



**San Ramon Soccer
2206 Camino Ramon, Suite E
San Ramon, CA 94583
Board of Directors Meeting
Minutes**

April 10, 2013

The April 10, 2013 regular meeting of the San Ramon Soccer Board of Directors was called to order at 7:36 pm. Roll call was taken and quorum certified.

Board Attendees: Mr. Warrington, Ms. Ellicott-Pesic, Ms. Franza, Mr. Balza, Mr. Ramirez, and Mr. Yolland. Mr. Balza joined later in the meeting. From the staff, Mr. Kepcija, Mr. Mittler, Ms. McQuiston and Ms. Holden attended. Mr. Todd Diehl also attended representing the Referee Committee.

Absent Board Members: Mr. Bried, Mr. Lum and Mr. Giffin

Introduction of Guests

Mr. Warrington introduced guest Jan DeVilbiss, who is considering Board membership.

Public Comment

There was no public comment.

Approval of Minutes

Without objections, the minutes were approved as presented and filed for audit. The Board confirmed that attachments to minutes will be placed in the Board binder available in the SRS Office, but will not be in the online courtesy copy of the minutes placed on the SRS website.

Electronic Voting

On March 19, Steve Bried moved to approve the U14-U19 Girls and Boys coaches for the 2013-14 season. Mark Warrington seconded the motion. Motion Carried unanimously with all participating in the vote except for Mr. Balza who was not available to respond.

GIRLS

U15: David Coroner (1st), Luke Worley (2nd), Francisco Munoz (3rd)

U16: David Gold (1st), Robb Pandolfo (2nd)

U17/18: Luke Worley (1st), Zlatko Tomic (2nd)

BOYS:

U15: Dan Diodati

U16: David Gold

U17: Pat Pawlowski

U18: Andrew Lamont

President's Report

Mr. Warrington discussed the need to maximize our use of Korrio and move team communications and schedules to Korrio so that they are fully functional by July 8 when teams return from summer break. The Board discussed the need to schedule training sessions in June to train coaches and team managers.

VP of Admin Report

Ms. Ellicott-Pesic reported that we should be able to finalize the updated Technical Director and General Manager employment letters and job descriptions. The bylaws draft is also in progress.

VP of Finance Report

No report.

VP Ops Report

Mr. Diehl made himself available for questions about the referees and the Referee Committee. Mr. Diehl reported that per NorCal rules this year, there will only be a single referee provided for U8 and U9 players. Soccer clubs can encourage parent volunteers to work the A/R roles (one from each team). NorCal is not encouraging off-sides calls for this age group. For the U10 and up age groups, all three referees will be provided for spring league games. In the fall season, U8-U10 age groups will have one single referee assigned with optional parent volunteers working the A/R judge positions. For Fall U11 and up age groups, all three referees will be provided.

Mr. Diehl explained that clubs hosting tournaments can decide whether to follow the NorCal rules or provide all three referees. There's nothing preventing a club from providing all three referees for any game.

Mr. Diehl discussed a possible adult referee training program for U6-U8 REC players. The program would provide one evening session training opportunity to become A/R judges. These parent volunteer A/R judges would be on the REC game fields, instead of coaches and would officiate the REC games for this age level. Another goal of this program would be to start training and developing additional referee resources as these players age up and the parents might then be available as refs for older age groups.

The Board discussed getting out a flier and communications to REC parents to encourage them to take the training. This program would provide for volunteer deposit refunds.

Ms. Franza moved to approve a Referee-In-Training Program to train adult volunteers, particularly focused on recruiting U6-U8 parent volunteers. Cost of the training would include (trainers, t-shirts) and would be no more than \$750, paid out of the REC and/or referee line/ budget item (to be determined by Ms. Franza and Mr. Balza based on available funding). Attending training and at least 4 games would make them eligible for volunteer refund (signed off by the team coach). Mr. Yolland seconded the motion. Motion carried unanimously.

Mr. Diehl will work with Mr. Nagler to address how referee information is accessed in Korrio. Mr. Diehl asked that the Board share any spring league referee issues or feedback with him. As was the case in SRS COMP games last year, teams will sit on the same side of the field as their own parents, though separated and down the line from the parents.

VP of COMP Report

Mr. Bried was traveling and unable to attend the meeting.

The Board discussed the need to have a post competitive try-out survey both on how try-outs went and why players choose not to try out or why they chose not to join SRS in the coming COMP year.

