



EYSA – Meeting of the Board of Directors

7pm July 16, 2019

Exeter Senior Center, 32 Court St, Exeter

Chairman welcome

The meeting started at 7:09pm, immediately following the Annual General Meeting.

Marc Chabot, President, acted as Chair and noted that a quorum was present, with Maria Proulx, Brian Melick, Luke Martel, Mike Drunscic, Amy Farnham and Matteo Taormina in attendance.

Previous meeting minutes

The minutes of the meeting in May were approved noting that a change to the attendees is needed, to reflect Luke Martel as being present.

Executive Recommendations

The Executive had met on June 25 to formulate some recommendations for consideration of the full board. Maria had circulated the recommendations prior to this board meeting, as follows:

1. Board Composition: Want to ensure we have committed board members that are aligned with our mission as a club- (i.e. promotion of a community based youth soccer program). Need to develop a more robust process for vetting potential board members to understand nature of interest in sitting on the board and to confirm commitment to the board.
2. Team Formation: we discussed the following ideas to address gaps in current team formation process-
 - a. Applying a different weighting for Seacoast evaluation scores versus the fall coaching evaluation scores. This will address any discrepancy created by the coaches of A teams rating based on their A pool of players and B coaches rating players based on their B pool of players
 - b. For U11 and up- where two different level teams exist, have teams practice together one night a week in order for coaches of both teams to observe all players at the age division- this will help provide better perspective for coaches when doing end of the season evaluations as well as when discussing team formation in the fall.
 - c. Create age division coordinators for U11 and up (Academy covered by Academy lead). The age division coordinators will stay at the same age group year over year (will not move up with the age division they start with) and will be responsible for the following: i) attend a minimum of two practices during the season and a minimum of one game in order to observe players and coaches in the age division; ii) address any issues that arise with coaches during the season; and iii) leveraging their observations from attendance at games and practices, lead the team formation discussions at the coaches meeting in the spring when teams are being selected
 - d. Do we want to consider doing a first pass at team formation before the evaluations and then use the evaluations to focus in on the bubble players?
3. Coaching- we discussed the need to better articulate what we expect from our coaches as well as the need to solicit feedback on coaching performance to ensure we are putting forth the highest quality coaches for our youth teams. We came up with the following recommendations:
 - a. Fall Coaches meeting- Randall to kick off meeting by articulating our expectations for coaches- this includes how the coaches interact with the teams as well as how they represent the club off the field. If a coach is not able



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- to attend coaches meeting, Randall will follow up directly with the coach to have the same discussion one on one.
- b. During the first regular season practice, coaches will hold a brief parent meeting to level set with the parents about the upcoming season including our expectation for how parents behave on the sidelines at games as well as indicate that parents are welcome to provide feedback to the club and that the club will be soliciting feedback at the end of the season.
 - c. End of season coaching survey- either a broad open ended email blast out that solicits feedback or create a brief SurveyMonkey.
4. Seacoast proposal- we agreed to put forth the following recommendation:
- a. Continue with Academy support at no cost to club- to include two nights a week of coaching support (ok to reduce to 45 minutes per night); development of practice plans; and attendance at 1-2 games for each team at the beginning of the season in order to offer guidance and support to the coaches.
 - b. Engage Seacoast to work with our U11 and U12 teams. This will include coaching support for all U11 & U12 teams. U11 teams will practice together one night and U12 teams will practice together another night. This will require two nights of coaching support from Seacoast as well as the development of practice plans. In addition, we would like to have a Seacoast coach attend at least one game per team at the beginning of the season to offer guidance to coaches on improvement opportunities.
 - c. Explore the possibility of starting a winter futsal program in partnership.
5. Discuss with board the idea of having board members sit on various town boards and/or committees that are focused on or addressing issues related to recreational activities to allow us to keep up with what is going on in town and allow the Club to have a voice in decisions that impact the Club i.e. rec programs and field space planning topics

Board Composition

It was agreed that it is preferable for Board members who are not present enough, or active enough to consider stepping aside if they cannot take on more responsibilities for the good of the club as a whole. It was agreed Marc will speak directly to members who are outliers - i.e. relatively inactive board members.

Scott Fitzpatrick had fulfilled the role he came to help Luke with on the uniform transition, and has now passed that back to Luke and is stepping aside as a director. The Board, in particular Luke who had appreciated the direct support, noted thanks to Scott for his help.

