

# Eagan Athletic Association - Board Meeting Minutes

**Thursday, July 26, 2018**

President, Trudy Kenney	X		Director of Basketball, Ken Martin	
President-Elect, Dave Grounds	X		Director of Cross Country, BJ Knight	X
Treasurer, Megan Brewster			Director of Football, Josh Anderson	X
Vice President, OPEN			Director of Lacrosse, Leslie Defries Proxy, Kristy Jelen	X
Director of Facilities, Greg Byrne	X		Director of Soccer, Skip Newton	X
Director of Program Initiatives, OPEN			Director of Softball, Jacki Stalboerger	
Director of Web Strategy & Support, Darin Keuhn			Director of Track, Kathy Windels	X
Director of Coach Development, Mike Schwendinger			Director of Rugby, Eric Curtin Proxy, Carla Parrish	X
Director of Baseball, Jack Esser Proxy, Jeff Sellner	X		Director of Volleyball, OPEN	
Past President, Andy Lancette	X		Director of Wrestling, Lisa Jensen	
Administrative Assistant, Heather Lorentz	X		At-Large, Amanda Becker	X
Guest: Dan Schultz, Potential At Large Candidate	X		Guest: Positive Coaching Alliance, Troy Pearson and Keri Rucko	X
Guest: Angie DeWitt, Financial Assistant	X			

Meeting was called to order at 7:20 p.m. by President, Trudy Kenney

**Approval of Minutes**

Minutes from the May 31, 2018 board meeting were reviewed by all present. Motion to approve the minutes was made by Amanda Becker and seconded by Greg Byrne. Motion passed. Minutes can now be posted on the EAA website.

**City of Eagan Update** – Jonathan Moore

- No update given.

**Baseball Update** – Jeff Sellner

End of season is nearing. Added a 9U travel level this year so participant numbers are up. Have partnered with The Cages and are focusing on coaching and building more competitive teams. Hosted three tournaments this year and all went well and had good weather.

**Basketball Update** – Ken Martin

- No update given.

**Cross Country** – BJ Knight

Summer running program has 20 participants. Regular season registration closes on Sunday and currently has 99 participants registered.

**Football** – Josh Anderson

Tackle football begins Monday for 7<sup>th</sup> and 8<sup>th</sup> graders. Younger ages will start the following week. Participant numbers are up for Flag and down for Tackle. Will consider adjusting projected budgets for next year. Overall the program should remain in the black.

**Lacrosse** – Kristy Jelen

Tournament was held in June. This is a rebuilding year for the Lacrosse board and are trying to recruit new members.

Program has 170 participants. Next year will try to recruit young players by hosting clinics.

**Rugby** – Carla Parrish, Proxy

Board has created a mission/vision statement and job descriptions. Brought on new outreach coordinator for younger kids. Goal is to get the right people in the right roles this year.

**Soccer** – Skip Newton

Program has 700 signed up for competitive tryouts that will take place this weekend.

Soccer in MN is changing. Clubs are merging to form bigger clubs and now there are two leagues. EWSC has done a lot to position themselves to attract players from nearby. However, have determined that what they have done so far is not going to be enough to sustain without additional help. Compared to other clubs around and in the Twin Cities of the size of EWSC and staff comparison is big. EWSC has much less staff (therefore less cost). Program feels they can't offer the same opportunities these clubs can offer especially at the elite levels and are kids are leaving to go elsewhere. Looking to hire and Executive Director to oversee the vision, branding, sponsorships, fundraising and take it off the Director of Coaching duties so she can focus on culture and coach evaluations.

Program also noted they had an issue with Sport Star Photography this past season with rescheduling missed photo times.

**Softball Update** – Jacki Stalboerger

- No update given.

**Track Update** – Kathy Windels

Program saw the highest enrollment to date with 765 participants. Had to cancel the first meet due to snow on the track. Expecting a lot of board changeover this year and will meet in September to recap the season.

**Volleyball Update** - OPEN

- No update given.

**Wrestling** – Lisa Jensen

- No update given.

**Facilities Update** – Greg Byrne

The big dumpsters by the Lexington/Diffley sheds will be available until the first week of September. Sport Directors should do their shed cleanouts soon to utilize the dumpsters available.

A lock was busted on the service door at the Lexington/Diffley shed and has been fixed.

Greg is seeking approval to use up to \$2,500 in funds for Meisinger Construction to draw up plans to present to the City of Eagan for a building permit. Some concern was stated over whether EAA would have to pay another company to do the building plans if did not decide to go with Meisinger Construction for the final project. At least three bids are to be presented before any decision would move forward and it is likely that ISD 196 would prefer to use their own builder. Motion was made by Josh Anderson and seconded by Skip Newton to move forward with the building plans. Motion passed.

