



4680 Camino Tassajara, Danville, CA 94506 (925) 648-4121

## BOARD OF DIRECTORS' MEETING

February 18, 2020  
7:30 pm

LOCATION: Mustang Soccer Complex  
4680 Camino Tassajara  
Danville, CA 94506

**CALL TO ORDER** - R. Northing called the meeting to order at 7:32 p.m.

**Present** : R. Northing, R. Nowacek, K. Downes, J. Doyle, S. MacDougall, C. Rudberg, M. Winter-Greene, J. Yarkin

**Absent:** C. Godinez, M. Ennen, G. Luengo, R. Martinez, T. McNutt

**Guests:** M. Descombaz, A. Lobban, J. Michel, J. Owen, F. Wilson

### 1. CONSENT AGENDA

**MOTION:** To approve the January 2020 Board Meeting Minutes as presented.

**Moved:** J. Doyle; 2<sup>nd</sup>: S. MacDougall; Passed: Unanimous.

### 2. PUBLIC COMMENTS/GOOD OF THE GAME

J. Doyle reported that one of our 14-year-old players, Colin Davis, on the Development Academy 2006 team was called to play at the Youth National Team Camp in Chula Vista from February 20-24. In addition, Miri O'Donnell, one of our 2006 ECNL players, attended the Youth National Team Camp earlier in February.

### 3. AGENDA ITEMS

#### 3.1. Voice of the Coach

K. Downes introduced the coaches in attendance at the Board meeting, M. Descombaz and A. Lobban. One coach from each of the boys' and girls' coaching staff will attend monthly to introduce themselves to the Board and provide their perspective of positives and challenges that they may be encountering.

A. Lobban discussed his various Mustang Soccer positions - working with the DA programs, Mustang Juniors, Social Media and Competitive Elite Futsal programs. He currently is coaching two boys' teams, 2007 DA team and 05 Elite team, and managing the CE Futsal program. He has been with Mustang Soccer for two years after being Director of Coaching for Benicia, and has coached for the past 20 years. He enjoys sharing his passion for soccer with our youth.

M. Descombaz then discussed his life as part of Mustang Soccer. He has been with Mustang Soccer for 17 years coaching both boys' and girls' teams. He currently coaches our 2006 ENCL team and 2009 Girls' Elite team, along with being one of our Age Group Directors. He has also been involved as a Recreational Plus trainer, as well as a

Competitive Premier trainer. His family has been a part of Mustang Soccer – his children are playing within the Club while his wife retired recently as a Mustang Soccer coach.

Both coaches, A. Lobban and M. Descombaz, discussed that field space is a challenge for teams. Board members acknowledged that they are aware of this challenge, but there is no space available for rent or purchase in our local area. The guests were thanked for attending and left the meeting.

### **3.2. Registration and Budget Update**

R. Nowacek distributed financials and budget to the respective Directors in attendance. All Board Directors were asked to examine the data and forward any questions to him. The Budget process will be sending budgets to the respective Directors at the beginning of March with a turnaround time of accepting/adjusting data by March 9<sup>th</sup>. Then all divisions budgets will be combined and sent out to all Board members in order to obtain approval at the next Board meeting on March 23<sup>rd</sup>.

R. Nowacek continued with a discussion about our Registration numbers. We ended 2019 season with total of 4,281 registrants. Our total registrations have decreased approximately 3% over the last four seasons. For budgeting purposes and assuming the same trend, the 2020 budget registration would be approximately 4,150. Directors were requested to examine their registration numbers and to adjust for next season if deemed necessary. Registration total to date as of February 18<sup>th</sup> were approximately 700 compared to 400 last year. Registration information is early and we tend to have high number of early bird registrations in February, along with late registrations that occur after June 15<sup>th</sup>. Total registrations for the season will not be finalized until late August, but by mid-June, we should have better number for registrants.

## **4. COMMITTEE REPORTS**

### **4.1. Honor the Game**

Nothing to report.

