



Bloomington Fastpitch Association Board of Directors Minutes
7:30pm Sunday, September 11th, 2016
Bloomington Center for the Arts- Dakota Room

- I. Call to order
Karen Johnson called to order the monthly board meeting of the Bloomington Fastpitch Association (BFA) at 7:32pm on Sunday, September 11th, 2016
- II. Attendance
Board members present: Karen Johnson, Cathy Currier, Sarah Johnson, Tammy Tessier Kealy, Daren Anderson, Erich Manwarren, Bob Lindberg, Greg Westendorf, Jessica Musta, Lisa Bruins, Jenn Herron and David Rau

Other Attendees: Tod Deming (Clutch Hitters) and Grant Effertz
- III. Approval of Prior Meeting Minutes (August 2016)
A motion to approve August 2016 Minutes was made by Karen Johnson, 2nd by Erich Manwarren
MOTION APPROVED

- IV. Fall Season Team / Player Counts
 - a. BFA

BFA	Total Players	8U	8U Players	10U	10U Players	12U	12U Player	14U/16U	14U Players	16U	16U Players	Total Teams
Fall 2016	140	3	31	5	53	4	45	1	11	0		13
YOY Variance	16	0	-3	1	6	1	14	0	-1			2

- b. Clutch

Clutch	Total Players	Total Teams	14U Teams	14U Players	16U Teams	16U Players	18U Teams	18U Players
Fall 2016	72	6	1	11 Total/4 B	4	50 Total/12 B	1	11 Total/2 B
Summer 2017		7	1	11 Total/4 B	4	50 Total/12 B	2	__Total/6 B

- V. Subsidized Pitching Clinic Program
 - a. 9/1 Motion via email approved – email attached and made a part of these minutes
 - b. Committee Appointment
 - Committee = Greg Westendorf, Lisa Bruins. Sarah Johnson can provide historical participation rates and assist with cost analysis.
 - Committee will research current metro area hourly rates for pitching instruction and make recommendations for changes to BFA subsidized pitching clinic program. Recommended changes would be effective January 2017 inclusive of hourly pitching instructor rate, player vs BFA cost contribution by age level and possible expansion of program to include 12U pitchers.
 - Currently BFA Fall Clinic offering has:
 - 5 clinics with 20 slots and all are full
 - 2 – 8U's (\$30), 16-10U's (\$60), 3 – 12U's (\$90) – with 9 12U's that could not get into a clinic
 - Greg Westendorf will follow up to make a recommendation on whether an additional fall clinic should be added.
- VI. 2016 Annual Meeting
 - a. Annual report prep
 - Jenn Herron will send an email to membership notifying them of the Annual Meeting, it must be send no more than 30 days prior and no less than 5 days

before the meeting. Please notify with email and update Facebook and homepage – meeting is Monday, Oct 3rd

- b. Nominating Committee – Board Elections
 - Committee = Jenn Herron, David Rau and Tammy Tessier Kealy
 - Karen will send what positions are open and length of term
 - Erich will see if a bigger room is available that night

VII. Fiscal Year 2016/2017 Budget

- a. Planning and Review Schedule
 - Close out of FY 2015/2016 will occur in October
 - Draft Budget will be issued for review in November meeting.
- b. Board Member Input Needs
 - Email Sarah your budget requests before the October meeting. Be prepared to defend wants vs. needs for expense prioritization.
- c. Final Board Approval Timing
 - Plan for Final Budget approval in December meeting, to give the new board time to learn and adjust budget as needed

VIII. General Director Reports

- a. President: Open
- b. Past President: Karen Johnson
 - Lisa, Tammy and Karen met to develop list of criteria to get bids for a single spiritwear and uniform provider. Lisa to work with Tammy Galvin so an RFP can be prepared and sent out to potential vendors
 - Will follow up again with Scott Breuer regarding status of city attorney modifications to finalize shed agreement.
- c. Vice President: Cathy Currier
 - NAFA 2017 will be the last weekend in July which is the 27th- 30th
 - Karen has provided updates to the opening ceremonies planning outline
 - State 2017 – qualifiers will be July 24th & 25th and State will be July 8th & 9th (8U & 10U)
 - Survey results went out to coaches last week, low rate of response this year
 - Fall gate fees are due, will contact coaches to get the checks to them
 - Twins Tickets – we received 700 tickets and with all the requests we used 424
 - Extend deadline to next Friday and people can invite family and friends
 - Extend the tickets to Clutch
 - 8U State tournament continues to be difficult to staff and as a 3rd tournament puts excess strain tournament staffing resources. Majority of tournament staff, concessions and fields was paid staff. As 8U tournament increases in size this strain on resources will increase. The board discussed benefits and challenges of continuing to host 8U state tournament. Motion made by Cathy Currier as follows: Bloomington will not host the 2017 8U tournament, motion 2nd by Lisa Bruins.
MOTION PASSED with 3 opposed and 7 in favor. David Rau not yet present at the time of the vote and Karen Johnson acting as an ex officio member of the board abstained.
- d. Treasurer: Sarah Johnson
 - All-Star players who did not play, does BFA still have to pay for them. Karen will call and see if we can some of the cost waived because they did not play due to injury
 - A motion was made by Sarah Johnson to cover Carly Hoffbeck All Star fee as appropriate based on intent of 2015 BFA approval to waive Hoffbeck family's fees for 2016. Motion 2nd by Daren Anderson.
MOTION PASSED
 - Coming up to end of year, Jenn please send a reminder to families for reimbursement for private hitting and pitching

