



**Meeting Minutes**  
**Board of Directors Meeting**  
**Thursday, June 14, 2007**  
**2206 Camino Ramon, Suite B**

**1. CALL TO ORDER: 7:32pm**

**2. ROLL CALL (✓ = present) (A = absent)**

- 2.1. Mark Allen (2) ✓
- 2.2. Steve Chiapetto (2) A
- 2.3. Mike Di Geronimo (1) ✓
- 2.4. Judith Dilling (1) ✓
- 2.5. Tom Giansante (1) A
- 2.6. Chris Hayes (2) ✓
- 2.7. Tracey Hughes (2) ✓
- 2.8. Rob Kutscher (2) ✓
- 2.9. Ruben Molina (2) ✓
- 2.10. Roy Nelson (1) ✓
- 2.11. Gary Nishida (1) ✓
- 2.12. Jennifer Patteson (2) ✓
- 2.13. Bob Rigel (1) ✓
- 2.14. Scott Swisher (2) ✓
- 2.15. Tim Waterson (1) ✓
- 2.16. Trevor Weeks (1) ✓

2.17. Terry Weekes - Director of Coaching and Player Development ✓

2.18. Associate Members present: Scott Dilling, Tom McConnell

**3. INTRODUCTION OF GUESTS/VISITORS**

**3.1. Dave, Elaine and Madison Harmer**

Mr. & Mrs. Harmer were requesting the club to consider allowing their daughter (Madison) the opportunity to play on Coach Maurice's U12 Rec+ team given the enjoyment she had during last season. Mr. Harmer felt that his daughter was physically capable of 'playing up' two levels in age given her size and abilities on the soccer field.

Chris Hayes (Rec+ Coordinator) appreciated their request; however the decision was more to do with availability within that age group. Currently, there are many U14 players that are on a waiting list due to a shortage of coaches and teams. The priority goes first with players that logically fit into the U14 age group, then next for players that desire to play up within the next age group. Thus, Chris is unable to support this request at this time.

**3.2. Maurice L'Estrange**

'Coach Mo' was in attendance to support The Harmer's request by noting that Madison's does in fact have the ability to play within the U14 Rec+ age group since she was one of the top players on last year's team. He noted that in reality she should be playing on a Competitive team.

San Ramon Soccer – Board of Directors Meeting  
May 10, 2007 – Cont'd.

**3.3. Wendy Feldman**

Ms. Feldman wanted to reiterate several points that were made within correspondences made with the Board, including that what is best for the Players and the Club should come first at all times. Additionally, Ms. Feldman stated that every point made within her correspondences was true, though believed that some team and Board members were not coming forward to support her due to possible retribution.

Chris assured Ms. Feldman that during the course of his investigation, he informed each person of the confidentiality of their answers to questions during the process so that all information can be completely anonymous. Chris appreciated Ms. Feldman for her willingness to bring her issues and concerns to the Board, and noted that we tried to validate the three critical points which we identified within her letter, but were unable to do so.

**4. PUBLIC COMMENT**

**5. AGENDA, MINUTES FOR APRIL 2007 MEETING**

**5.1. Approval of May Meeting Minutes**

Ruben noted that Donna Kerger (D3 Commissioner) agreed to review the SRS request to CYSA-North for an age group change in the Valley Cup Tournament. (During Donna's 'Public Comment' to the SRS Board, Mark Allen asked Donna to look into why SRS could not update the tournament's age group (as per a representative of D3) to include U11 B/G since this was an apparent misunderstanding during submission of the application to CYSA-N; Donna agreed to look into this and get back to SRS). Tracy motioned to approve with the amended information, Roy second; Approve: Bob, Jennifer, Judy, Mike, Rob, Roy, Ruben, Scott, Tim, Tracey, Trevor; Abstain: Chris, Gary, Mark. Motion Carried.

**6. URGENT NEW BUSINESS**

**6.1. None**

**7. DIRECTOR OF COACHING REPORT —Terry Weekes**

**7.1. Report provided via E-mail prior to meeting**

**7.2. Valley Cup:** A total of 51 teams have been confirmed to date for the Valley Cup within the Competitive division, with 13 open slots (two girls, 11 boys); the VC Committee has received \$11k in advertising revenue.

**7.3. Coaching Approvals:** Terry had submitted in advance of the meeting a list of D3 coaches the require Board approval; Roy moved to approve the list of coaches as per Terry's list; Tracey second; Approve: All except Judy (Abstain). Motion Carried.

**8. CORRESPONDENCE**

**8.1. Richard Israel Letter to Board:** No discussion though Chris did speak with Mr. Israel shortly after reading his emailed letter.

**9. PRESIDENT'S REPORT – Chris Hayes:**

**9.1. District 3 Report**

San Ramon Soccer – Board of Directors Meeting  
May 10, 2007 – Cont'd.