Please see the document provided by Greg for full report on the shed project located at the end of the meeting minutes.

### **Coach Development Update** – Trudy Kenney

Mike would like sport directors to check their own coach lists and then send him their coach list after their first email has gone out at: [coaches@eaasports.org](mailto:coaches@eaasports.org). The best way for sport directors to handle this is to email coaches directly with a link to the background screening and state no coaches are allowed to meet with their teams until it is completed. The system won't let them do this more than once. So if they receive a message there is one already on file, they can assume they are cleared for the upcoming season. Once you have sent first email Mike can check a few days later and see who has complied. Usually there is only one-quarter of the coaches who comply the first time around and it takes on average 30 minutes to run through the list. Usually multiple reminders will need to be sent for full compliance.

Noted a couple spring sports did not have all the coaches checked. Trudy now has access to view these also. Mike said he had reached out and didn't receive a response. So some of the fall coaches may state they were able to coach in the spring and wondering why they have to do it now or are not eligible to coach. If it happens again EAA may look to divide the duties up between a few people to lighten the load during busy times.

Suggested to add text when someone selects coach or assistant coach option that a background check is required to coach.

### **Program Initiatives** – OPEN

- No update given.

### **Finance Committee Meeting Update** – Andy Lancette

Committee did not meet in July as there was no new business to discuss.

Audit is ongoing, no update yet.

Soccer made an adjustment to their competitive fees to help cover costs of installing lights at Thresher Field should an agreement be made with the City of Eagan. Finance committee approved this adjustment via email vote.

### **Marketing & Technology Update** – Trudy Kenney

#### **Positive Coaching Alliance**

- Potential dates around MEA break and in January.
- Directors asked if PCA could do an abbreviated version at parent meetings.
- PCA can do two-one hour sessions, but not less than that.
- Should it be mandatory for coaches?

**Adopt A Street** – Summer/Fall dates needed. Soccer has offered to help with cleanup.

#### **Back to School Flyers & Open House**

- Heather Lorentz has offered to do the EAA flyer for Friday folders and will reach out to fall/winter programs to gauge interest in advertising and ISD 196.

- Looking for volunteers to sit at tables during open house nights at elementary schools. Heather Lorentz volunteered for Northview and Amanda Becker for Pinewood. If interested in helping at an open house, please contact Trudy.

#### **Executive Committee Update** – Trudy Kenney

Trudy had sent out a board position form to all sport directors and EAA board members asking for a description of duties and responsibilities. Trudy would like the forms filled out or feedback provided on what else should be included on the forms. Forms will be used in recruiting in the future.

Trudy recommended Dan Schulz to replace Levi Harrington and assume his open At-Large position. Motion was made by BJ Knight and seconded by Kathy Windels. Motion passed. Dan is now an EAA At-Large Board member with full voting rights.

Trudy recommended Amanda Becker to fill the open Director of Program Initiatives position. Motion was made by BJ Knight and seconded by Kathy Windels. Motion passed.

#### **Technology Update** – Darin Keuhn

- No update given.

#### **Other** - Dave Grounds

- Defamation Claim
  - Some were copied on an email alleging a defamation claim. Dave investigated and the accuser could not provide any information that would implicate anyone or EAA and it was eventually dropped by said person. Dave is ruling the issue closed.
  - Allegation of discrimination was suggested regarding the eligibility of a person receiving multiple scholarships for different sports during the same season. Person was requesting for tackle football and competitive soccer which fall during the same fall season and is stated in the EAA policy that a person can only receive assistance for one sport per season. Dave has sent the accuser a form to fill out if they would like to move forward with their discrimination claim. Dave has not yet received a response.
- Player Code of Conduct
  - Would like to recruit six members to serve on the review board to address allegations.
  - Subset of this group that are not directly related would review and addresses claims of bullying.
  - Members include: Trudy, Dave, Skip, BJ, Kathy, Greg and Eric.
- Dr. Jennifer Sponsorship
  - Dr. Jennifer Orthodontics believes a contract was signed with EAA to be exclusive. orthodontics sponsor for five years.
  - A signed contract could not be found on either side.
  - Offering a retro payment for 2017 of \$5,000 and an additional \$5,000/year for four more years.

- Sport Directors were not in favor of the agreement as Dr. Jennifer has already shown up without warning at various tournaments and placed her booth in spots advantageous to her, but in the way of the planned set up.
- No motion was made to move forward with this agreement and Trudy will contact Dr. Jennifer to advise that EAA has declined their offer, but they may work with individual sports directly.
- Trudy did contact Dr. Jennifer on 8/1 and spoke with Jaime to let them know and Dr. Jennifer is okay with working with individual sports for their tournaments.
- Vikings Volunteer Opportunity
  - Whalen vending has reached out with a fundraising opportunity via Dan Schulz for those sports interested in working at the Vikings outdoor facility selling concessions.
  - Contact Trudy for the POC to get more information.