- Thank you Karen Johnson! BFA received a \$483 from UHG in response to Karen Johnson submitted application for a \$500 Grant from UHG's Dollars for Doers program naming BFA as the non-profit grant recipient. Karen reminded us that if we know anyone who works for UHG or one of its subsidiary companies, UHC or Optum, to check out UHG's Dollars for Doer's program that allows employees to apply for a \$500 grant for a designated non-profit or charity after completing 30 hours of volunteer service.
 - Received payment of \$1500 grant from Bloomington Convention & Visitors Bureau which will be used to cover the cost of police and shuttle service for NAFA
- e. Secretary: Tammy Tessier Kealy
- Insurance submitted: will forward invoices
 - Tammy will check with Kathleen about the 3 year policies renewal for officers and directors.
 -
- f. Commissioner: Daren Anderson
- Equipment needs: pitching screens, sliding mats, bats for 10U, equipment bags
 - 10U catcher gloves are too small, new ones are hard to break in, will be watching for used ones – it was noted that at 10U many kids use their regular fielding glove, which is still reasonable with most pitching speeds at that level.
- g. Facilities Coordinator: Erich Manwarren
- City improvements to new field on east side, Cedar Crest, is still in the works, no team has been on it
 - Coaches get Together, \$500 budget, pick a spot and appetizers , Friday/Sunday are best days
- h. 8U Director: Bob Lindberg
- Need to talk about how to run a 8U tournament
- i. Player and Coach Development: Greg Westendorf
- Proposal for High School Prep Program from Grant Effertz, JHS 9th grade coach. – would like program to flow through BFA. Targeting players entering 6th-8th. Assume 16 girls entering. Plan to charge \$100 per player
 - Some questions:
 - How will coaches manage clinic registration to ensure both HS districts are fairly represented. If program capacity is 16 kids will there be a mechanism to insure comparable distribution of Kennedy and Jefferson players?
 - Who will be planning and running the clinics? Per Grant, program will be planned and managed by Grant Effertz, Jim Hanson (JHS coaching staff) and Jim Leicht (KHS coach)
 - Karen Johnson asked why run through BFA and not handle as a HS program ? Grant replied that this request aligned with BFA support of HS program as included in BFA mission statement. After further discussion it was suggested that BFA could assist with communication to BFA members and scheduling gym space if there were issues.
 - What is BFA liability risk, insurance coverage/cost? – Cathy Currier will research
 - No motion made. Further research and board discussion is required.
 - A coach contacted Greg regarding managing continued growth and quality. How is BFA planning to keep quality within the coaching staff and not to get stagnate as numbers grow. The coach raising the topic is willing to be part of the team to work on addressing ways to keep current coaches fresh and train new coaches to keep program quality as BFA numbers continue to grow.
 - Greg is planning a feedback meeting with summer and fall coaches
 - Budgeting – adding to it, getting coaches to go to national clinics and ones around town
 -

- j. Tournament Director: Jessica Musta
 - BASH 2017 – Schedule for June 9-11 after school is out, Clutch will not host an elite tournament
 - Look to see how board members can help
 - Have a field crew training before tournament season
 - k. Communications Director: Jenn Herron
 - l. Member Services: Lisa Bruins
 - m. Marketing: Tammy Galvin
 - n. Fund Raising: David Rau
 - Meeting with Papa Johns and Yogurt Sundae regarding dividend check
 - Need to use the TRIA coach training and dynamic warm ups, have to use by the end of the year
- IX. Open Comments
- a. Grant Effertz
 - Has been researching Score Monster, and recently spent 2.5 hours with Score Monster owner
 - New platform vs. old platform used by Sports Ngin
 - Cost is half what we pay for Sports Ngin with more tools and better utilization
 - Metro area leagues and ASA switched to Score Monster
 - Committee appointed to help with the research and make recommendation to the board = Grant Effertz, Jenn Herron, Lisa Bruins and Jessica Musta
 - b. Jim Hanson's mother passed away, there will be a Celebration of Life held in Edina.
- X. Adjournment
- Karen Johnson made a motion to adjourn at 9:39pm, 2nd by Sarah Johnson

The next board meeting is the Annual Meeting and Board Elections scheduled for Monday, October 3 at 7:00 pm at the Bloomington Center for the Arts.