- 9.1.1. **President's Workshop:** Chris attended the CYSA North sponsored event, and noted several interesting presentations / discussions including John Murphy (Sideline Behavior); an author's view regarding the over-pressuring of kids in youth sport by parents (reported in a SF Gate article), and the topic of Employee vs. 3<sup>rd</sup>-Party Contractor. This particular issue is receiving a significant amount of interest given that the IRS has fined a couple of east-coast clubs for inaccurate classification of long-term staff. Chris said that the audience was advised by the presenter that almost certainly, all paid personnel should be either employees of the club, or of a third party firm to which the soccer club makes one payment, and that clubs should definitely take out Workers' Comp insurance, and withholdings as applicable. This matter is being reviewed by the Executive Committee for possible changes to SRS contracted staff in 2008. Chris distributed copies of all the presentations to the BoD, together with one copy of the author's book for the club, which had been donated by the District Commissioner.
- 9.1.2. **D3 Meeting:** Key positions are not filled within the D3 structure including Treasurer; Commissioner Donna Kerger is requesting that the D3 Leagues help fill the open slots from club volunteers. AC and GSSL Coaches meetings are coming up; State referee payments are being worked out; League Insurance Certification documents are due for Liability Insurance; Tournament Manuals are forthcoming (end of July); Discussion on the USSF National Academy (U16/U18 B to start).
- 9.1.3. **D3:** Class IV U16-19 Copper – applications are due by August 4<sup>th</sup> – to Brian Leonard.
- 9.2. **Resignation:** Chris stated that after careful consideration, he has decided to step down from the President's position but would remain on the Board. Chris thanked various Board members for their support while he was President.

Mark stated that per our By-Laws, the VP of Administration assumes the role of President effective immediately – that being Mark. Mark asked if anyone on the Board had any issues with him assuming the Presidency. There were no concerns. The VP-Admin. role thus became open for non-Executive Committee members to step into. There were no initial volunteers. Mark asked Judy Dilling to consider the position, which she agreed to be considered.

Roy motioned to nominate Judy Dilling as VP of Administration, 2<sup>nd</sup> by Mike; Approved: Unanimous. Motion carried. Judy Dilling assumed the role of VP – Administration effective immediately.

Chris agreed to continue leading the current Board Meeting through the evening.

## COMMITTEE REPORTS

### 10. FINANCE VP – Gary Nishida

- 10.1. **Treasurer's Report** – Gary Nishida: No report submitted, though Gary promised to generate & distribute a financial report by the next day. Gary was working on several activities, including checks for Valley Cup, 'Contractor vs. Employee' issue and completion of the club's 2007 tax filing.
- 10.2. **Marketing/Booster/sponsorship** – Rob Kutscher: Report via e-mail provided prior to meeting. Rob presented the proposed Sponsorship Program concept. With much discussion, Rob agreed to put more details into program for presentation at the next Board meeting
- 10.3. **Snack Bar:** No Report

San Ramon Soccer – Board of Directors Meeting  
May 10, 2007 – Cont'd.

**10.4. Volunteer Coordinator – Scott Dilling:** No report; another batch of volunteer deposit refunds are in process for Tracey; Scott has an updated Volunteer list.

**10.5. Financial Aid – Ruben Molina:** Report provided

10.5.1. AC Meeting: Scheduled for 8/14; by July 10th, the regular season schedule should be available.

10.5.2. Merging of U17-19B Bronze: The U17 and U19 boys bronze divisions in AC will be combined into one age group due to the shortage of teams. There will be a U16 group and the next group up will be U19.

10.6. Financial Review Committee – Tom Giansante: Report provided via e-mail indicating that he is working with Ann Tontz. The program would review not only transactions but also budget and performance to the budget, perhaps on a quarterly basis; also look at controls.

**11. ADMINISTRATION VP – Mark Allen**

Mark asked that Board members remember to clean up after office activities, and return table/chairs back to more normal settings; turn off computer prior to leaving office. Also, Mark will be on vacation during next Board meeting (Roy will lead July Board meeting).

**11.1. Registrar's Report -- Judith Dilling** (Report provided via e-mail)

11.1.1. There is a considerable 'wait list' for kids attempting to play on SRS teams

11.1.2. All Competitive Division packets are done, except for some lamination of player passes.

11.1.3. D3 Check in scheduled for June 27<sup>th</sup>.

**11.2. Scholar Athlete Program - Isabel Lau:** No Report

**11.3. Website Administrator – Rubin Molina:** Report provided  
Various changes and postings -- Photo Day, Referee schedules, Uniform recycling, Terry Weekes camp -- made to website; competitive rosters posted for each age group, some cosmetic changes; Sponsors not yet posted; Admin Logins for Rec AGC's not completed yet.