Team Formation

A discussion was held about how to implement these proposals.

Coaching

The following items were discussed:

- A need for coach feedback - in season, and then right after the last game, not months later. It may be helpful to hold meetings to go over the way to score players.
- How to outline a set of expectations of divisional coordinators.



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- How to best use the coach kickoff meeting to explain player end of season scoring expectations before the season starts.
- The potential benefit of having a first, non-binding first pass at team formation before evaluations, and using evaluations to compare the bubble players for appropriate placement.
- The need to set an evaluation date and location as soon as possible.
- The need to remind coaches to apply professionalism so that coaches can separate themselves from the "gossip".
- At the pre-season Coach meeting to give all coaches the directive to have a parent meeting, or a template of an email to send pre-season to set expectations of players (and parent) behavior for the upcoming season.

It was agreed that the end of the season survey should be ready to go in advance and to be sent exactly at the end of the season.

It was agreed we will revise how coaches evaluate players and will use different scores for A team players versus B team players. For example, we may have a scale of 1-4 for the A team versus a 1-3 for the B team. This approach will address the weighting issue to ensure we are applying the proper weighting between the two levels.

It was agreed that at the evaluations in May next year we will ask that Seacoast provides three coaches per age division and that they split the kids up into smaller sided games and move players around to ensure that they are getting a better look at the bubble players.

With respect to the age group coordinators, the following appointments were proposed:

Age	Boys	Girls
U8/9/10	Maria	Maria
U11		Matteo
U12		
U13		
U14/5		Brian

The next steps will include:

- Volunteers from the board to sign up for the open spots.
- Volunteers from current and past coaches to be identified to fill those spots still open.
- Confirm expectations of the age coordinators are as follows:
 - To address any issues that arise with coaches during the season;
 - To attend a practice and/or game as available during the season to observe coach and players; and
 - To lead the team formation discussions at the coaches meeting with the coaches in the respective age division.
- Randall will use the coaches meeting in the fall to introduce the evaluation and scoring process that we will ask the coaches to do at the end of the season. The age division coordinator will then



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meet with the coaches in their age division and explain the process in more detail including how the scoring works and walk through the definitions of each category e.g. technical versus tactical.

Seacoast Proposal

Maria noted that Seacoast is having trouble getting enough coaches for their own programs so this may have a knock on effect on their ability to support their community initiatives.

In the proposal FC Exeter is asking to keep Academy support for free and request that Seacoast coaches to go games again - at least one.

FC Exeter may agree to pay for U11 & U12 support from Seacoast. Maria has the costings for these options and will distribute to the Board later.

Board members sitting on other boards

This was only discussed briefly.

Best practices for pre-game warmups

There was a brief discussion on how to encourage appropriate pre-game, or practice warmups for all ages. Todd Cambio, a father of a high school player (Amelia), may want to teach our coaches proper pre practice/ game warmups that would be more effective.

It was agreed that Marc would reach out to him.

Winter futsal

There was a brief discussion on whether the club should arrange or encourage play in winter futsal.

Fields

Mike will work more on Stratham field usage and will reach out to Brentwood about field use - two U11 fields with our possible financial help fixing the drainage issue in one spot that shortens the field.

Brian will work on finding an excavator to help assign cost to possible project.

Revolutionary War Festival

EYSA had a booth at the Festival and it was deemed a success due to the help of Maria, Marc and Luke on the day which resulted in interest being gained from some new families. Some of these families signed up afterwards.

It was noted that we need more things to give away like water bottles or car decals with the new logo and website.

Fall season

- Regarding the placement of teams on NNESL or NHSL, Brian suggested that one team change. There are 5 youth teams scheduled to play in NHSL and these players will have to fill out US Youth forms because the registration process only captured US Club for NNESL. Marc will work on the necessary steps.



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- One team, Caparelli requested an option other than a Columbus Day tournament. Half of this team's roster are committed to a tournament as Seacoast players so we will not be able to field a team on the Columbus Day weekend. Brian will reach out to him to see if he can find a suitable alternative event on a different weekend that is at a similar cost so the Board could approve.

Other matters

- The coach appreciation pick up game had been well attended and was fun.
- A summer pick-up game is to be scheduled
- Fund raising should be consider as a topic for the next meeting.

There being no further business, the Chairman declared the meeting closed.