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BOARD OF DIRECTORS' MEETING

March 23, 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, R. Martinez, T. McNutt, C. Rudberg, M. Winter-Greene, J. Yarkin

Absent:

Guests: M. Kelley, S. Wondolowski, S. Ahn, J. Michel, J. Owen, F. Wilson, P. Uriz

1. CONSENT AGENDA

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

Moved: R. Northing; **2nd:** M. Winter-Greene; **Passed:** Unanimous.

2. PUBLIC COMMENTS/GOOD OF THE GAME

K. Downes expressed his appreciation of the Competitive Elite Coaches work with figuring out soccer "homework" for our elite youth players and setting up Google Classrooms to communicate with their teams during these unprecedented times of shelter in place restrictions in California and many parts of the US during this COVID-19 (Coronavirus) pandemic.

3. AGENDA ITEMS

3.1. Voice of the Coach

K. Downes introduced the coaches present on the the zoom video meeting, S. Wondoloski and M. Kelley.

S. Wondolowski began by discussing his soccer background which started with growing up in Danville, playing Mustang Soccer in his early years at St. Isidore. He continued to play youth soccer while also playing in high school soccer at De LaSalle, then attended UC Santa Cruz to play soccer in college. After UC Santa Cruz, Steve played with the San Jose Frogs and Houston Dynamos, then returned to Mustang Soccer as a coach in 2009. He has coached here for 10 years in the age groups U12 to U19 – mostly on the boys' side.

While being a Mustang Soccer coach, he has also been a part of the coaching staff for the Earthquakes Academy, Menlo College and St. Mary's College. He has also been an AGD (Age Group Director) at Mustang Soccer for three to four years. His soccer experience has provided him the ability to give back to the Danville community and to Mustang Soccer. He feels that Mustang Soccer has made a huge stride in becoming more competitive on the boys' side with their involvement in the Development Academy, and next season in ECNL (Elite Clubs National League).

M. Kelley then shared his background with growing up in Concord, playing youth soccer at Diablo FC and in high school at Northgate High. He then continued playing soccer in college at Sonoma State. Soon after college, his Mustang Soccer career began with a fourteen-season of coaching on the girls' side, which he has truly enjoyed. After five to six seasons, he was given the opportunity to coach first teams. Along with coaching at Mustang Soccer, he is also involved with the NorCal Player Development Program (PDP) program.

Throughout his career, Mike has been provided additional opportunities, such as ECNL Director, which includes assisting the older girls with college placements. Annually 15-20 Mustang Soccer female players are recruited and signed by Colleges. Mike works very closely with P. Uriz on the girls' side; they communicate on a daily basis. The collaboration of the entire competitive elite coaching staff during these last few weeks of uncertain times has helped accomplish many objectives, including setting up our players' for success.

The coaches were thanked for attending and left the meeting.

3.2. Current Status of “suspension of play” due to COVID-19

F. Wilson reported that a Norcal call will occur on Friday to discuss topics relating to the suspension of play, likelihood of Spring League season, and gameplan for upcoming events. NorCal Premier has suspended play until March 31st while ECNL and US Club have suspended play until April 30th. There will continue to be future phone/video meetings at the national and local club level in which F. Wilson will be a part of, along with J. Doyle, P. Uriz, and J. Owen. There are many organizations, such as US Club, NorCal Premier, US Soccer, USYS, involved with youth soccer that will need to get on the same page in the coming weeks. Everyone is hoping that mid May to June, return to play will begin but it will depend on many factors. S. MacDougall brought up May tryouts which would encompass a large gathering of youth at the Complex. F. Wilson mentioned that this is part of the ongoing discussions with local soccer organizations - determining a gameplan when the suspension of play is lifted relating to tryout timing, possible modified team formation, length of soccer seasons, etc.

F. Wilson continued to discuss that the Directors and coaching staff have been holding several calls and have worked in collaboration in order to launch google classrooms for all competitive elite teams. Coaches are providing weekly content to their team players and communicating with their teams via zoom meetings. In addition, they are working to figure out a best way forward in this challenging, unprecedented environment.

Lastly, the Elite Coaching Slate has been completed and the Premier Coaching Slate is in process of being finalized. The plan right now will be for both coaching slates to be reviewed and approved at the April Board Meeting. At that time, we hope to have a better picture of the current situation relating to return to play, team formation process, and future events.

3.3. Registration and Budget Update

R. Nowacek reported that our player registrations total was 2,150 through March 20, 2020 as compared to 2,160 registered as of April 30, 2019. He continued to explain that the draft budget had been completed based upon a 4,150 registration total (using a 3% decline consistent with prior years) and that version would have been asked for approval at this Board meeting. However, in light of the current environment with the COVID-19 outbreak, our future prediction of registration numbers will need to be readjusted and the draft budget revised. Once this is determined, revenue projections and expenses will be revised accordingly, with a goal of revised budget completion in approximately one week. Shortly afterwards, another Board video meeting will be scheduled to obtain Budget Board approval.

