



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

BOARD OF DIRECTORS MEETING

September 20, 2021
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, K. Downes, R. Martinez, M. Ennen, D. Mann, T. McNutt, C. Rudberg,
R. Swanson, J. Yarkin

Absent: G. Luengo, M. Winter-Greene

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

1. CONSENT AGENDA

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

Moved: T. McNutt; 2nd: R. Northing; Passed: Unanimous.

2. PUBLIC COMMENTS/GOOD OF THE GAME

F. Wilson announced that Mustang Soccer home games had 100% referee coverage during the Fall Kick-off Weekend. Several NorCal league games, played in other areas, were cancelled due to referee shortages. J. Yarkin's work was completed two weeks in advance - outstanding job!

F. Wilson reported that a former Mustang Soccer and now MLS Earthquakes player, JT Marcinkowski, visited the Complex. He worked with the 2010B Elite team then offered a question-and-answer session after their practice. The team will be attending an Earthquakes soccer game in October and will watch two of our former Mustang Soccer players, JT Marcinkowski and Chris Wondolowski.

R. Northing expressed his gratitude for T. McNutt's work with the Recreational Youth Coaches program. This season, the youth coaches will be paired up with a volunteer parent coach. This pairing will allow the youth coaches to focus on the soccer training while the parent coach focuses on parent communication and administration.

3. AGENDA ITEMS

3.1. AGM Reminder

R. Northing provided a reminder of the Annual General Meeting (AGM) which is scheduled for Monday, November 15th at 7 p.m. The AGM will be held in the MSC upstairs conference room. Individually wrapped cookies and water will be provided this year.

The following awards which will be given at the AGM were discussed:

- Linda Ziemba Award: Volunteer of the Year Award in recognition for a person who generously volunteered their time and energy on behalf of the youth of the Mustang Soccer League
- Rick Samson Award: Alcaffodio/Volunteer Award for the Competitive Elite Youth Athletes
- Bob Oxenburgh "Honor the Game" Award: Presented to the individual who best exemplifies the spirit of honoring the game through their actions and sportsmanship, demonstrating to the children of youth that the game and it's values are more important than a victory. This award goes back to when PCA started in 1998 at Stanford. The idea is not to win at any cost. PCA wants every coach to be a double goal coach - winning and teaching life lessons.
- Kinnear Award: Competitive Coach of the Year – selected by the Coaching Directors
- Referee Awards: Male Youth Referee & Female Youth Referee, and Mike Shimansky Adult Referee of the Year Award - selected by Justin Yarkin, Referee Director
- Student Athlete Awards (SAA): Student Athlete Application Deadline: October 15th
Selected by SAA Committee

Board members were reminded to consider recipients for the above awards. These nominee names will be further discussed and award recipients determined during the October Board meeting. A reminder email to send nominee names to J. Michel will be sent a week prior to the Board meeting.

In addition, those volunteers to be recognized at the AGM with their names being printed in the program, should be forwarded to S. Ahn by October 15.

3.2. Nominating Committee Update

C. Rudberg reported that four of the five Nominating Committee members have been selected. Those four Nominating Committee members are S. Blackman, R. Wodehouse, K. Cesio and C. Rudberg. The fifth Nominating Committee member will be selected at next week's meeting by the four members. G. Luengo assisted with the Nominating Committee timeline. A separate email to membership will be sent this week to only include the important topics of Board interest and Student Athlete Award Applications. In addition, social media platforms will be used to spread the messages.

After the August Closed Session Board meeting, the Board positions now up for election at the November AGM are:

- Vice President
- Recreational Director, Boys
- Parliamentarian

The 2021 Nominating Committee will continue with their work, and their slate will be finalized and emailed by October 15th - within 30 days of the AGM on November 15th.

3.3. Tournament Update

R. Northing reported that the Executive Committee held a September meeting with G. Luengo. He provided a Stampede Tournament update with suggested approaches for future tournaments. An outsourcing option was discussed. This approach would require a Tournament Liaison since pre work will still be involved. Pre work would include reservation of field and portable units, physical equipment and tent delivery, along with goal setups. Tournament fees would be increased to cover these outsourced costs. The outsourcing approach will be utilized for our next tournament, Winter Turf. This event is a smaller scale tournament and is planned for mid December 2021.

J. Yarkin suggested a new future tournament event format - a larger scale soccer tournament hosted by Mustang Soccer and nearby local soccer clubs. F. Wilson mentioned that this type of large scale tournament, Silver/Bronze Tournament, was conducted about seven years ago between Mustang Soccer, Pleasanton and Walnut Creek. If we decided to begin a new larger scale tournament, we would want to be responsible for hosting the tournament games for the top teams. Many logistics would be determined with advance planning based upon field locations, participating Clubs, and determining where different levels would play.

3.4. Registration Update for 2022 and Budget Update

R. Martinez reported that current registration numbers are 4,178 as of September 18, which is in line with our precovid registrants of 4,281. Our financials are in line to breakeven. More in depth analysis and cash flow projections are in progress for fiscal year end January 31, 2022.

Soccer trends, such as Super Teams being formed in San Jose and MLS Next Platform, were discussed. Super teams groups charge players much higher fees in the range of \$7-8k to cover their higher salary overhead costs. Those teams part of the MLS Next platform may play only 3 MLS type competition games which is not always regional travel. More out of state travel will occur. Our players want to play high school soccer, which MLS Next players are not allowed.

