at Fond du Lac Soccer Complex.
- Adjourn 8:34