Board discussion followed. Items discussed:

- Elite and Premier players are more dedicated to the sport, but with the potential of lost jobs and/or decreased wages, family expenses (ie. cost for extracurricular activities) may need to be adjusted – which could potentially impact registration numbers. Possible reduction of 20% for budgeting purposes was proposed.
- Recreational division Fall soccer season begins later than Competitive - in late August to mid-September so there should be more time between shelter-in-place expiration and actual games/practices. The Recreational division may not experience a negative impact. Fees are lower, youth will want to play, and may even see movement from RecPlus to Rec teams if cost is an issue.
- Recreational Plus numbers may decrease due to the extra program fee; however, players may move to Recreational teams due to lower fees. More later registrations may occur.
- Tournaments are still in the planning stages; but will move forward as soon as we are cleared to start back up and play. An older boys tournament is in the works with the San Juan Soccer Club tentatively planned for Memorial weekend, while Mustang is planning to host an Older Girls Invitational in mid June.
- During the 2007/2008 financial recession, it was noted that there was no significant decrease in our registrations numbers – possibly 1-2% as players still wanted to play soccer.
- Early Bird Discount of \$25 was agreed to be extended through June 1st
- We need to send a “hopeful” message to our membership, along with announcing early bird discount date extension.

Due to the various unknowns, a 20% decrease in registrations will be used to produce a revised budget, assumption as our most probable scenario. Revenues and expenses will be proportionately adjusted as needed, and further expense reductions will be determined.

3.4. Recreational Division Protective Players

T. McNutt explained Mustang Soccer’s Player Protection Policy for the Recreational and RecPlus programs in which coaches are allowed to protect a certain number of players for their team. Last season, the policy was changed to allow only 3 protected players per team for both programs – which was a decrease from prior seasons. The intent was to improve the competition in the RecPlus program and prevent coaches from stacking teams. This benefitted the RecPlus program; however, it negatively impacted the Recreational program as it reduced the enjoyment of the players as friends were not allowed to stay and play together. Board discussion followed.

MOTION: To approve the increase the player protection at the Recreational Program level as presented below.

- U6 (Ponies) = 5
- U7 (Colts) = 5
- U8 (Clydesdales) =5
- U9/10 = 5
- U11/12 = 5
- U13/14 = 6
- U15/16 = 7
- U17/19 = 8

Moved: T. McNutt; 2nd: M. Winter-Greene; Passed: Unanimous.

This new information will be updated on the Mustang Soccer website and 2020 Coaches’ Manual.

4. COMMITTEE REPORTS

4.1. Honor the Game

Nothing to report.

5. Old Business

5.1. AB5 Update

F. Wilson reported positive news relating to the AB5 exemption in which the new exemption has been attached to a new assembly bill to be examined when the state legislature reconvenes. The next steps will be obtaining letters of support from Assemblymen. There is currently approximately 40+ youth organizations that will be going to get support from their Assemblymen. The Sacramento lobbyist continues to work on our behalf.

5.2. Boys Elite Program Update – ECNL

J. Doyle reported that the boys' program will be joining the Elite Clubs National League (ECNL) for the 2020/2021 soccer season. This move will allow our older boy players to play in their high school soccer seasons and benefit these boys in their aspirations to continue playing soccer in college. Mustang Soccer's focus will be on marketing this change to ECNL on the boys' side.

5.3. Logo Update

J. Owen has finalized a variety of logo designs and will be forwarding to Board members for their review and comments.

5.4. Elite Coach Evaluation Process

The Committee (R. Martinez, S. MacDougall, F. Wilson, J. Doyle, J. Owen, P. Uriz) held preliminary discussions in order to develop a revised elite coach evaluation process. Items discussed included competitive coach evaluation timing and frequency, reexamining the questions, and a piloting process. The proposal will be emailed to the Board.

5.5. RecPlus Coach Evaluations and Interview Process

RecPlus Coach registrations total approximately 60 to date. F. Wilson and C. Rudberg discussed that the coach interview process will focus on the new coaches that register this season. Less RecPlus coach interviews will be conducted as a result of prior year's interview process in which all coaches were interviewed. In addition, those RecPlus coaches that received positive evaluations will be allowed to continue as a coach.

5.6. Rec Plans for Parent Sidelines, age only teams and youth coaches

M. Winter-Greene and T. McNutt reported that challenges have occurred during past Recreational games when parents and teams are on the same sidelines. Going forward this season, parents will be watching each game on one sideline while the coach and team will be sitting on the other sideline opposite of the parents.

In addition, for Age Only teams (ie. u9, u10, u11, u12), we will again separate teams as long as we get enough numbers in each of those age groups. This will be determined in the coming months prior to the team formation process.

5.7. Referee recruiting update

J. Yarkin reported that the upcoming field referee session with CNRA on April 6th will be rescheduled. The May 28th and the June 2nd referee training sessions are still on schedule.

5.8. New Field Update

Nothing to report. The next Sports Alliance Meeting is scheduled for April 16th.

5.9. Tournament Update

Possible tournament changes for this upcoming summer will be an Older Girls Invitational in mid-June. In addition, the August Stampede tournaments will be go down to 2 weekends of tournament play instead of 3 weekends as in prior years. The planning stages have begun.

5.10. Plans for improved uniforms try-ons and inventory management

C. Godinez reported that she has contacted Soccer Pro to iron out the past challenges with deliveries so she is aware of what products and when deliveries are made to the Complex. She is gathering pros/cons of the current uniform process in order to determine an improved uniform try-on process.

5.11. Futsal Update

A. Lobban presented a three year plan to R. Northing and K. Downes – prior to the lockdown. The challenge will be finding futsal field usage opportunity/location. Additional futsal update will be provided at the next Board meeting.

6. New Business

Nothing to report.

ADJOURNMENT: R. Northing adjourned the meeting at 9:30 p.m.