As we enhance our training programs, maintain quality coaches and retain great athletes, we will have continued success. Recently, Henry Foulk was hired at Mustang Soccer to differentiate our goalkeeping program. This type of coach and program addition will bring and keep high caliber players at Mustang.

3.5. Executive Director Update, Current Covid Status, and Fall Season Kick-off

F. Wilson discussed that the coaching directors are examining ways to assist coaches by enhancing our player development program while also retaining our coaching staff. Five year forecasting is in progress to solidify Mustang Soccer as the destination soccer club and move forward as such.

F. Wilson discussed that there was an uptick in covid cases through the community and schools as predicted with the start of school in August. He is continuing to track and contact parents at Mustang Soccer based upon a Mustang Soccer Covid-19 Reporting Form located on our website. Approximately 65 kids have been tracked. No single covid transmission has occurred on the soccer fields that we have seen. Our covid protocols have been aligned with the school. Recently, covid cases have been shrinking as we move into the cold and flu season.

Fall Season Kick Off has begun as teams are playing soccer games at all levels. Recreational and RecPlus teams are participating in the Fall season as we come out of a no rec game play due to the covid pandemic. We have began playing league games for our Competitive teams. After the first weekend, there were a few teams which did not put away their equipment as they were the last game of the day. We had no issues with equipment this past weekend.

4. COMMITTEE REPORTS

4.1. Honor the Game

Five red cards were given by the referees. Three of these red cards were in one game, with two Mustang soccer players receiving them. These are good learning opportunities for our players. J. Yarkin will be following up with referees for training purposes.

5. OLD BUSINESS

5.1. Futsal Plans

F. Wilson announced that Mustang Soccer would be partnering up with Enrique Periera and competitive futsal. Enrique Periera is part of Diablo Fusal and is a phenomenal futsal trainer. With this access to one of the best futsal trainers, he will provide his futsal expertise to the Mustang Soccer community.

Mustang Soccer future futsal plans:

- Incorporate futsal into our competitive programs (U8 to U12/14) by offering an additional futsal practice day each week. Future program fee increase will absorb these futsal costs.
- Move the program in-house by offering supplemental trainings 3 to 4 times per year in the June and December timeframes. Fees will be charged outside of program fees.
- Participate in Diablo Futsal League. Fees will be charged outside of program fees.
- Continue participation in Diablo Futsal Champions Cup series.

We will purchase an all weather outdoor futsal court that will be placed at the MSC in the upper field grass section. Referees would be needed and trained for these futsal games.

5.2. Marketing and Communications

R. Northing reminded members that M. Durkee is a resource and to continue utilizing her for future communications. For important information, a separate communication will be sent in order prevent diluting with long emails. J. Yarkin added that he has recently been working with M. Durkee on referee material which was sent out immediately.

5.3. Competitive Elite & Premier Update

D. Mann reported that Directors are in the process of revamping their own board reports. Attendance with Comp Elite third team players has been a challenge for our coaches. Premier teams have strong players that could be playing at the Competitive Elite level. We will continue to examine the U9-U12 player pool in the future. We should encourage those players to move up to Elite if the player is capable of that level of play; however, some families do have a particular reason for staying at the Premier level.

Directors are working on a One Vision Methodology and Coach Development. This information will be provided to M. Durkee in order to assist in creating a one to two page summary.

5.4. Rec Update

Fall season games started on September 11th. A few coaches needed assistance in locating gamecards and entering game scores, but no calls from parents or coaches have been received.

During a U12 girls game, two players from the same team broke their arms. That particular age group could not be broken out as age specific since there were not enough players. Parent referees tended not to be vocal during the game. Board discussion followed. Younger paid referees may not be the solution; possibly more parents on team volunteer to referee games.

5.5. RecPlus Update

C. Rudberg announced that the Saddleback Tournament will be played this weekend at four different field locations: Sycamore, MSC, MTV, and Osage Park. This tournament is solely for Mustang Soccer's players registered in the RecPlus Program. A request for help may be needed to distribute the medals on Sunday.

5.6. Equipment Update

K. Downes discussed the Nike supply shortage and suggested that we look into soccer.com for shortage items, such as socks, jerseys.

5.7. Referee Update

J. Yarkin reported that the Grade 9 Referee Course was recorded during the most recent in person class. This three to four hour recording will now be available on-line for our parents to watch.

F. Wilson reported that last Tuesday, J. Yarkin only had 2 games that were in need of referees. Prior to his joining, there were typically 10-15 games on Friday that still did not have referees.

R. Northing thanked J. Yarkin for all his work on the referee side.

5.8. Fields and Sports Alliance Update

Nothing to report.

6. NEW BUSINESS

M. Ennen brought up a topic for discussion - whether a board director role should be added for player advancement between the Recreational and Competitive Premier teams. Board discussion followed. Coaching Directors currently work in this role and continue to do well. By creating Rec Select teams for a winter league play, this new program would form Rec Allstar Teams through a tryout process which would lead to bridging those Rec players to the Competitive Premier program.

M. Ennen asked when the next evaluation forms for our competitive coaches would be sent to families for completion. Pre covid, the coach evaluation process was changed to twice a year – in October and the Spring. This change in frequency would assist in providing more feedback to Mustang Soccer coaches throughout the season rather than only at the end of the season.

ADJOURNMENT: R. Northing adjourned the meeting at 9:20 p.m.