Johnson, Karen S

Subject: FW: Fall Pitching Clinics Motion APPROVED
Attachments: Re: Fall Pitching Clinics Motion and 2nd to the Board -- VOTE RESPONSE REQUIRED;
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RE: RESPONSE REQUIRED: Motion to Board - Fall Pitching Clinics

Importance: High

Expires: Tuesday, February 28, 2017 12:00 AM

From: Johnson, Sarah [<mailto:Sarah.Johnson@rsmus.com>]
Sent: Thursday, September 01, 2016 1:58 PM
To: Johnson, Karen S; Bob Lindberg; Cathy Currier; 'Daren Anderson'; David Rau; Erich Manwarren; Greg Westendorf (gregali7@gmail.com); J Musta (jmusta721@yahoo.com); Jenn Herron (herron7@msn.com); Lisa Bruins (lisabruins@yahoo.com); Tammy Galvin; Tammy Kealy
Subject: RE: RESPONSE REQUIRED: Motion to Board - Fall Pitching Clinics

Karen – please see below in purple to clarify the cost to BFA for these clinics based upon rates sustained at \$70/hour. I do not believe that this information impacts your motion at all as the motion is to not increase the fees for this fall clinic. For the benefit of the Board, this fall clinic WAS part of our FY16 budget (it would be clinic #4 of this FY) and we planned for the \$70/rate.

Total cost for one clinic over 6 weeks is \$420 (\$70x6). With 4 players attending each clinic, the clinic cost per player is \$105 (\$420/4). Therefore, cost per player for each of the 6 sessions of the clinic at each age level can be broken down as follows:

- 8U player pays \$5/session (\$30 total) BFA pays ~~\$65~~ \$12.50/session (~~\$390~~ \$75 total) (\$75+\$30=\$105)
- 10U players pay \$10/session (\$60 total) BFA pays ~~\$60~~ \$7.50/session (~~\$360~~ \$45 total) (\$45+\$60=\$105)
- 12U payers pay \$15/session (\$90 total) BFA pays ~~\$55~~ \$2.50/session (~~\$330~~ \$15 total). (\$15+\$90=\$105)
- This cost structure aligns to the \$5 cost increment from 8U to 10U.

Sarah J. Johnson
612.376.9366

From: Johnson, Karen S
Sent: Thursday, September 01, 2016 7:32 PM
To: Bob Lindberg; Cathy Currier; 'Daren Anderson'; David Rau; Erich Manwarren; Greg Westendorf (gregali7@gmail.com); J Musta (jmusta721@yahoo.com); Jenn Herron (herron7@msn.com); Karen Johnson; Lisa Bruins (lisabruins@yahoo.com); 'Sarah Johnson'; Tammy Galvin; Tammy Kealy
Subject: FW: Fall Pitching Clinics Motion APPROVED
Importance: High

The motion in the email below is approved
9 Vote Responses Received (emails attached) – 8 Yes and 1 Abstain
A quorum participated and a majority of the quorum voted yes.

From: Johnson, Karen S
Sent: Thursday, September 01, 2016 12:54 PM
To: 'Johnson, Sarah'; 'Bob Lindberg'; 'Cathy Currier'; 'Daren Anderson'; 'David Rau'; 'Erich Manwarren'; 'Greg Westendorf (gregali7@gmail.com)'; 'J Musta (jmusta721@yahoo.com)'; 'Jenn Herron (herron7@msn.com)'; 'Lisa Bruins (lisabruins@yahoo.com)'; 'Tammy Galvin'; 'Tammy Kealy'
Subject: RE: Fall Pitching Clinics Motion and 2nd to the Board -- VOTE RESPONSE REQUIRED
Importance: High

BFA Board Members,

I am requesting a vote of the BFA Board on the motion as outlined below. Please reply to indicate your vote as (i) Yes (ii) No, or (iii) abstain. If you abstain please state the reason.

Please note that in accordance with the Bylaws a quorum must participate in a vote requested of the board. A quorum is defined as a majority of the Officers and Directors.

I have continued to serve the board as past president. The Bylaws identify the past president as an ex-officio member of the board. There are 13 board members including my ex-officio member status. A minimum of 7 board members must participate in the vote for a quorum. The Bylaws do not identify the past president as a non-voting ex-officio member, however I will not participate in the vote unless my vote is needed to meet the required quorum.

