

Hartwell Board of Directors
Meeting Minutes

Monday, August 2, 2010, 7 PM (rescheduled July Meeting)
Location – Glastonbury High School Room B104

Planned Attendees: Janine Batson, Mary Kay Brophy, Sue Buckley, Tim Cavanaugh, Sandy Gardner, Joan Norman, Jim Wadleigh

Not Attending : Joe Andrade, Dave Baker, Matt Cameron, Bill Haddad

Guests: N/A

Meeting was initiated at 7:15 PM.

June Board Meeting minutes were accepted.

Open Positions

Mary Kay will follow up with Laura Hecker on the procurement Open Position since her children made travel teams.

Joanne Marcoux is a candidate for Treasurer. The board will interview her. Janine will be formally ending her role on 12/31/2010. Janine thinks it should be a two year commitment minimum. Joanne Marcoux is a CPA working for a local accounting firm. Joanne is currently the rec ref assignor and we will need to separate those duties if she is treasurer. There is a potential FIFA ref candidate for Joanne's rec ref position. A second option is to have Jerilyn Labas take on Joanne's current tasks. Janine will continue to support the new Treasurer until the transition is complete.

Ron Wallert doesn't have the ability to commit to strategic work on field initiatives. He attempted with a sub-group made up of board members but the group was not able to meet adequately to make progress. Ray Purtecell is working on estimates regarding improving Naubuc fields and we are expecting those results mid-August.

Mary Kay stated that the field initiatives would be a great stand-alone effort and we need to get someone (other than a board member) to head it up. Sue Buckley thought Doug Werner would be a good candidate.

Sue Buckley stated that if we wanted to get Gideon Welles on the books for next year then we need to start on that soon. Mark Babineau is willing to contribute to field refreshes such as Naubuc. Based on what Ray Purtecell comes back with, we are planning to do Naubuc fields in the fall and we hopefully will get good prices from Mark Babineau and B&B landscaping.

The Harvest Apple Festival is October 16th & 17th. Mary Kay suggested we have a booth there and sponsor the kid's fun run or something relating to kids. We could sell apparel. Some members suggested a dunking booth.

D.O.C. status was discussed. Updates to be provided by MKB at next BOD meeting.

SoccerPlus & Outside Training

Training from SoccerPlus can begin the end of August. Sue Buckley suggested the last week of August and the first week of September, the trainers work with travel teams only. She would like to see rec training begin the week of September 7th. Both travel and rec need to define their training needs so we can put together a schedule. We need to make sure we utilize the trainers better. We didn't get all the hours we wanted last season. Trainers were often underutilized. SoccerPlus will help us with our additional training needs at a price we are agreeing to. If they can't meet our needs then we can/will look outside of SoccerPlus e.g. Carlos.

Janine wanted to know if outside trainers will be trained in SoccerPlus' training methodology. Carlos is geared more towards fitness. If we go with outside trainers then we would need to direct them in doing the type of training we are looking for. This is where the D.O.C. role should come in. We need to come up with a 2 page overview of what our training methodology is and give to our outside trainers.

Rec needs to do a training schedule and send to Matt and Rich Williams. Kerry Shaheen is managing travel training although she has not made it to the travel meetings this summer.

Travel Report

Jim Wadleigh stated that maybe 5-10 kids weren't placed correctly out of ~500 kids which is 99% accuracy. Things we learned were:

1. We should stay with independent evaluators
2. Need to stay with the *same* evaluators for the whole 10 days.
3. Highly recommend the D.O.C. drives the process of setting up the interviews with the coaches and doing the interviews. Jim Wadleigh thinks Travel Director should be responsible for collecting input and then sending to the D.O.C.

There were some upset parents. Sometimes the coach didn't give out evaluations to parents so they didn't know their child was at the bottom of the team ranking. Most unhappy parents have been communicated to, although we are still waiting for Matt to provide additional try-out data for a few cases.

Jim W. wants to ensure coaches fill out the evaluations and parents get results before tryouts and he stressed this at coach interviews.

Jim W. thinks there were a lot of "corrections" this year as a result of using independent evaluators who were more objective – moving kids where they belong who may have been placed in the past based on connections with coaches, etc.. Overall there was good feedback about travel tryouts. Even *if* we weren't completely successful at being totally objective, we've created the perception that we are objective by having independent evaluators on the fields so even if it's not perfect – it's still a win for us.

