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## BOARD OF DIRECTORS' MEETING

June 22, 2020  
7:30 pm

(via Zoom Video Conference Call)

**CALL TO ORDER** - R. Northing called the meeting to order at 7:30 p.m.

**Present** : R. Northing, R. Nowacek, K. Downes, J. Doyle, C. Godinez, M. Ennen, G. Luengo, S. MacDougall, T. McNutt, R. Martinez, C. Rudberg, M. Winter-Greene, J. Yarkin

**Absent:**

**Guests:** A. Orejuela, A. Risenhoover, M. Kelley, J. Michel, J. Owen, F. Wilson, P. Uriz

### 1. CONSENT AGENDA

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

**Moved:** G. Luengo; 2<sup>nd</sup>: J. Doyle; Passed: Unanimous.

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

R. Northing reported that he has enjoyed seeing our players return back to our fields in a mini camp environment. Many players are excited to be playing soccer again even in this modified type of play. R. Northing expressed his gratitude and appreciation for all the work of the directors and staff, including F. Wilson's tireless efforts to help us in returning back to soccer.

### 3. AGENDA ITEMS

#### 3.1. Voice of the Coach

K. Downes introduced the coaches present on the the zoom video meeting, A. Orejuela and A. Risenhoover.

A. Orejuela started his introduction by sharing his happiness with being back working with our youth soccer players. He has been coaching with Mustang Soccer for the past five seasons and also coaches high school soccer at De LaSalle. Previously, he had been a youth soccer coach in Marin County. At Mustang Soccer, A. Orejuela has worked with all different levels of play and age groups for various boys and girls' teams, including the recreational program over his last eight years. For the 2020 season, he will be coaching the 2007 Boys Elite and 2010 Boys Red teams. He truly enjoys the game of soccer, developing his players, and working with the staff at Mustang Soccer.

A. Risenhover then shared his background which began playing in Oklahoma through college, then continuing his soccer experience with coaching. He has coached at the high school, club and college levels. After beginning his coaching career in Oklahoma, he then moved to California to continue coaching at Cal State Monterey, UC Santa Barbara, and Cal Berkeley, where he currently is the Associate Head Coach. A. Risehnoover coaches the 2005 ECNL and 2006 Elite girls' teams in his third season with Mustang Soccer. He really enjoys coaching his teams and working with the directors and coaches. His suggestion for improvement is in the area of coach compensation – pay being commensurate with time spent on coaching a team. Coaches are not only responsible for developing players/teams and coaching games, but also for communications with parents/players/college coaches, meetings, creation of player IDPs (individual development plan), assisting recruitment of older players, and rescheduling NorCal games.

K. Downes appreciated the feedback and the Board will follow-up on his suggestion. The coaches were thanked for attending and left the meeting.

### **3.2. Recap of “return to play” status and upcoming plans**

F. Wilson reported that Mustang Soccer Elite players returned to play in a mini-camp modified environment on Monday, June 15<sup>th</sup>. Protective personal equipment (PPE), such as face shields, masks, temperature gun, was purchased and is being used at the Complex. The Social Distancing and Sanitation Protocol Plan was communicated to our membership and is being followed. Players are following direction signs and new rules. Participant waivers were collected by Elite team managers prior to players returning to play. F. Wilson added that K. Downes was very helpful in developing the new process based upon his company's experience.

F. Wilson is hopeful that new orders will be provided by State & County in early July with more relaxation. If this does happen, we could see more normal play toward the end of July, given no COVID 19 spikes occur. For Premier players, July 6<sup>th</sup> is a tentative start of return to play. Lastly, continued discussions will be conducted with the Danville Parks & Recreation to determine opening timelines and protocols for their field spaces.

### **3.3. Registration Update, 2020 fees plan and current budget thoughts**

R. Nowacek reported our budget registered player of 3,420 was achieved - actual player registrations totaled 3,469 as of June 22. Of that total, competitive players total 1,543 which is in line with prior year. We are hopeful that an additional 200-300 players in the Recreational Division will register by the end of August.

We should continue to experience more registrations on the recreational side once more is known about future guidances. By mid July, registered numbers will be better known and our plan going forward will be reexamined and communicated to our membership.

To date, we have received approximately 10 refund requests from families. F. Wilson added that L. Granados has been doing a good job keeping our registrations in the system over these last months with the uncertainty of play. However, we are in the process of refunding fees for some programs that did not occur, ie. Spring & Summer futsal programs.

R. Nowacek added that 2020 program fees are being rolled out to the Competitive Elite & Premier families this week. For this season, F. Wilson explained that the Program Fees for Summer/Fall/Winter (typically collected in full in the summer) will be broken out in two segments: Summer/Fall 2020 paid in June to August, and Spring 2021 paid in January/February. Families will have the option to pay the Summer/Fall 2020 portion in full or in payment plans. This decision was made to help families financially and in the event that we encounter any soccer disruptions with COVID 19 spikes later in the year.

#### **4. COMMITTEE REPORTS**

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

Nothing to report.

#### **5. Old Business**

##### **5.1. AB5 Update**

F. Wilson reported that the AB5 exemption, now included within the AB1850 (the compromise bill) unanimously passed the State Assembly and will be proceeding to the State Senate for approval. No lobbyists will be needed. The AB 1850 compromise bill continues to move in the right direction with expectations for passage by January 2021.

##### **5.2. Social Media Update**

R. Martinez discussed the continuation of the new “Faces of Mustang” social media campaign. As we place more focus on the Recreational Division, A. Lobban is in the process of creating a video with the help of M. Winter-Greene. Also, C. Rudberg recently had a website article written introducing himself as the RecPlus Director. This campaign is creating a common bond around playing soccer.