### **Upcoming Meetings**

Finance Committee– September 10<sup>th</sup>, 7pm @ ECC - Boardroom

Marketing/Technology Committee – TBD

Next EAA Board Meeting – September 27<sup>th</sup>, 7:30pm @ Civic Arena, Mezzanine

**HOLIDAY MEETING: THURSDAY, DEC 6<sup>TH</sup>**

Motion to adjourn was made by BJ Knight and seconded by Josh Anderson. Meeting was adjourned at 10:05 pm.

# Positive Coaching Alliance

Positive Coaching Alliance (PCA) representatives presented a short version of their programs.

Please visit: [www.pcadevzone.org](http://www.pcadevzone.org) for more information on the following topics.

## **What is your vision?**

- Build self-confidence and confidence in teammates
- Teamwork
- Lifelong love of the sport

## **Shaping Culture**

- Culture is how we do things
- Culture shaping is a leadership task
- Do not adopt someone else's culture, adapt it
- Want teams to extend the culture into their everyday lives

## **Core Principals of a Development Zone**

- Positive Coaching
  - Striving to win
  - Teaching life lessons
- Three principals of positive coaching
  - Honoring the game
  - Redefining "Winner"
  - Filling the emotional tank
- Figure out how the players learn best
- Mistakes are ok
- Focus on effort and define effort to your players

## **Emotional Tanks**

- Drains Tank
  - Criticism, sarcasm, ignoring, nonverbals (posture, facial expressions) and reactions
- Fills Tank
  - Truth, specific praise, appreciation, listening and nonverbal

## **Youth Sport Spectrum**

- Negativity -> WAAC -> The Norm -> Dev Zone
  - Where do you want to be and how do you get there?

## **Structural Pillars**

- Double Goal Coach Development Program
- Job Descriptions
- Mandate training
- Coach evaluations
- Coach awards

**Do you have the right people on the bus and are they in the rights seats?**

## **Cultural Shaping Game Plan**

- How to bring parents in line with our vision and with Second Goal Coach vision?
- Second Goal Parent Expectation Program
  - Parent/Guardian Letter
  - Parent Pledge
  - Signage
  - Honor the game card
  - Pre/early season parent meetings
- What do we do when a coach or parent behaves contrary to our models or vision?
- Who is the most important person in youth sports? Answer: Coach

## EAA Softball Shed

7/26/2018

1. EAA is in need of a new shed which would primarily house softball equipment; including fencing, trailers, and 4-wheeler. Currently softball has equipment storage in the football shed. The 4-wheeler is stored in a deteriorating garden shed. The trailers and fencing is stored in the open, subjecting it to rodent infestation and weather deterioration.
2. Softball space in the football shed would be vacated and available for other sports. This is shelving space only, not room for large objects such as Lax nets, golf carts, etc.
3. Softball feels it needs a 30'L x 24'W foot shed to meet its needs.
4. An estimate was obtained for a 40'L x 24' W X 10' H shed with the additional 10' of length added in anticipation of future storage needs.
5. HS baseball is in need of an indoor batting cage facility and this summer we examined constructing a multi-use facility with the hope of reducing costs. The softball shed portion of the multi-use facility came in at \$56,832 and the batting cage portion came in at \$160,000. Due to the higher than expected cost, HS Baseball declined participation. Contractor providing bid was Tom Meisinger of Meisinger Construction. They are a commercial building contractor and have worked with City of Eagan. Tom is actively involved in EAA sports with four kids in program. If we move ahead we would get additional bids.
6. A revised bid was obtained for a softball only shed; which came in at \$72,638. The additional \$15,806 includes a 4<sup>th</sup> wall which was not included with the combined facility and some loss of efficiencies which were part of a combined facility. If we move ahead we would get additional bids.
7. The bid is based on a basic vinyl siding, but contractor indicated hard board is similar. City could mandate different exterior which could increase cost.
8. Contractor indicates \$1,500 to \$2,000 needed for plans and assistance to push through planning commission to get approval. Not clear if this is included in bid, checking with contractor.

### Cost/Funding

1. Suggest we not move ahead unless we have \$80k set aside for project.
2. Currently admin fund has \$28K in the long-term capital fund
3. Softball has \$20 - \$25K set aside for the project – waiting on a more concrete number. They are willing to fundraise, etc. to increase their share.
4. Currently \$25 to \$30K short.
5. Options:
  - a. Contributions and/or loan from other sports.
  - b. Make shed smaller.
  - c. Look for material donations.
  - d. Establish a plan for future funding.

### Moving forward

1. Decide if we want to move ahead and solidify funding.
2. Approve funds of \$2,500 to get plans approved by city.