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## BOARD OF DIRECTORS' MEETING

May 18, 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, C. Rudberg, M. Winter-Greene, J. Yarkin

**Absent:** T. McNutt

**Guests:** C. Gilmore, J. Guerrero Sr., M. Kelley, J. Michel, J. Owen, F. Wilson, P. Uriz

### 1. CONSENT AGENDA

**MOTION:** To approve the April 20, 2020 Board Meeting Minutes as presented.

**Moved:** R. Northing; 2<sup>nd</sup>: K. Downes; Passed: Unanimous.

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

J. Doyle reported that prizes were delivered to the winners of Mustang Soccer social media challenges. One winner received an autographed soccer ball. Upon receipt of his prize, he exclaimed that this was one of "best days of his life". Another thrilled winner received a signed Wondolowski jersey.

R. Northing congratulated P. Uriz for attending 14 coaching education webinars in the last month. This accomplishment was noted in the Competitive Directors' Board reports.

### 3. AGENDA ITEMS

#### 3.1. Voice of the Coach

K. Downes introduced the coaches present on the the zoom video meeting, J. Guerrero Sr. and C. Gilmore.

J. Guerrero Sr. stated that he has been fortunate to be a part of the Mustang coaching staff for 14 years. He has been on the soccer field for over 35 years while coaching for the last 22 years. His soccer experience began in his youth then continued professionally in his home country of Salvador. Juan holds the US Soccer coaching A, B, C and D licenses. Currently, he coaches the 2011B Red and 2006B Black teams. He believes that we need to improve our knowledge of players and communication. Juan expressed his appreciation of the Board and Directors' work during these challenging times. He is looking forward to getting back on the field with his players.

C. Gilmore then shared his background which began playing youth soccer in Southern California and continued through college at Ohio Wesleyan University. He then moved to Hawaii and played on the Hawaii Tsunami soccer team. He advanced playing at a higher level of soccer and moved to Europe playing for various Dutch professional soccer teams.

Prior to joining Mustang Soccer in 2009, he was a coaching director in Denmark and then came back to the United States to become an Academy Director at Alpine Menlo Soccer Club. At Mustang Soccer, his career has evolved from the development of the Junior Academy and 4v4 program to becoming an Age Group Director and Fitness Director. Cris also works for NorCal Premier as a PDP coach, a grass root instructor, and the Adult Soccer Director. He has enjoyed working with great people at Mustang Soccer with a shared vision of improving the organization. He would like to see Mustang Soccer expand by offering soccer for all ages, allowing former players and adults to play. His suggestion for improvement would be the maintenance of player evaluations which would assist coaches, age group directors, and directors. For fitness program improvement, Cris mentioned that younger players could use a different type of fitness program focusing on the development and improvement of their motor skills.

The coaches were thanked for attending and left the meeting.

### **3.2. COVID-19 Current Status of “suspension of play” and “back to play” plan**

F. Wilson reported that today the California Governor, Gavin Newsom, has directed the lifting of shelter in place restrictions to the County level. The current suspension of play is currently in place; however, shelter in place should begin shifting to social distancing based upon each county’s guidelines. This environment is fluid and is continually changing. A hopeful projection of return to play would be June 15<sup>th</sup>. Mustang Soccer will continue to monitor and adjust accordingly based upon the County’s directives.

For the last two weeks, F. Wilson has been formulating a Social Distance and Sanitation Protocol Plan with a taskforce consisting of soccer club directors and physicians. This collective best practice template is a guideline for return to play and has been sent to the County and the State for their review and feedback.

The eight page Social Distancing and Sanitation Protocol Plan was presented to the Board. Board discussion followed. Some items included in the plan consist of:

- Different entrance and exit gates will be used at the fields – a new gate will be installed on the lower turf field
- Participant waiver forms will be required to be signed by parents
- Players will wear masks in and out of fields then can be removed for practice
- Practice times will be staggered so players won’t be entering & exiting at same times
- Social distancing will be observed – during practice, water breaks, restroom breaks, entering/exiting the fields, dropoff, and pickup
- Signs will be posted as reminders
- Sanitation or handwashing stations will be added to entrance and exits

This original version is a most restrictive plan. As the environment changes, we will make modifications to the plan, but will continue to be cautious for the safety of our community.

