

20190623 Agenda and Minutes

HFC United Mission Statement

HFC United Soccer is a non-profit organization that is committed to providing a quality soccer program in Hastings and the surrounding community. Our focus is to develop each member, whether they are a player, coach, referee, manager, or parent to their fullest potential at all levels of participation.

Voting Board Members: Jeremy Reuter (President), Dan Schaack (Vice President), Zach Ebeling (Secretary), Kyle Kreuser (Director of Recreation), Erin Maulucci (Incoming Travel Director), Mike Engeldinger (Incoming Treasurer), Jason Wenisch (Incoming Director of Communication and Marketing)

Non-Voting Board Members: Michelle Youngstrom (Volunteer Coordinator), Grace Ahman (Equipment/Uniform Coordinator), Susie Stoltz (Webmaster), Sean Qualy (Field Coordinator), Denis Garofolo (Tournament and Activities Coordinator), Erin Stewart (Team Manager Coordinator), Lynn Otto (Registrar), Ceil Straus (Indoor Rec Coordinator), Yander Sanchez (Referee Coordinator), Jo Ingebrihtsen-Carlson (Fundraiser Coordinator)

Staff: Howard Rushton (Director of Coaching and Player Development-Boys), Brady Robinson (Director of Coaching and Player Development-Girls).

In Attendance: Howard, Dan, Jay, Zach, Sam's parents, Bryan (Austin's dad), Erin (manager gal), Mike E, Brady R, Ryan & Sam Levine, Jeremy, Mr. Geib, The Burts, Sean Qualey, Melissa K, Suzie Stolz, Ceil Strauss, Erin M, Isaac
Several stragglers and/or parents I don't know

Formal Agenda & Notes:

1. Approve May minutes
 - a. Minutes approved with 3 votes (Quorum of 5 in attendance)
2. Open positions
 - a. Fundraiser Coordinator
 - b. Rec Soccer Director
3. Treasurer Update
 - a. 8/31 is end of our Fiscal year - net revenue end of May was \$3.9K
 - b. Fiscal end is looking to be break-even or small loss.
 - c. Arena time hit May pretty hard for indoor soccer
 - d. Rec camp bled in, volunteer check was cashed, MYSA grant kicked in and was deposited.
 - e. Financials are available by emailing Mike, or asking to see his personal copy
 - f. Budget is nearly complete, but holding off on finalizing until the board can make some decisions on the way forward.
 - g. High level, per several items of consideration, assessment now is that increases in costs (without changing to an employee model) would be just of \$5 per kid.
 - i. \$250 per quarter just for payroll of employees
 - ii. Employer's share of payroll taxes and other coverage and expenses
 1. ~\$2800
 - iii. Total of around \$4000 - increase of around \$12.50/player (not including the \$5 above)
 - h. IRS wanted initial 60 days to review what we sent
 - i. Applied for Target grant which would be roughly ~\$1k, but Cottage Grove would get priority if they applied for it.

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- j. Seeking ideas for other revenue increasing events/opportunities.
 - i. We have summer/spring-break camp, rec camp,
 - ii. More meat raffles was suggested.
 - 1. Cost per ticket has increased to \$2
- 4. State Tournament
 - a. DOCs, Team managers and coaches have been discussing who is attending
 - b. U11s are combining the 2nd and 3rd teams into 1
 - c. U18s won't be at state
 - d. All girls teams are qualifying
 - e. Home teams are hosts, unless they choose not to, then we need to let MYSA know.
 - i. If allowed, we can put a full sized field on the SE vets section.
 - ii. For lights, contact DOCs - DOCs will inform Sean
 - f. Fees for state?
 - i. Qualifiers ~\$60 - Paying for refs.
 - ii. Tournament is ~365 - not paid unless you make it.
 - iii. If no teams pay in advance, the club can pay after the tournament.
 - g. Teams need to be registered by 7/1, Erin will have teams to Lynn by tomorrow
- 5. Team tournament invoicing
 - a. Looking at new platforms/options for doing this so that managers and coaches aren't holding the financial burden. Need to put forth a committee to determine this.
 - i. Mike - there is an invoicing option on SportsEngine.
 - ii. There were some suggestions, concerns and considerations expressed about pros and cons
 - 1. Mike - Suggestion to offer the option
 - 2. Mike/Steve - Concern about inability to collect if the coach or team manager doesn't have the leverage
 - 3. Erin - Would be nice if we required that all fees are paid in full before a child is allowed to play
 - 4. Brady suggest that we don't sign up until all checks are collected, and hold team parents accountable - not playing in the tournament if all checks weren't collected.
 - 5. Howard suggested we collect an additional \$100 up front for each child, and use that as a fund for tournaments, providing refunds when unused, or collecting this traditional way for those doing extra.
 - 6. Erin - Would like to make it paperless
 - 7. Howard - we need to make a decision how each team member pays for a tournament
 - 8. Teams average 3 tournaments.
 - 9. Steve - Personal accountability to a coach or manager feels as if you should be more accountable
- 6. Tryouts

