



P.L.A.Y. Executive Board Meeting Agenda

Sunday February 15th, 2026

6:30-8:00 p.m.

Parkview Room @ Prior Lake City Hall

Board Members

- Jason Slocum—President (Present)
- Brent Siegel—Vice President (Present)
- Maissa Hickey—Vice President of Finance (Present)
- Tommy Thompson—Vice President of Spring/Summer Sports (Present)
- Megan Peterson—Vice President of Positive Coaching Alliance (Present)
- Michelle Schommer—Vice President of Sports Registration (Present)
- Debbie Aidas—Vice President of Technology & Communications (Present)
- Angela Shepard—Vice President of Community Outreach (Not Present)
- Jonathan Snyder—Executive Secretary (Present)

[Meeting starts at 6:34 p.m.]

Welcome

- Exec. Board Introductions—one member of the public in attendance.

Old Business

- Siegel— Updating By-laws
 - Siegel reviewed and edited P.L.A.Y.'s by-laws and the policies and procedures including any other inconsistencies between the two documents.
 - Siegel—example of changes that were made:
 - It was thought, via institutional history, that P.L.A.Y. executive board positions could serve a max of 9 years on the board. That provision does not exist in the by-laws.
 - Minn. Stat. § 317 – a non-profit board in can determine its own board term limits so long as each term is 9 years or less.
 - P.L.A.Y. has a 1-year term limit and members must be re-elected at each January's annual meeting.

- P.L.A.Y.'s by-laws did not explain and differentiate why some roles are voting members and others non-voting members.
 - Some sports boards were a direct report to the Executive Director and Siegel cleaned up that language.
 - Siegel implemented proposed language for conflicts of interest.
 - The updated by-laws are updated on the website.
 - Siegel did a formal review.
 - The fiscal year is now well-defined.
 - The election and appointment process of people and roles and terms is now written down.
 - State of Minnesota requires that there is a hierarchy—by-laws, policies and procedure, reference to Minn. Stat. § 317.
 - Siegel proposes –3 ways to go from here:
 - 1. Approve the by-laws (including the policies and procedures);
 - 2. All members read them;
 - 3. Approve the by-laws as they stand today and then ask for review.
 - The board agreed that option #3 is the best path.
 - Motion to approve the updated by-laws with further review ongoing
 - Snyder (motion to move); Peterson (seconded)
 - Approved—6:55 p.m.
- Siegel— The job opportunity to replace Fleek has been posted—Executive Director of Programs and Operations.
 - There were 76 applicants through LinkedIn and a few emails that were directly to Siegel.
 - 5 people had a direct P.L.A.Y. connection;
 - 4 people were residents of Prior Lake; and
 - Other preferred qualifications:
 - 10 years was a listed requirement.
 - Youth sports experience strongly preferred.
 - Geographic challenges excluded some people
 - Siegel conducted one hour phone screens with 22 candidates
 - In the interview, Siegel discussed the challenges of the position and that it would include fundraising.
 - Siegel & Fleek
 - The interview included five questions to give a comprehensive look at background and competencies. All candidates were screened based on the same criteria and questions.
 - Siegel – candidates have been recommended to go to the second round.
 - Thompson— do any of the semi-finalists have a background in human resources?
 - Siegel – no specific HR background, but some have a significant corporate background, which includes some HR related competency.

- Thompson—Seigel went above and beyond his role in trying to find a suitable replacement for Fleek and the board should consider some sort of compensation for all of Siegel’s work.
 - Siegel—Glad to do the interviews and applicant screenings and is hoping to find a great replacement.
- Next steps
 - Set up phone interviews for the top candidates – to be interviewed by Justin/Fleek via Teams meeting. Finalists will then be invited to interview in person in front of Executive Board members.
 - Siegel is confident in the quality of the candidate pool.

New Business

- Thompson will be done as the Spring/Summer VP at the end of the summer season 2026.
 - There has not been a Fall/Winter VP for at least 12 months.
 - The role of the seasonal VP has been less critical, which Thompson agreed with.
 - A lot of sport VPs work directly with Fleek.
 - Does it make sense to have the Spring/Summer VP and Fall/Winter VP?
 - The consensus was to eliminate the VP of Spring/Summer & Fall/Winter roles after this spring/summer season.
- Slocum, Seigel and Fleek met to discuss Fleek’s departure.
 - #1 – Titles and voting rights have not been consistent.
 - Need to update P.L.A.Y. board and voting structure to align with current vision.
 - There are two things to get Board approval on.
 - 1. Titles; and
 - 2. Voting rights for all nine executive members (only 4 members are currently voting members since there is no Fall/Winter VPs. Voting members: Slocum, Seigel, Hickey, and Thompson).
 - Slocum’s proposal for board approval:
 - All executive board members have a voting role going forward;
 - Adopt updated titles for each executive board member to more accurately reflect accountabilities;
 - Sports VPs will report directly to incoming Executive Director (which is what is mostly happening today); and
 - Formalizing Pam’s role as a Controller working directly with Hickey.
 - Hickey—more voting members create more perspectives to be explored in discussions going forward and thought having more voting members was good for P.L.A.Y.
 - Siegel—from a technical and legal standpoint, all executive board members should have a voting right because of the need for a quorum (majority of the voting members to be present). The smaller number of voting members create challenges.

