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BOARD OF DIRECTORS MEETING

May 24, 2021
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, K. Downes, R. Martinez, J. Doyle, M. Ennen, G. Luengo, D. Mann, C. Rudberg, J. Yarkin

Absent: T. McNutt, M. Winter-Greene, R. Swanson

Guests: J. Michel, J. Owen, F. Wilson

1. CONSENT AGENDA

MOTION: To approve the April 2021 Board Meeting Minutes as presented.

Moved: K. Downes; 2nd: J. Doyle; Passed: Unanimous.

2. PUBLIC COMMENTS/GOOD OF THE GAME

R. Northing shared that he is looking forward to moving back to a normalcy. An enormous amount of work has been completed throughout the COVID pandemic. Numerous phone calls and zoom meetings with external parties, such as the Health Departments of California and Contra Costa County, soccer organizations, leagues, along with internal meetings, communications, camp coordination, and SBA forgiven loan paperwork. All the effort and dedication has been greatly appreciated. All groups have been involved, from the Executive Committee members, Board members, Coaching Director, coaches, office staff, and especially F. Wilson. His commitment to Mustang Soccer has been exceptional during this pandemic.

R. Martinez add that Coaching Directors, P. Uriz and J. Owen, along with the Age Group Directors did a great job during tryouts. They assisted with coordination, setup, bib setup, and checkin which allowed the coaches to focus on evaluating the players for team formations.

The 2007B ECNL team was undefeated this Spring season with 5 wins and a tie and will be proceeding to the National Finals.

R. Northing attended the 2002/2003 signing ceremony which was coordinated by M. Kelley and A. Nowacek. The nice ceremony recognized our players that have committed to play College soccer.

3. OLD BUSINESS

3.1. Sponsorship Follow-up

Nothing to report.

3.2. Marketing and Communications

R. Northing provided an update about the new Marketing role. This role, initially as an independent contractor, will focus on Mustang Soccer's website, social media, and communications to our community. M. Durkee has been interviewed by the Executive Committee with the possibility of a June 1st start date.

3.3. Competitive Elite & Premier Update

J. Doyle reported that Elite teams have a few soccer games remaining to play in their short soccer season. Competitive Elite & ECNL tryouts have been completed while Competitive Premier are almost done. Mustang Soccer continues to ensure that all players at tryouts will get a personal call. D. Mann added that those personal calls to players and parents can be tough at times; however, the way that it is delivered is important. He was able to manage the Competitive side as the only Competitive Board Director this tryout season with the help of J. Owen, P. Uriz and F. Wilson.

3.4. Rec and RecPlus Update

C. Rudberg reported that the Registration numbers on the Recreational side are strong. The RecPlus side should receive more registrations once Premier tryouts are completed and players that did not make those teams register for the RecPlus Program. An Age Group Coordinator (AGC) meeting is scheduled for this week to discuss team formations, process, and request their help in promoting players to RecPlus.

3.5. Equipment Update

Nothing to report.

3.6. Referee Update

J. Yarkin reported that he has added two members to the Referee Committee. An onboarding lead will be assisting with Jamboree Tournament. New referees will be paired up with experienced referees as mentors for the new referees. A college student will be assisting with the Referee Social Media platform.

Currently, we have about 25 new referees to date. F. Wilson will be sending out an email to ECNL teams to incentivize the players to become a referee. The goal is to increase our referee pool.

J. Yarkin would like to reduce last minute changes to soccer schedules in the upcoming season. He will be meeting with F. Wilson and M. DeJesus to discuss ways to minimize schedule changes which impact referee re-scheduling. In addition, with a lack of referees, this season will be challenging. Some plans may consist of reducing referees per game if deemed necessary, ie. one referee per game instead of three. Referee shortage will continue to be addressed with various scenarios planned.