Janine wants to know if roster sizes are OK. Jim said they were not in some cases. Some of the 8 v 8 teams had 15 which is too much. Some rosters were smaller than max but he didn't

want to put a bunch of new players on a team because it could drag the whole team down so some teams weren't filled to capacity.

Jim stated the need to work with CJSA to make sure our teams are ranked correctly. CJSA has 6 divisions. We need some form of representation with CJSA (a presence) so we can effect (not manipulate) the process. We need to put pertinent info into "comments" section of our rosters. Last season they ignored the comments – don't want this to happen again. Jim wants to protect "B" teams. He's creating a spreadsheet to look at the records of last season's teams to gather "intelligence" to make sure the teams get into the correct division.

Coaches need to schedule friendly games that are the right level just in case they get placed in a league division that is not appropriate.

The issue came up about whether we ask teams if they want to be in the CT cup or not for the fall – or just sign up all teams U11-U14. Jim Wadleigh felt that sending out an e-mail asking this question might just cause a lot of questions and lead to more work for Travel. It was decided to sign up teams in fall and we can perhaps ask the coaches in the spring if they want to opt in or out.

Key Travel Dates:

- September 1st is the Coach/Manager meeting (Welles Turner Library Friends Room).
- September 7th is the Field Scheduling meeting (Riverfront Community Center).
- No home games until weekend *after* Labor Day.

Rec Report

T-Shirts will be ordered by the end of the week. Elisa Pederson is ordering practice shirts for travel and we are working to combine purchasing power. Rec director had a field meeting with Ray Purteell. Learned that rotary is currently being worked on. When it is complete we will have a much larger space for soccer fields.

There were some issues with registration in that some people registered for academy when they thought they had registered for rec soccer. Sue thinks we should change the registration to make it clearer next time.

Tim discussed the need to figure out how to align resources for training. Tim is 80% done defining the rec needs. The focus is K-2 this fall. We want to make sure we use up the hours. Tim stated that Rich might not think working with 2nd graders is the best use of his time. For grades 3-8, if coaches didn't want the training we aren't going to force them to take the training sessions.

For grades 2-8, practices can be held M-F. For grades K-1 there is no Monday practices because of Academy.

Rec Directors were looking at a rec round robin tournament in early spring hopefully @ Oakwood.

Parent Code of Conduct

Reviewed draft of Parent Code of Conduct. Joan felt bullet 6 should be split into 2 different bullets. Andy Pinkowski will make wording changes and send back to Dave Baker and Bill

Haddad. The question came up about where the signed copies should be returned to if in paper copy? Someone suggested Dave Baker be the keeper of these documents. Like the medical form, we could look to ultimately putting this code of conduct online and having it electronically "accepted". However Mary Kay felt that since it was new and we wanted to have parents read it and understand it – a hard copy version was best for the first time. We also need to resolve how we ensure both parents sign code of conduct (current version looked for one signature). If we go forward with a parent meeting this will be discussed.

Contracts & Communications

Andy Pinkowski noted that we will be sending out a revision to the communication that went out regarding academy and other Hartwell activities. He noted that we are not that great at getting information out, particularly with the supplemental programs. He will be helping with sending out another, more cohesive communication that will be urging people to register. He suggests that we need a timeline for communications (particularly over the summer) to plan our stuff better rather than rush to get things out.

Financials

Janine is moving money around. She wants to move \$25K into CD's. She stated that we made \$28K on the tournament which is lower than in the past. The final Sponsor numbers are not complete; Joan will be finalizing the Sponsor Donation List soon.

Janine drafted a refund policy. It was reviewed at the meeting and changes were noted. Janine will be updating the draft for final review at the next board meeting.

Miscellaneous

Mary Kay went to a meeting to discuss underprivileged children in the soccer program. She worked with Dave Baker so that it's making it easier for the families to provide access for Hartwell to get financial information from the town when necessary. Scholarship Uniforms from Adidas were discussed. Although Adidas pitched this too Hartwell verbally during the contract process, it wasn't in the signed version of the contract and therefore they will not be providing any scholarship uniforms for those in need.

For more detail on certain subjects refer to individual director reports submitted for the month board meeting. Reports received this month include: Travel, Rec, Financials.

Respectfully submitted,

Joan Norman
Secretary