Final Motion by Karen Johnson and second by Jessica Musta

- Fall 2016 pitching clinics will include summer 10U pitchers that moved to Fall 12U
- Fall 2016 Pitching Clinics - No change to current hourly rate of \$70/hour, (the current single session cost is \$70), with player and BFA portions of the cost as noted below.
 - 8U player pays \$5/session (\$30 total) BFA pays \$65/session (\$390 total)
 - 10U players pay \$10/session (\$60 total) BFA pays \$60/session (\$360 total)
 - 12U payers pay \$15/session (\$90 total) BFA pays \$55/session (\$330 total).
 - This cost structure aligns to the \$5 cost increment from 8U to 10U.
- Offer 5 clinics as proposed (2 Amy Huett and 3 Tammy Galvin).
 - If the addition of 12U players requires adding another clinic session that request will be handled as a separate expense approval request.
- Any hourly rate increase will go into effect in 2017, which allows BFA sufficient notice to research going rates for pitching instruction and come to mutual agreement with the pitching instructors on the hourly rate.
- Identify members and appoint Committee in September Board meeting to:
 - Research pitching instructor hourly rates
 - Evaluate current subsidized pitching clinic participation and private lesson reimbursement participation
 - Estimate impact of including 12U Pitchers in subsidized clinic program
 - Present recommendation for changes to subsidized clinic program to the Board in October meeting for proper inclusion in FY 2016/2017 Budget
- Notify BFA Members that after 4 years a proposed pitching clinic rate increase is under review for 2017. BFA will provide further communication after a review of the current clinic subsidies and research of pitching instruction rates.

Proposed Fall 2016 Subsidized Clinic Schedule

Amy Huett

Clinic A -- Mondays, 7-8pm -- October 24, 31, November 7, 14, 21, 28

Clinic B -- Fridays, 7-8pm -- October 7, 14, 28, November 4, 11, 18

Tammy Galvin

Clinic C -- Thursdays 4-5pm -- September 29, October 6, 13, 27, November 3, 10

Clinic D -- Thursdays 5-6pm -- September 29, October 6, 13, 27, November 3, 10

Clinic E -- Thursdays 6-7pm -- September 29, October 6, 13, 27, November 3, 10

Background

- The BFA Board approved the current subsidized clinic program (item II in the attached clinics outline) in the January 2013 Board meeting.
- Prior to 2013 BFA fully funded weekly drop in style pitching instruction. Two pitching instructors alternated oversight of the open pitching instruction. Attendance was reported to be very low and on occasion zero attendance.
- The instructors for the subsidized clinics in 2013 were Julie Westbrook (no longer instructing) and Amy Huett. The arrangement with the instructors was managed by the Player Development Director and I do not have a copy of documented agreements for 2013.
- The 2014 Player Development Director was asked to get formal signed documentation of the Subsidized Clinic Program with the instructors.
- A copy of Clinic Terms signed by Amy Huett in January 2014 is attached.
- I do not have a copy of a similar document with Tammy Galvin also an instructor for the subsidized pitching clinics.
- A players softball age level is based upon their age on 12/31.
 - There are several pitchers that move from 10U to 12U this fall season based upon the league request that fall team rosters align to a players age level the following spring.
 - The league allows age level exceptions on fall team rosters and will allow a player to remain at an age level in the fall and “move up” in Spring.
- BFA has approved prior email requests to allow 12U pitchers to fill open clinic spots based on providing 8U and 10U pitchers priority placement.
- The budget for the Fiscal Year ending October 31 2016 includes 4 Fall clinics, with 6 sessions each at an hourly rate of \$70/hour.
 - 10U Sessions: Players pay \$10/session (\$60 total) BFA pays \$60/session (\$360 total) 8U Sessions: Players pay \$5/session (\$30 total) BFA pays \$65/session (\$390 total).

Fall 2016 Clinic Requests

- Rate increase from \$70/hour to \$85/hour to be effective with the Fall 2016 Clinic Sessions.
- Inclusion of 12U pitchers in the subsidized clinic program.
- Increase number of clinics from 4 budgeted clinics to 5 clinics. Clinic dates by instructor are at the bottom of the email.
- All requests will have budget impact. Unless we raise player contributions with no prior notice.
 - If BFA absorbs the full \$15/hour cost increase for the proposed 5 clinics the unplanned expense is \$450 (\$15 x 6 sessions x 5 clinics)
 - The impact of including 12U pitchers is uncertain until all pitchers are registered and it is determined if additional clinics would need to be opened.
 - The impact of the 5th clinic is dependent upon whether the additional clinic supports 8U session rates or 10U session rates.