- Siegel—moved to pass the structure proposed by Slocum, Thompson seconded (motion passed). 6:47 p.m.
- Summer Exec Board Meeting Schedule—Slocum
 - Perspective on board meetings in the summer.
 - Wednesday meetings have been typical during summer months for a few years.
 - Schommer—Sundays are difficult in the summer.
 - Thompson—Sundays are difficult in the summer.
 - From discussion, the meetings are staying as scheduled – June, July and August will be on Wednesday mornings at 7 AM pending further input.
- Monthly Updates—items requiring Exec Board visibility/action
 - Spring/Summer – Thompson
 - All of the spring/summer registrations are open.
 - Speed & Agility just opened as well.
 - Baseball
 - The MBL has now donated to the baseball program-- \$26,000.00.
 - Siegel—Williamson is doing an amazing job with help from others who really want to help the P.L.A.Y. baseball program.
 - Fall/Winter—Fleek
 - Cheer season has ended.
 - Fleek—in his opinion, this was a very smooth season from a parent/coach behavior perspective. Jessica learned as she went in her new role and did a great job managing the season. Special shout out to Heidi Simon for her work with the Sideline season along with supporting Jessica throughout the comp season.
 - The cheer culture was very good for this season and there is a sense of community within cheer that is getting stronger.
 - Basketball
 - Boy’s tournament went well, there was one parent ejected (non-P.L.A.Y.).
 - This parent is a repeat offender and the recommendation is that this person (and possibly that team) cannot come to our tournament in future seasons.
 - Brainerd trip went well for the girls travel.
 - Thompson was in attendance and it was the calmest he has ever seen it.
 - State is around the corner for girls and boys.
 - Rochester tournament is coming in two weeks for the 7th and 8th grade boys.
 - Hickey—every team selected their hotels so they are spread out this year.
 - Slocum—a reminder email about what happened two years ago should go out and set those expectations of representing P.L.A.Y. well.

- Fleek—Aaron has done a good job sending out emails ahead of our tournaments with sportsmanship and behavior expectations.
 - In house basketball tournament is this weekend.
 - Thompson—5th grade and 7th grade travel tourneys will be hosted at PLHS for state (not hosted by P.L.A.Y. – we are not involved).
- Finances—Hickey
 - Financials will be out tomorrow for January 2026.
 - Patrick was concerned about fundraising for the helmets, which is such an important expense to have for football.
 - When it comes time, at what point does the executive board offer or give some sort of reassurance to a sport to make necessary purchases, especially when safety-related? For example, the new football helmets.
 - Seigel— typically, 1/3 of the helmets would need to be replaced, 1/3 would need to be reconditioned, and 1/3 would be untouched.
 - Hickey—some equipment is fundamental to the sport, should we consider providing some reassurance and support when extra expenses are incurred?
 - Fleek—football has fundraising constraints, there are not outfield fences to put signs on, for example so they cannot sell fence signs. The advertising for football could be a company putting logos on helmets or jerseys. That isn't something P.L.A.Y. has historically done but there may need to be creative thinking around sponsorship opportunities going forward. Probably best to have new Exec Director in such decisions.
 - Siegel—helmets that we buy are usually \$200 to \$300 each.
 - Patrick does have a fundraising coordinator and they did offer the community levels of sponsorship. They are looking to get about \$10,000.00 total via this effort.
 - Administrative fees—Thompson asks if our current Administrative Fee (charged as part of registrations costs) are too low?
 - We hope our sports understand we will be ok with approving costs that is fundamental to the sport.
 - This was similar to cheerleading and the mats that cheerleading needs to practice and function as it should. Necessary expense.
 - The administration fee-- \$30.00 has not changed for at least seven years.
 - Administrative costs continue to rise (i.e. insurance, facility use, etc.)
 - Slocum – is the administrative class underwater without the large expenses?
 - Hickey—Administrative fees are \$18,000 underwater – we are in a deficit for that accounting class.
 - Fleek—there will be an overlap of two people in my role this summer while I train the new hire and then the addition of a maintenance person in the Spring 2027 – both will add to expenses.

- Slocum—Youth sports orgs and high schools are finding clinics to be a primary source of income/funding.
- Siegel—football in particular—the booster club props up football with their donations.
- Hickey—so should we increase our Admin fee? Answer from group is yes. All in agreement.
 - Currently, admin costs are \$27 admin, \$3 for facility.
 - New administrative fee structure per sport registration: \$35.00 admin, \$5.00 for facility.
- PCA—Peterson
 - Nothing new, hosting all Spring/Summer parent meeting/coaches' meetings.
- Community Outreach—Shepard
 - Fleek
 - P.L.A.Y.-it Forward in basketball has gone very well. Tonya Miller is a strong champion of this effort.
 - Basketball will have everyone participate in P.L.A.Y.-it Forward by season end.
 - Slocum—any large sports that are not doing it?
 - Fleek—love to see football teams participate in P.L.A.Y.-it Forward but difficult with condensed season.
 - Slocum—what are opportunities to combine fundraising efforts with/around P.L.A.Y.-it Forward?
 - Siegel—football is looking to move the schedule forward a week to get more games in before Labor Day. TBD.
 - Hickey—Miracle League will need people every week, that could be a great opportunity for football.
- Registration—Schommer
 - No updates.
 - Fleek—will add ultimate frisbee registration soon.
- Technology—Aidas
 - Cheer survey has been sent out.
 - Basketball will get theirs soon.
 - Miracle League will go out as well.
 - Social media – consolidation of social media account owners project is underway

Open Forum

Fleek – There are some discussions ongoing about the necessity or possible requirement of hiring security for big events at school facilities. Example – security for our boys and girls basketball tourneys or IH tourney. No action required but we need to have this topic on our radar.

[Thompson moved to adjourn meeting, Aidas seconded motion.]

Meeting adjourned at 8:10 p.m.]

Upcoming Meetings

- Sunday, March 15th 6:30 – 8:30 p.m. @ City Hall – Parkview Room