

MEETING AGENDA - Fusion FC Board of Directors

Meeting

Wednesday, November 28, 2018

7:00 PM

8:00 PM

Meeting Date

Start Time

End Time

Location

Regular scheduled meeting

You accepted the meeting on 11/3/2018

RSVP

Accepted

Kevin Catlin, Larry Christine, Jessica Derrickson, Cory Gaye (late), Adam Green, Dawn Healy, Dan Hemmerich, Denise Herb, Teri Horton, Kristen Myers, Winona Piazza, Aaron Shenck, Chris Muth
Jeff Gonce - late

No reply

Robert Rusnell

Guests

Meeting documents

Agenda

Expand all

1. Standing Items

Jessica Derrickson

1.1. Review Agenda

Scheduled end time: 7:00 PM

Jessica Derrickson

1.2. Approve Minutes of Last Meeting

Motion to approve minutes - Denise

2nd motion by Schenk

Approved

Scheduled end time: 7:00 PM

2. Old Business

Denise Herb / 5 min

2.1. Soccer Shots Partnership

Denise circulated the new partnership agreement via email on 11/10/18.

Motion to sign partnership agreement – Denise

2nd motion by Muth

Approved - all

Due Date: 11/28/2018

Scheduled end time: 7:05 PM

Aaron Shenck / 2 min

2.2. Tryout Policy – Update

By the December meeting have tryout policy complete to present.

Scheduled end time: 7:07 PM

Adam Green / 2 min

2.3. Bullying Policy - Update

A draft of the bullying policy has been created for review before the next board meeting. All board members please look over this and make any suggestions as necessary.

A training is being looked into, and I'm trying to go through the CDC (stopbullying.org) version. Further details will be available for an acceptance vote at the next meeting.

Actions needed -

- § All Board Members review and make suggestions - please e-mail me (recdirector@fusionfcpa.org) for suggestions. No suggestions convey acceptance, and this will be presented for a vote of approval next meeting.
- § Set up "anti-bullying@fusionfcpa.org" as a distro to the President, VP Rec, Boys & Girls.
- § Finalize training/certificate for volunteers (VP Rec)

The draft is as follows:

Fusion FC Anti-Bullying Policy

Fusion FC is committed to its goals of promoting integrity and sportsmanship in players, coaches and parents, while providing a safe, respectful and competitive environment. Fusion FC will not tolerate bullying of any degree at practices, games, or other Fusion FC events. Fusion FC promotes an open-door policy and expects anyone to report a bullying incident. Coaches, players, and parents will be supported by the Fusion FC Board of directors, and will take any report of bullying seriously, while assuring discretion to the reporting parties involved. Any bullying incident will be investigated until a resolution is met and accepted by the Board of Directors, members and their families.

Definition of Bullying

Fusion FC defines bullying as conduct, gestures, or comments that can be interpreted as insulting, intimidating, humiliating, hurtful, malicious, degrading or otherwise offensive to a player, family or team that results in a hostile environment, which negatively affects a player's mental state, emotions, or well-being. Bullying can be any verbal, physical, or written communication, including electronic, that results in intentional pain and distress to the victim.

Signs and Symptoms

Players may physically demonstrate or show that they are being bullied through various ways. Some players may report bullying to their parents, coaches, or others, some players may not. Coaches, assistants, volunteers and families should be aware of signs of bullying and action taken once bullying is noticed. Please refer to CDC's "Stop Bullying" website for these potential signs of bullying:

<https://www.stopbullying.gov/what-is-bullying/index.html>

Awareness & Training

Fusion FC will require all coaches, assistants and team related volunteers, employees and board of directors to complete clearances and awareness training regarding anti-bullying. Copies of certificates of completion will be maintained with the volunteer's records at Fusion. Fusion FC will maintain the current anti-bullying policy on the website in an obvious, easy to find location.

Reporting

§ Fusion FC will monitor and respond to bullying reports by sending an e-mail to

- anti-bullying@fusionfcpa.org

§ If the reporting party wishes to remain anonymous, place a handwritten note in an envelope in the drop box, or mail it to PO Box 243, Lewisberry, PA 17339

Procedures

Parents, Families or other members can choose a few options to address bullying.