**11.4. Communication Director – Scott Dilling** (no report)

**11.5. Tournaments**

**11.5.1. Valley Cup Update:** Terry Weekes: Discussed during Terry's earlier report

**11.5.2. Scramble:** Rob Kutscher – working to update SRS website

**11.5.3. Halloween Tournament:** Mark Allen – website is updated, and we have received a large number of applications for the tournament.

**12. OPERATIONS VP – Roy Nelson**

**12.1. VP Ops Report - Roy Nelson:** We have switched out the initially-planned duffle bag for a new one.

**12.2. Equipment Mgr & Field Maintenance – Tom Giansante:** Report provided via e-mail.

**12.3. League Match – Jennifer Patteson:** No Report (no activity)

**12.4. Team Parent Coordinator – Scott Swisher:** Report provided via e-mail

**12.5. Uniform Coordinator – Tracey Hughes –** report provided via e-mail

San Ramon Soccer – Board of Directors Meeting  
May 10, 2007 – Cont'd.

- 12.5.1. Clarification on Soccer Pro Discounts: s/b 40% for Board Members, 20% for Trainers & Coaches and 10% for Parents/Players
- 12.5.2. Miscommunication on embroidery/etching: thus, teams will have an additional \$6.52 per player fee which Tracey will communicate to Team Managers..
- 12.5.3. Uniform Fittings are going fine
- 12.5.4. Duplicate numbers for Rec team players are okay, per Board discussion.
- 12.5.5. Per Ruben, at least one team has an issue with the sock color for Girls 'Away' Uniform (all white), the light blue stripes are a different color than logo (dark blue). There was discussion on this matter, and Ruben motioned to change the sock color to all white. A majority of the Board had concerns over returning hundreds of pairs of socks while re-ordering the same amount – with little time nor advanced notice to Adidas and Soccer Pro. Most felt that this proposal did not warrant the change. There was no 2<sup>nd</sup> to Ruben's motion. Motion was not moved to a vote.

**12.6. Referee Coordinator – Bob Rigel:** Report provided via e-mail

- 12.6.1. Rec Referee Program Proposal: Bob motioned to accept the proposed referee programs as outlined in the advanced materials provided within his e-mail, Jennifer 2<sup>nd</sup>; Approve: unanimous. Motion carried.

**12.7. Practice Fields Coordinator – Jennifer Patteson:** Report provided via e-mail

**13. RECREATIONAL PROGRAM VP – Tim Waterson**

**13.1. VP Rec Report – Tim Waterson:**

- 13.1.1. Coaches meeting scheduled for July
- 13.1.2. Equipment Proposal for Rec Coaches: This proposal was discussed at a prior Board meeting whereby a partial expense was approved by the Board – due to little information and details were available at the time. Tim would review the proposal, provide more information and possible request an e-mail vote to get the items approved for the Rec program prior to the start of the season.

**13.2. Rec Plus Program – Chris Hayes:** Report provided via e-mail.

**14. COMPETITIVE PROGRAM VP – Mike DiGeronimo**

- 14.1. **VP Comp Report – Mike DiGeronimo:** The Adidas contract was amended to reflect the correct number of Rec and Competitive players and teams. The contract will be forwarded to Mark Allen for his review and signature.
- 14.2. **AC Report – Ruben Molina:** Information was discussed in a prior discussion and included within Ruben's report.
- 14.3. **GSSL Report – Scott Swisher:** Overall, five teams within competitive division have possible issues and a couple of team challenges within GSSL application process, though Scott felt that we were in good shape for the upcoming meeting with the GSSL committee

**15. UNFINISHED/OLD BUSINESS:**

**16. NEW BUSINESS:**

San Ramon Soccer – Board of Directors Meeting  
May 10, 2007 – Cont'd.

**16.1. SRS Policy – Branding/Logos on warm up, bags (not uniforms)**

There was much discussion surrounding the current policy on branding and logos of sponsors for SRS warm ups and uniforms. Effectively, there is no current limitation for teams to place sponsorship logos onto items other than the uniform.

**16.2. Rec+ Rule Change Proposal (Chris Hayes)**

The proposal was 1) Reduce the maximum numbers of players on the field from 9 to 8 and 2) Reduce the minimum number of players on the field from 6 to five.

Tracey motioned to approve these two Rec+ rule changes, Roy 2<sup>nd</sup> the motion;  
Approve: All except Jennifer (abstained). Motion carried.

**17. GOOD OF THE GAME:**

**18. ADJOURNMENT: 10:35pm**

CLOSED SESSION

➤ **DCPD – Option year to contract**

**UPCOMING DATES:**

6/28 – EC Meeting

7/12 – July BOD Meeting