##### **5.3. Futsal Update**

K. Downes reported that A. Lobban completed a three year plan relating to the creation and funding of a futsal program. A. Lobban is actively in search of a futsal location so he can begin this program. K. Downes added the Summer 2020 futsal program fees will be refunded back to the families as R. Nowacek previously mentioned in the Registration and Budget Update.

##### **5.4. Logo Roll Out Plans**

C. Godinez reported that the new logo transition will begin with the current 2020/2021 soccer season as new uniform sets will be purchased – it is a buy year in our two year uniform cycle. Soccer Pro has been provided the logo design and placement information.

Board discussion followed about whether all players should be required to buy new uniforms for this season – possibly not a requirement on training kits and for Rec/RecPlus players. Many feel that if you commit to compete at an Elite or Premier level in the Competitive Division, then every two years you must buy the new uniform kits. Ordering deadline has been set for July 6<sup>th</sup>. C. Godinez has received a third of the uniform coordinator contacts from Elite & Premier teams.

Social media and marketing plan is in process of being developed. Committee was formed, consisting of J. Doyle, K. Downes, C. Godinez, F. Wilson. They will meet to further discuss marketing plan with a cohesive communication and determine which levels of play are required to buy new uniform sets for this season.

J. Doyle requested that referees be more lenient on uniformity of jersey and shorts, as long as colors are similar – this would be for the Recreational Division. J. Yarkin agreed to relay that message to his referees in his future communications.

##### **5.5. Competitive Elite & Premier Update**

R. Martinez reported that Premier coach meetings via Zoom and calls are being held for questions and answers sessions. F. Wilson added that Zoom meetings are scheduled this week for the ECNL & Elite team managers and treasurers.

### **5.6. RecPlus Recruitment, Registration Numbers and Season Plans**

C. Rudberg reported that the AGC (Age Group Coordinator) meeting via Zoom went well. A few AGCs are still needed. New coach interviews were conducted over Zoom. RecPlus numbers are down from prior year. F. Wilson commented that registrations will be down as a result of U16 age group moving to the Recreational program this year. Prior season had 9 teams with 17-18 players per team so less players were to be expected this season as a result of the change. C. Rudberg continues to be proactive with communications between AGCs, directors and coaches. The message is soccer play is still moving forward, and we are planning on a fall soccer season.

### **5.7. Recreational Registration Numbers and Season Plans**

T. McNutt discussed that the Recreational program registration numbers are lower than the prior season. Recreational registrations are continuing to be monitored in this ever changing fluid environment. The message at the AGC meeting held last week was to reach out to your coaches and remind their players to go and register for the season. Board discussion followed about how to motivate and drive more interest into the Recreational Division programs. Coaches are the better advocates as they are more motivated to keep their teams together.

T. McNutt continued with timelines as follows:

-July 2<sup>nd</sup> List of Coaches and Protected Players – to be sent to L. Granados

-Coach meeting dates (assuming Zoom meetings)

- July 16<sup>th</sup> RecPlus
- July 21<sup>st</sup> U10-U19 Rec
- July 22<sup>nd</sup> U7/U8
- August 12<sup>th</sup> Ponies

G. Luengo reminded the Recreational Division Directors that he would like to be included in the coach meetings to stress the importance of their responsibilities with field equipment.

M. Winter-Greene reported that she attended a zoom meeting with F. Wilson about the possibility of combining a fall recreational league with San Ramon in the U10 & U12 age groups. This combination would expand the number of games played with different teams vs. playing each other many times throughout the season. Once it is determined that their team formations are equitable, we will continue discussions with next steps.

### **5.8. Referee Recruiting Update**

J. Yarkin reported referee training sessions with CNRA are continuing to be conducted on-line. However, on field sessions are scheduled to begin in August for new referees.

J. Yarkin also requested to be included in the Recreational Division's coach meetings.

### **5.9. Fields Update**

G. Luengo reported that the MTV turf replacement has begun with an estimated completion in approximately three to four weeks. The President of Sports Alliance is willing to meet with Mustang Soccer representatives to discuss this coming season and to provide his 15 year perspective.

G. Luengo will be coordinating a future Sports Alliance meeting.

### **5.10. Tournaments Update**

G. Luengo discussed that he will be starting the planning and coordination of the Stampede tournaments. The tournament dates will be: Girls Stampede (8/8-8/9) and Boys Stampede (8/15-8/16). Applications will be set up to gauge interest. These tournaments may be in a different format, such as a localized playdate and/or on a smaller scale. K. Downes requested to be included in the

tournament plans relating to social distancing rules, etc. Longer term, we are hopeful to hold a future showcase for our ECNL teams.

#### **5.11. Plans for Uniforms and Inventory Management**

C. Godinez will plan to set up a meeting with J. Doyle, K. Downes and F. Wilson as previously discussed during the above Logo Update. She is also working with Soccer Pro on the coaches gear. Coaches gear will be sent to Alpine for embroidery then received back for coach distribution in August.

#### **6. New Business**

F. Wilson discussed M. DeJesus recent move to Oregon. She will continue in her role as Competitive Registrar & Field Scheduling until August 30<sup>th</sup> - with the intent to keep her after that date. She will also be coming back for training of her responsibilities when that time is determined.

R. Nowacek discussed the creation of an Alumni Outreach Committee. If anyone is interested in being a committee member, please reach out to him. When our older players graduate, there is no longer any communication by Mustang Soccer. J. Yarkin suggested the possibility of a future Alumni soccer game.

**ADJOURNMENT:** R. Northing adjourned the meeting at 8:57 p.m.