1. Speak to the team coach to ensure that he or she is aware of the incident(s)
2. Allow the team coach to address the issue with the board of directors.
 - i. Any incident needs to be reported to the board of directors, regardless if the coach can achieve resolution
3. If the team coach is not able to address the issue, or the issue involves the coach, members can report the bullying incident directly to the board of directors.
4. The Fusion FC Board of directors will review the notice, and assign members of the board, or appointed committee members to investigate the issue.
 - i. The investigative committee may observe practices, games, have verbal or e-mail discussion with coaches, other parents, as well as the suspected player and family members.
5. If the investigative committee directly witnesses bullying, the committee will speak directly to the suspect player and family member and immediately remove them from the current activity and discuss as appropriate.

Consequences

1. The first offense involving bullying, after the investigative committee has discussed, observed or otherwise researched the incident, an attempt will be made to encourage the bully or bullies to modify their behavior. The coach will also be involved and encouraged to promote positive behavior between the players and team.
2. If the bullying persists, the investigative committee can make recommendation to remove the suspect player and family from the event for a temporary amount of time, with no refund. A member from the committee will be required to ensure that the player and family members are not present until further notice. If the family has other players at Fusion, and there are no pending accusations to their other children, the family including the accused player may attend

the other child's games or events. The investigative committee will report and make recommendation to the Board of Directors for approval of the suspension time period.

3. If the issues continue, the investigative committee will consider permanent removal of the player and family involved from Fusion FC and all grounds

Scheduled end time: 7:09 PM

Will send an email for everyone to review before presenting to the December meeting.

3. New Business

Dawn Healy / 5 min

3.1. By laws Amendment

This issue came to my attention while reading by-laws of other area clubs and realizing we did not have a similar clause as I feel it is a conflict of interest or could be construed as a conflict of interest.

Per Article IX of our current by-laws, the by-laws can be amended at a meeting of the members "or by a vote of 6 of the Directors in office at any regular or special meeting of the Board of Directors duly convened, subject always to the power of the membership to change such action by the Directors." Therefore I am going to put forth a resolution at this meeting with the understanding we have a quorum and understanding we must have 6 votes yay/yes in order for this to pass:

Section 4.1. Composition of the Board of Directors is written as follows:

"The Board of Directors shall be comprised of eleven Directors. A person must be a member of Fusion FC in order to be a Director."

I resolve to amend this section to include the following at the end of the paragraph:

"A Member cannot be elected as a Director or maintain a Director's position if they hold a paid position at another soccer club or are a board member at another soccer club or are elected to a board position at another soccer club. These positions must be disclosed and will result in immediate removal of member from the Fusion FC Board of Directors."

2nd motion – Adam

Approved by All

Resolution number:

Moved by:

Seconded by:

Scheduled end time: 7:14 PM

Denise Herb / 5 min

3.2. Facility Rentals

Keystone Icebraker

Only thing that we would need to provide – field set up/ right to concession stand

*Important thing – they will provide a site director.

Minus - \$400 for concession

Minus - \$200 to empty the dumpsters

Keystone will provide three additional restrooms.

Keystone Training Sessions

Dawn- could be worthwhile, but the only thing to do is test it and see if it is beneficial.

Denise – do we need to complete some more research before voting. We need someone to be the point of contact with keystone.

Denise makes Motion to sign contract pending someone to run concessions. Will reach out to original concession contact from Dillsburg Shootout.

2nd motion Shenck

Approved by All

McLaughlin field – open to renting out \$70, we could say we are open to it pending these stipulations – they are responsible for lining the fields, can use the shed, only for the Spring to see if it works out.

Could have 3 - 11V11 field (capacity)

\$200 we pay to mow the field at McLaughlin

Jess- not a fan of practicing Fusion along Keystone

PennFC interested in fields as well – possibly can place at McLaughlin as well.

Jess set Spring schedule with rec and travel and then send to Jess to check if Fusion can have all practices on Red Land Complex

Scheduled end time: 7:19 PM

Denise Herb / 2 min

3.3. Spring Refund Request

Player that requested a transfer after the fall season has also requested a refund for the spring season.

Dawn – have been very limited on times that we have refunded registration fees.

Following policy – NO refund

Scheduled end time: 7:21 PM

4. Office Manager

Teri Horton / 2 min

4.1. TCS Check Received

TCS agreement was that we would receive 20% of all package sales. We received a check on 11/13 in the amount of \$904.00.

Fall commission check from lifetouch was \$516.09. Made a \$400 dollar profit *some parents have not received pictures – 3 or 4 families

Scheduled end time: 7:23 PM

Teri Horton / 2 min

4.2. Winter Clinics - Registration Open

Registration for the winter sessions of Foot Skills and Futures are now open.

Scheduled end time: 7:25 PM

Teri Horton / 10 min

4.3. Stack Sports Information

Stack sports – mandated by next year to use (Registration platform).