## **5. Old Business**

### **5.1. Boys Elite Program Update – DA vs ECNL**

J. Doyle reported that the boys' program will be moving from the Development Academy (DA) to the Elite Clubs National League (ECNL) for the 2020/2021 soccer season. This move was based upon parent surveys, meetings, and the importance of high school soccer play for our youth players. In addition, an opportunity will exist for the older boys' teams to have exposure to college coaches. F. Wilson added that other Clubs will be moving into ECNL from DA, and they are envisioning a 10 team league with games and showcases. Director's plan will be to conduct a meeting with the DA team parents to inform them of the Club's new direction for the boys' program prior to the ECNL Press Release.

### **5.2. Logo Update**

K. Downes discussed that J. Owen took the multiple logo ideas from the Board retreat and worked on redesigning the Mustang Soccer logo into a shield design. J. Owen showed the members his different designs for the new logo. Board discussion followed. Design legalities in relation to trademarks will be further researched. Once completed, J. Owen will finalize a variety of logo designs then forward to Board members to examine for future discussion.

### **5.3. Social Media Communications Update**

J. Doyle discussed that Matt Schwab continues to write articles for Mustang Soccer's social media while A. Lobban adds this information to our website. J. Doyle asked Board members to assist by funneling different kind of stories across different levels for future articles. Board discussion followed. Plan will be that one Director a month will be profiled for a story – the next article will be about J. Yarkin, our Referee Director. J. Doyle will connect J. Yarkin with Matt to begin the process.

#### **5.4. Social Media Policy Update**

F. Wilson discussed that Social Media Communications Policy between coaches and youth players will be covered at all coach meetings this season. The Boys' & Girls' Directors (Pat & Joe) have provided the new policy to all of their competitive elite coaches so they are aware of the Club expectations. In addition, the policy is included in this season's registration waivers that parents must agree to during the Registration process.

#### **5.5. Elite Coach Evaluation Process**

A committee will be meeting next week in order to standardize a more frequent parent feedback process relating to our competitive elite coaches.

#### **5.6. RecPlus Coach Evaluations and Interview Process**

K. Downes will be working with C. Rudberg in getting our newest Director up to speed with the Recreational Plus coach evaluations and interview process. Mandatory training will be expected for all coaches going forward. The plan is to add this coach training by J. Doyle to the coach meeting/fingerprinting session. In addition, an idea was given - that possible coach lanyard must be holepunched which would confirm they attended the mandatory coach training session.

F. Wilson stressed that one of the keys to success will be that volunteer coaches must be in place much earlier to ensure that these coaches attend these mandatory meetings and after teams are formed/finalized. The link to see if coaches would like to volunteer again will be sent within the next week.

#### **5.7. Rec Plans for Parent Sidelines, age only teams and youth coaches**

M. Winter-Greene advised that she has not been able to meet with T. McNutt and will report back at the next Board meeting.

#### **5.8. Referee recruiting update**

J. Yarkin reported that three field referee sessions have been setup with CNRA. The first one will start on April 6<sup>th</sup>. He will forward the link with the process to F. Wilson for posting. In addition, future meetings will be setup in which referee updates will be provided to our coaching staff – Elite/Premier/Recreational Plus.

#### **5.9. Plans for improved uniforms try-ons and inventory management**

R. Northing will follow-up with C. Godinez on a few action items from their meeting. Then, she will be able to provide an update at the next Board meeting.

#### **5.10. Fields Update**

S. MacDougall brought up the idea of revisiting the Monte Vista field proposal that had been discussed about 10 years ago; however, did not move forward. This land is situated between Los Cerros Middle and Monte Vista High and would accommodate at least two fields. Lights would have to be added as the existing lights are not adequate to play evening practices or games. Board discussion followed. The Executive Committee will plan a future meeting with G. Luengo and S. MacDougall to discuss further and next steps, such as connecting with the Athletic Director.

#### **5.11. Tournament Update**

R. Nowacek will be discussing tournaments and fields in more depth with G. Luengo and will provide an update at the next Board meeting relating to possible tournament changes for this upcoming summer.

#### **5.12. Futsal Update**

K. Downes and F. Wilson will be meeting with A. Lobban in the near future. An update will be provided at the next Board meeting.

### **6. New Business**

F. Wilson advised that the Competitive Elite Coach Slate will be submitted for Board approval at the March Board meeting, and the Competitive Premier Coach Slate will be ready for the April Board meeting.

**ADJOURNMENT:** R. Northing adjourned the meeting at 9:10 p.m.