The survey would include details of what the player chose to do instead and why (e.g., join a different club or focus on a different sport). Mr. Kepcija and Mr. Mittler agreed to create a survey and review it with Mr. Warrington, Mr. Bried and Ms. Holden before it goes out. The Survey is to go out in April and results will be shared with the Board at the next Board meeting.

VP of REC Report

The Board reviewed the report provided by Mr. Cervantes and Mr. Rogers.

Mr. Yolland moved to extend early bird pricing for 2013 Fall REC registration to May 3rd. Mr. Ramirez seconded the motion. Motion carried unanimously.

Ms. Franza moved to refund 100% of Peter Gow's registration fees for the 2013-14 season, including the \$125 non-refundable volunteer fee, in recognition of his years of service with San Ramon Soccer. Mr. Ramirez seconded the motion. Motion carried unanimously.

Staff Reports

Technical Director

Mr. Kepcija provided a summary of the proposed Coaches Apprentice Program.

The program would allow SRS to identify and train talented, young coaches who are not yet ready to coach on their own. By pairing these young, less experienced coaches with experienced coaches SRS could create a group of talented competitive coaching candidates trained in the SRS curriculum, culture, philosophy and training methods.

The objectives of the program would be to identify, hire and train talented individuals capable of becoming high performing youth soccer coaches. This program would also serve to help resolve an identified problem of lack of female coaches in SRS. Nearly half of the San Ramon Soccer COMP and Copper Select players are female, however we have no female Competitive coaches. Special efforts will be made to identify and recruit female candidates to apply for these positions to help create a pool of qualified female candidates from which to choose, with an ultimate goal of increase the representation of women in SRS coaching. Successfully trained apprentices will provide to SRS a pool of trained candidates as future COMP coaches for SRS in following years.

The Board discussed how travel expenses would be addressed for the apprentices. Mr. Kepcija explained that teams would not be required to pay for the apprentice's travel, but nor would SRS. The apprentices would not be expected to travel as part of their jobs as there is no budget for travel in this program. It was also explained that while the apprentices might help substitute for the head coach in a practice or game, new apprentices would not be in a position to run a team by themselves for a practice or a game unless they were qualified to do so and Mr. Kepcija approved the apprentice to substitute after confirming they were qualified to do so. To the extent apprentices also participated in Jr. AZURI, clinics, camps or other activities, they would be compensated out of those budgets and not the apprentice budget. The apprentices would be hired as employees, subject to a background check and the same requirements, processes and rules as other coaches and employees.

Mr. Yolland moved to approve a Coaches Apprentice program to hire up to five (5) Apprentice Assistant Coaches for the COMP program for 2013 at a cost of up to \$1400 each to paid for out of the savings realized in the existing COMP coaches salary budget. Efforts will be made to encourage qualified female applicants to apply in order to help address the existing issues of nearly 50% COMP female players and no female COMP coaches in SRS. Ms. Franza seconded the motion. Motion carried unanimously.

Mr. Kepcija reported that he has reached agreement with MARIMA to for the second year, license a Dinamo Zagreb id camp for San Ramon Soccer this summer. He proposes that SRS enter into a

two year agreement with MARIMA (who is the exclusive license holder in the US) to do the one-week camps at a price of \$9000 each (\$1000 discount each year from the \$10,000 license fee) one in the summer of 2013 and one in the summer of 2014. Mr. Kepcija was happy with the camp last year and explained that although we lost some money on the camp last year, it was because we did not have City approval for fields and was not able to market the camp early enough. He believes this camp will more than pay for itself since we were able to secure fields much earlier in the process and can market the camp much earlier.

The Dinamo camp is scheduled for June. The cost is \$265 for the participant if they register by May 1. Coaches are talking about the camps to their teams and it was in the last bulletin. Registration is now open.

Mr. Ramirez moved to approve the contract with MARIMA to obtain licenses for 2013 and 2014 to hold one-week summer camps at a cost of \$9000 each, coaching and curriculum to be provided by MARIMA. Two-year contract provides \$1000 discount each year for signing two-year agreement. Ms. Franza seconded the motion. Motion carried unanimously.