3.7. Tournament Update

G. Luengo reported that the College Showcase has been slated for Summer of 2022 in mid June. The next Mustang Soccer tournament planned will be the August 6th to 8th "Little" Stampede while the Older Boys/Girls Stampede will be held August 14/15. Currently, the Tournament Committee is working on the Stampede Tournament plans. The topic of using parent volunteers versus paid workers for upcoming tournament was discussed. If volunteers are going to be used again, it is

critical that communication is done early, like now, with the communication going to coaches and managers to explain why it is critical of volunteer usage for these events. A suggestion was made to examine future tournament outsourcing as an option with an estimated expense of \$10k to \$20k.

3.8. Sports Alliance Update

Nothing to report.

4. COMMITTEE REPORTS

4.1. Honor the Game

Nothing to report.

5. AGENDA ITEMS

5.1. Voice of the Coach

Nothing to report.

5.2. GM and Return to Play Update

F. Wilson reported our 06B team played a soccer game last weekend that resulted with two red cards and six yellow cards. The referees were being influenced by parents and coaches as they did not have control over the game. In another instance, U17G parents were seen yelling at the players on the field. J. Doyle added that this is not the correct way to behave in youth soccer.

F. Wilson discussed that he has been seeing this type of frustrated behavior recently across all sports spectrums. Our goal will be to keep everyone safe and sane by providing guidance and reminders of expected behavior. G. Luengo added that communication about expected behavior will be integral relating to Recreational teams as these issues have been seen in the past.

J. Doyle reported that he will be attending all coach meetings this summer and this important topic about expectations in particular with behavior will be addressed at these coaches meetings.

D. Mann addressed the parking situation now that return to play has begun. A suggestion was made to cone the first spots for assisting with traffic flow congestion and safety – especially for those known times when the Complex has multiple teams practicing or game playing. F. Wilson reminded the Board that a parking lot study was conducted about six years ago, which may need to be revisited relating to the parking lot traffic.

5.3. Transgender Policy

F. Wilson discussed that we follow US Soccer policy as we are a member of the US Soccer Federation. He read the below US Soccer Policy 601-5—Registration of Amateur Players pertaining to this topic. The Board members received an electronic version.

Policy 601-5—Registration of Amateur Players

Section 1. Restriction of Players

An amateur player (youth or adult) may not be restricted as to the team he/she may play for due to his/her race, religion or national origin. An amateur player may only be registered for one team at a time except as provided in the appropriate rules.

Section 6. Inclusion Policy

(A) To clarify the Bylaws, membership of the Federation is open to all soccer organizations and all soccer players, coaches, trainers, managers, administrators and officials without discrimination on the

basis of race, color, religion, age, sex, sexual orientation, gender identity, gender expression or national origin.

(B) For the purposes of registration on gender-based amateur teams, a player may register with the gender team with which the player identifies, and confirmation sufficient for guaranteeing access shall be satisfied by documentation or evidence that shows the stated gender is sincerely held, and part of a person's core identity. Documentation satisfying the herein stated standard includes, but is not limited to, government-issued documentation or documentation prepared by a health care provider, counselor, or other qualified professional not related to the player.

(C) This policy shall not apply to the Federation's National Teams programs, but application of this or a similar policy shall be re-evaluated at such time as FIFA addresses the issue

(D) This policy shall not apply to Professional Leagues

5.4. Registration Update and 2020/21 Fees Collections

R. Martinez reported that current registration numbers are 2,620 as of May 23rd. These numbers show an increase of 449 from 2,171 as of April 30th. Competitive Premier tryouts are in progress so Competitive registrations will still be coming in. We are in good shape to exceed our budget of 3,424 in registrations. For the three months ending April 30, 2021, revenues are approximately \$800,000 with net income of \$343,000.

Relating to 2020/2021 Spring Program Fees, program fees have been paid and any refunds were issued.

5.5. Mustang Email Updates

J. Michel reported that Mustang Soccer email accounts have been setup for each Board member. These board email accounts will forward any emails received to the personal email account of the Board member – unless instructed otherwise. The website will be updated in the coming week with the new Board mustangsoccer email accounts.

6. NEW BUSINESS

Nothing to report.

ADJOURNMENT: K. Downes adjourned the meeting at 8:40 p.m.