R. Northing added that we want to be balanced with the way we start back - safely the right way at the right time. Mustang Soccer is researching other areas relating to sports played domestically and internationally, such as Texas, Arizona, and Denmark, to monitor how their return to play protocols are working.

In the coming weeks, Mustang Soccer will be holding webinars for our soccer community. These webinars will provide information and updates about our soccer season plans and help answer questions that parents may have. Also, these Clubwide webinars will be addressed to all levels of play in our Competitive and Recreational programs. Our goal is for parents to understand our modified plans and keep them informed until return to play can occur.

Lastly, a coach was seen at a local park with players which appeared to be a training session. This situation was addressed with the coach as coaching and trainings are not being allowed. This message had been previously communicated to our membership. F. Wilson will be emailing this week a “strong” communication to Mustang Soccer members to reiterate the message that no Mustang Soccer practices, games or training sessions are allowed at this time.

### **3.3. Registration and Current Budget Thinking Update**

R. Nowacek reported that our player registrations total was 2,741 through today, May 18 - as compared to 3,251 registered as of May 31, 2019. This number also represents an increase of 470 registered players since the last Board meeting which totaled 2,271 players. With Competitive teams almost finalized, competitive player registrations will continue to increase this month. Next, the focus on the Rec and RecPlus programs will occur. In addition, the early bird discount has been extended until June 1<sup>st</sup>.

Our budgeted total registered players of 3,420 continues to appear at a minimum achievable with 680 registrations needed. We should experience more registering on the recreation side once more is known about the timing of lifting the shelter in place restriction and webinar communications occur. By July 1<sup>st</sup>, registered numbers will be better known and our plan going forward can then be determined. Also, expense reductions should continue to be seen relating to electricity, water, and janitorial services. The receipt of PPP funds will cover payroll for the months of May and June.

J. Yarkin asked the question about the possibility of a delay start to our soccer season. F. Wilson responded that it could be a possibility; however, we lose access to all fields, excluding the Mustang Soccer Complex fields, the weekend before Thanksgiving. If the season were to experience a delay start, there would be less weekends of play; thus, doubling up of games on the weekends would be needed. This situation would then also require more referees for those weekends.

In addition, F. Wilson mentioned the possibility of the creation of new programs, such as a Rec Select Winter Program and Premier Winter League with December to February play.

## **4. COMMITTEE REPORTS**

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

Nothing to report.

## **5. Old Business**

### **5.1. AB5 Update**

F. Wilson reported more positive news relating to the AB5 exemption. The new youth sports coaching exemption is now part of the AB 1850, the compromise bill, introduced by Lorena Gonzales – who was the original author of AB5. We feel this is a move in the right direction and a better position for the AB 1850 compromise bill’s passage.

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

F. Wilson discussed the social media platforms that are being used in our Club – Twitter, Instagram, Facebook – which can be viewed on our website’s home page. Currently, we have 6-10 recent posts with 10,000 impressions (how many total times people have viewed it). This information shows us that we have social media content that is being viewed by many people. J. Doyle added that our players are being engaged with our posted social media challenges, such as the “garbage can” challenge and the “re-creation of a goal celebration” challenge.

R. Martinez discussed the new “Faces of Mustang” social media campaign. Different individuals will be selected across the entire organization. This person can be a part of any program, division, board member, director, coaching or admin staff. Our website and social media will feature a vignette about each “Face of Mustang”. The goal is continuing to build our community by creating a common bond around playing soccer.