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- a. Website is correct for the information that is there currently
 - b. Discussed whether survey results would change the way we form teams, because this would affect the way we do tryouts.
 - c. Board will review results to ensure teams have solid numbers that we can work with.
 - i. Steve B - wants to ensure we have a deadline
 1. 2 considerations -
 - a. High level teams positions accepted within 48 hours of determining.
 - b. Now have to list teams and players ahead of time, instead of just teams.
 2. Howard suggests offering a guaranteed position on a team for a nominal fee of ~\$10.
 - d. Concerns expressed about formations of teams being stabilized for a period of time.
 - i. Board expressed no interest in changing this for 2020 summer teams.
 - e. Brady suggested we don't need tryouts for u17s and u18.
 - i. Board will work on this and come forth with a proposal
7. Survey Results - Before discussing - since the survey, MYSAs has changed the divisioning to Black and Blue (documents provided). This changes the way teams will be formed, and the distances clubs will need to travel.
- a. Administrator Position
 - i. Dan - regardless of TCSL decision, he feels we need an administrator regardless to alleviate the extra work required by some board members, especially treasurer, rec director, and travel director. This position would be roughly 10 hours a week (fluctuating throughout the year) at half the salary of a DOC, at \$9K.
 1. \$9k - roughly \$15-\$16 increase per registration across both traveling and rec programs.
 - ii. Erin - Feels we should value DOCs more than a paid admin, because of the level of skills required.
 - iii. Discussion that this would take load off Kyle, which the club would value towards trying to keep Kyle around, as we are very pleased with his results.
 - b. TCSL Application
 - i. A committee needs to be put together to determine this.
 - c. To put in an application, you have to name a paid administrator.
 - i. Jay - Why not put in the application, with an interim administrator figurehead in place?
 - ii. Mike Bernard - we should reach out to a few contacts like Jaime* and Peter* who may know quite a bit about it. Doesn't think we can get in by fall anyhow, estimated 1.5 years.
 - d.
8. Committees-
- a. Priority 1 - Administrator
 - i. Dan leading
 - b. Priority 2 - Tournament Payment
 - i. Jeremy leading
 - c. Priority 3 - TCSL

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- i. Erin leading
 - d. MYSA
 - e. Tournament Only teams
 - f. paid rec director
- 9. Parades
 - a. In CF parade: 7/4
 - b. River Town Days parade - feels like we are in, based on an email received. 7/21.
 - c. Jeremy wants input on how much candy we should buy.
 - d. Need flyers printed
 - i. Sean suggested addition of referee info
 - e. Dibs opportunities available
- 10. DIBS opportunities
 - a. Parades
 - b. New container needs some sanding and paint
 - c. Melissa needs schedule from Sean for field marshals.
- 11. Mission Statement
 - a. Establish a committee, possibly in winter.
 - b. Zach offered to lead
- 12. Year-end celebration
 - a. Brady - pick a saturday and set up volleyball, kick ball, etc..., make it an all day event. People can have picnics, grills, etc. Probably saturday after tryouts. Bring your own food.
 - i. Brady & Zach to head the committee.
- 13. Rec Request
 - a. Kyles thought - any rec coach doing 2 teams would get 1 child for free
 - i. General discussion that rec coaches' level of involvement and commitment is much smaller than traveling.
 - b.
- 14. Updates
 - a. Discussion about the MYSA structure change, and how it affects out decisions between MYSA/TCSL/Tournament-only
 - i. Tournament Only teams discussed
 - 1. Travel distances change year to year, and shouldn't necessarily influence this decision.
 - 2. These teams are eligible for state tournament qualifiers.
 - ii. With them, does it change our approach with TCSL?
 - b. How can we persuade Kyle to stay?
 - c. Discussed what other positions we may/should or may-not/should-not pay.
 - d. Brady - requested an email to all parents requesting kids to stay off the goals
 - e. Howard

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- i. Would like a decision made on Dundas dome, based on survey results and TCSL requirements.
 - 1. Needs decision from the TCSL committee.
- ii. Summer camp took place, worst numbers ever, requesting it be part of registration.
- f. Sean
 - i. City cleaned up scrap yard area and asked him to mark which one's to keep
 - ii. Mike ordered 600 corner whisksers - needs dibs help in the fall to permanently mark every single optional field possible.

15. Website- Top 3

- a. One changed to tryouts including registration
- b. One to fall rec
- c. Parade - dibs opportunities, kids show up

16. Dates & locations of next meetings

- a. 7/21 7PM
- b. Jeremy to send Aug