Mr. Kepcija provided an update on the status of the after school program at Iron Horse Middle School, approved by the Board in March. The program did not get started and has been put on hold. There had been agreement to use the MPR facility at Iron Horse, but later, SRS was told that the school did not have the authority to rent out the facility -- only the City of San Ramon had that authority after school. Apparently there's an exclusive use agreement with the City after hours. The Board discussed checking with Gale Ranch to see if we could use that facility instead.

The City of San Ramon is asking for 20% of total revenue in addition to field rental for these kinds of activities. Mr. Warrington, Mr. Kepcija, Mr. Mittler and Mr. Ramirez will try to set up a meeting with the Mayor of San Ramon to discuss these issues.

General Manager

Mr. Mittler provided a brief update on a possible Earthquakes ticket sales fundraiser. The Board agreed to refer such a possible event to the Special Events Committee, with the direction to target a July game.

Mr. Mittler provided an update on the status of the Adidas contract and an overview of the contract terms.

Ms. Franza moved to approve the Adidas Contract as presented. Mr. Yolland seconded the motion. Motion carried unanimously.

Office Manager

Ms. McQuiston provided an update on registration numbers to date for REC, COMP and Copper Select players.

Ms. McQuiston reported that Leera Patel has accepted the Office Assistant position and will be in the office Monday through Friday from 10:00 am to 1:00 pm.

Equipment Manager

Did not attend the meeting. No report.

Ms. Franza provided an update informing the Board the goals at Tiffany Roberts have been anchored. Some maintenance is needed. Still working on the inventory of goals, but it's been problematic because the goals keep getting moved from field to field, so more difficult to confirm the inventory. There are a number of goal nets that need to be replaced or maintained.

Communications Director

Ms. Holden attended and presented an update on REC registration marketing efforts. The post cards went out to families in the San Ramon valley.

Ms. Holden mentioned that there may be an opportunity to have a booth at the Annual Art & Wind Festival. She is not available that weekend to staff the booth. The Board agreed to refer the opportunity to the Special Events Committee to consider.

The new logo AZURI magnets are in. They will be distributed so that every COMP member gets one. Ms. Holden will make sure they get to Team Managers to distribute.

The Board also discussed purchasing an additional 2000 SRS magnets out of the marketing budget to give to REC members in the fall. No motion was made as it was agreed Ms. Holden's budget covers the expense.

The Board discussed the current status of the Korrio website transition and the registration system. There are some remaining issues that need to be addressed. Mr. Mittler, Mr. Nagler, Mr. Warrington and Mr. McQuiston will work together to contact someone at a higher level at Korrio to address problems and reach resolution so that we will have a system fully functional no later than the start of the summer season.

Mr. Yolland moved that the Board allocate up to \$1000 to be paid out of the reserve budget to bring in a free lance web professional to help transition to Korrio. Mr. Warrington seconded the motion. Motion carried unanimously.

Standard Committee Reports

Rules & Regs/Bylaws

Mr. Ramirez deferred the report and discussion until EC meets and addresses Board and Staff organization. Ms. Ellicott-Pesic is working on the draft bylaws rewrite and hopes to have a draft for the next Executive Board or Board Meeting.

Finance Review

Mr. Yolland had no updates for this month and was available for any questions.

Nominating Committee

No report.

Special Committee Reports

Tournaments

Mr. Ramirez provided an update on the status of tournament planning. So far, there are twelve teams registered for the SRS AZURI Classic in July (which is for Silver and up teams). Mr. Ramirez needs Mr. Nagler and Mr. Balza's assistance to get the splash pages on Korrio and Demosphere updated and current. The committee is working on fields for the tournament.

For the August Copper Select tournament, similiar planning is underway.

Mr. Ramirez will find out the status of possible sponsorships when he speaks to Mr. Lum.

Facilities

Mr. Mittler provided a brief update on a possible futsal/office space facility that SRS is exploring. Mr. Mittler made an offer for the facility on Alcosta. He doesn't have any specifics now but believes we may hear back from the owner of the space to discuss possible terms soon.

Special Events

Mr. Ramirez provided an update on the upcoming Breezy event on April 20. There will be a Breezy event meeting on Friday night.

Mr. Ramirez is working with Carolyn regarding the 40th Anniversary event and on the Movie Night.

Other Coordinator Reports

None.

New Business

None.

Review of Action Items

None.

Adjournment

There being no further business before the Board, Mr. Warrington adjourned the meeting at 10:25 pm.

Heidi Ellicott-Pesic
SRS Board of Directors
VP of Administration