### **5.3. Competitive Elite & Premier Team Formation & Communication**

J. Doyle reported that team formation communication was provided to all competitive player families. In lieu of a tryout, 2020/2021 competitive teams will remain the same as prior season. No changes would be made on team rosters, unless requested by the family for move down situations, player does not wish to return, or additional players are needed to complete a team roster. As a result of this team formation process, the Competitive Elite teams are fully formed. The Competitive Premier teams are in process as they began team formation after the Elite program. R. Martinez expressed his appreciation of F. Wilson, J. Owen, P. Uriz, J. Doyle and the Age Group Directors (AGDs) for their phenomenal work in completing zoom calls with coaches, AGDs and Directors in this new challenging remote driven environment. S. MacDougall echoed his sentiment by saying that their effort and dedication in this process was outstanding.

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

K. Downes provided the finalized artwork to Alpine. The design samples were printed on different color shirts. These samples were shown to the Board. It was agreed that the new logo design works and that no changes were needed. J. Doyle added that discussions with Soccer Pro and Nike have determined that all product, consisting of uniforms and coaches gear, will be delivered for our 2020/2021 season.

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

J. Doyle provided the final update about the elite coach evaluation process. A simple evaluation form will be used moving forward. The new evaluation process will utilize this form at the midpoint and end of soccer season in order to provide coach feedback and time for feedback implementation.

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

C. Rudberg discussed that RecPlus player registrations are approximately half of prior season. However, he is optimistic with the return to play plan in process that our programs will be starting in the Fall. The month of June will be focused on the recruitment of Recreational Division players.

C. Rudberg has sent emails for recruitment of RecPlus coaches. He is still monitoring player and coach registrants. He is also working on a future call with the Age Group Coordinators. In the coming weeks, the new coach interviews will begin. At this time, there are approximately 20 coaches that will be a part of the interview process – the majority of RecPlus coaches went through this process last season and will not need to be interviewed again this season. New coaches must attend a required coach meeting, which will include referee rules training and a coach training clinic.

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

M. Winter-Greene 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. Age Group Coordinators are still being recruited with three unfilled spots. M. Winter-Greene and T. McNutt have been working with R. Martinez on the “Faces of Mustang” social media campaign. In addition, the Mustang Soccer banner and patch have been used to promote our programs.

The Next Door online platform has not been used by Mustang Soccer in the past; M. Winter-Greene agreed to follow-up and determine whether this additional platform can be used as an additional promotion tool. R. Nowacek added that more focus relating to our Recreational programs should occur on our existing social platforms. J. Doyle will provide our newswriter with the contact information of C. Rudberg, M. Winter-Greene, and T. McNutt in order to write more Rec & RecPlus stories for our website and social media platforms.

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

J. Yarkin reported referee training sessions with CNRA are now being conducted on-line. Since in person field training is not able to happen, it will be even more important for a Jamboree type playdate to be held. This playdate will allow our new referees to receive actual on-field training by our experienced referees.

#### **5.8. Fields Update**

G. Luengo reported that the Town of Danville will be replacing the MTV turf since the turf was not holding up after only four years. A settlement was reached with the manufacturer so they are able to move forward with this project. The MTV turf replacement project is scheduled to begin in May with a completion date of July 4<sup>th</sup>. Per the Town Supervisor, the remaining fields are being mowed and fertilized. G. Luengo reported that our locked field equipment remains in good condition. Mustang Soccer Complex continues to be closed per County mandate.

#### **5.9. Tournaments Update**

Tournaments continue to be in a holding pattern. When the time is allowed for larger groups, G. Luengo will begin the coordination of a tournament type of play, but may be in a different format, such as a localized playdate on a smaller scale.

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

Nike and Soccer Pro will be ready for a new uniform buy cycle for the upcoming season. With this new information, C. Godinez will work on a no contact uniform ordering and distribution plan. L. Granados will be assisting her with this uniform process. In addition, coaches gear will be delivered in the June/July timeframe. New coach gear distribution will then be conducted in August after Alpine has completed the embroidery.

#### **5.11. Futsal Update**

A. Lobban's three year plan, completed prior to the lockdown, has not been halted by the current COVID 19 situation. A. Lobban has also been involved in a virtual platform for futsal. More information to follow at future board meetings.

### **6. New Business**

Nothing to report.

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