As of today – stack sports cannot pass along the transaction fee to the customer, will not be able to until the fall. Spring registration could be a good time to try this out before we HAVE to use it.

Locks in out processing fees for the next three years. Could lock in 2.9% for 5 years since EPYSA has a 5 year contract with them.

Motion to sign contract for early registration with Stack Sports – before we are mandated to in the Fall. Larry authority to sign contract.

2nd by Adam

Approved – all

Larry asking Stack Sports if 5 year contract will be in conjunction with EPYSA

Re-vamp website

Meet/Design/Build – repetitive information on our current web site.

Denise asks – dump what we have and start over?

Terri - \$780 yearly fee for sports engine.

New company is cheaper than sports engine.

Create a better website on the GOLD level will still be cheaper than current sports engine website.

Motion to change the website to gold level

2nd by Gonce

Approved – Majority

Not-approved - Dan

No Due Date

Scheduled end time: 7:35 PM

5. DOC

Jessica Derrickson

5.1. 3v3

Looking for the \$50 approval to sanction the 2019 3v3 tournament. Would like to set the dates for July 13th for the girls and July 14th for the boys.

Motion to provide a check to provide \$50 check – Shenck

2nd motion – Muth

Approved - All

Scheduled end time: 7:35 PM

Jessica Derrickson

5.2. Winter Sessions

2 signed up for Foot Skills which opened this week

11 signed up for Winter Futures

Scheduled end time: 7:35 PM

Jessica Derrickson

5.3. DOC Clinic

Asking for the club to cut a \$935.00 check for the clinic registration and the hotel fees. Amounts were approved, but we do not have a credit card to pay the fees up front.

Scheduled end time: 7:35 PM

Jessica Derrickson

5.4. Tryouts

Aaron Shenck and Kevin Catlin

Dates are set- will review

President, VPS, and DOC are meeting again to finish details.

Looking for a \$20 tryout fee to be approved to cover the cost of the indoor facility and the use of shirts this year as opposed to bibs

Tabled until December to discuss tryout fee

Scheduled end time: 7:35 PM

Jessica Derrickson

5.5. Unpaid Fees to Coach

We have a coach that did not receive agreed upon payments from players. Would like to discuss how to recover the fees – 2 issues, tournament fees and coaches not getting paid.

\$45 tournament fee (out of pocket)

\$165 coaching fee

Motion to pay coaches fee \$165 and hold players cards of parent or player and amount to invoice - Dawn

2nd motion – Cory

Approved – All

Motion to give him the \$45 – Dan

2nd motion – Kevin

Yes – 5

No – 4

Abstain – 2

Does not pass

Official complaint google spreadsheet – check over and see if you approve it.

Cory – stepping down and is leaving the board. Daughter does not want to play for coach Jen and so his daughter is moving to Dallastown. No longer a member of the board

Other girls on the team are quitting because they are not getting playing time and complaints are mainly because of current coach's decisions. Parent addressed with her, but she still has not modified her opinion on how to place players. Email to coach about what she needs to follow per coaching CPYSL directives.

The board has discussed that there are a lot of issues that need to be addressed before we make a decision on the position. There are several CPYSL directives that have not been addressed and need to be discussed by the board.

Scheduled end time: 7:35 PM

6. Ending Items

Jessica Derrickson

6.1. Date next meeting

December 19, 2018 @7pm

Scheduled end time: 7:35 PM

7. VP Boys

Kevin Catlin / 5 min

7.1. Spring Tryout Planning Update

4-5 things to look at for a try-out from each age group.

Point values assigned to each task that a parent can see what has been assessed

About one hour to an hour in a half for evaluation process.

Scheduled end time: 7:40 PM

8. VP Girls

Kristen Myers / 15 min

8.1. Parent/Coach Feedback Form

Scheduled end time: 7:55 PM

9. President

Denise Herb / 5 min

9.1. CPYSL Meeting Update

Game cards to be returned to CPYSL

Aaron will take them and drop all of the off.

Preliminary counts are due – Larry will need to show someone

Scheduled end time: 8:00 PM

Denise Herb

9.2. Disciplinary Committee Update

Letters send out to the Roderigo's – were asked to leave the travel program, but youngest son can participate in the rec program. They are on probation and cannot speak with Jess or Justin.

Scheduled end time: 8:00 PM

Denise Herb / 5 min

9.3. Winter Work

Make sure to look at the google document before January session.

Scheduled end time: 8:05 PM