

Hartwell Board of Directors
Meeting Minutes

Monday, August 30, 2010, 7 PM

Location – Riverfront Community Center Conference Room

Planned Attendees: Janine Batson, Mary Kay Brophy, Sue Buckley, Joan Norman, Jim Wadleigh, Joe Andrade, Dave Baker, Bill Haddad, Andy Pinkowski

Not Attending : Tim Cavanaugh, Matt Cameron, Sandy Gardner,

Guests: N/A

Meeting was initiated at 7:10 PM.

August 2nd Board Meeting minutes were accepted.

President's Report

Mary Kay attended the CJSA Regional Meeting. Overall it was uneventful. From a risk management perspective CJSA (and Hartwell) has received push back on providing a Social Security number for the background check. CJSA's stand point is that if you don't provide it – you don't participate and that is the message we can communicate if anyone asks.

Refs should be collecting passes for friendly games as well as league games. We've had a 50% loss rate on refs because of poor behavior and abuse.

The state ref has offered to set up classes specifically for Hartwell to meet our training needs.

The Teen Center has been added as a drop site for old equipment in addition to Oakwood. John Briody will help us go through items for children who are in need who live in town.

GHSC has committed to having a booth at the Apple Harvest festival (October 16th & 17th) and we are also sponsoring the kids' fun run. Joe Andrade will be taking the lead on this event. He will be getting kids (high schoolers) to work at the booth. We will have to have adults to collect money and we will be selling apparel.

We will continue to get contributions and grants where possible. An example of a recent contribution was John Briody asking for donations to Hartwell in lieu of getting birthday gifts for a party he recently had. Bob McKinney got a grant from the Aetna Foundation. Other Aetna employees can apply for this under the "team request" that supports health and fitness awareness. Coaches can get \$400 each. Other companies that do grants are UTC and Travelers.

On September 10th there is a "meet the Huskies" dinner and GHSC has 2 tables for the dinner. There was no decision on who would be going.

Director of Coaching Position

Due to Matt Cameron's inability to commit to the hours we need from him, we are looking at hiring another Director of Coaching. We are considering Rich Williams from SoccerPlus. In order to hire Rich we would need to renegotiate the contract with SoccerPlus. We would like to reduce the number of training hours (by about ½) and remove the exclusivity clause for services from SoccerPlus. In return, we would be extending our contract with them beyond what's left of our existing contract. Rich Williams is interested in the position and SoccerPlus could potentially handle all the HR/Payroll support – including maintaining his work visa. Andy thinks that the cost savings from the contract changes plus Matt's existing salary would cover Rich's salary from Hartwell. In addition, Rich could get additional revenue from running summer camps as a Hartwell Camp rather than have SoccerPlus run them. Janine questioned whether there would be revenue from camps or be more breakeven like they are now.

The benefit to SoccerPlus would be an extended contract with Hartwell. They will also be happy that they have a person who may be more amenable to SoccerPlus in the future – on the Hartwell Board of Directors. Hartwell benefits because it gives us the ability to renegotiate a contract that we are not completely happy with.

Mary Kay stated that we want to revisit the exclusivity clause with SoccerPlus – particularly for providing camps. We like promoting SoccerPlus but we need to be able to look at other clubs for ideas and training – such as Oakwood and CFC. This exclusivity component is a deal breaker from her perspective as we need to broaden the pool.

Andy noted that we do have to extend the contract with SoccerPlus but we also will get out of some of the fuzzy deliverables in the existing contract. Jim W. questioned what would happen if Rich had to go back to England and Andy felt we can put in the contract that Rich Williams is the D.O.C. so the SoccerPlus contract was dependent on having Rich in that position.

Andy went to the academy night and felt the people doing the training were new faces and might be the cheaper/greener trainers. There was concern that this is who we will end up with if we require a \$50/hour option. While we are looking for cheaper alternatives, we don't want weak staff from SoccerPlus.

Sue Buckley wanted to know exactly what we were supposed to be getting from SoccerPlus per terms of the contract. Andy stated there were several things in the contract such as support for junior coaches, parent/coach education, training, soccer interactive, etc. However he mentioned that some of the stuff in the contract was reallocated for additional training hours.

The plan is for the board to interview Rich. Matt is a big Rich fan. Jim Wadleigh worked a lot with Rich and Matt. He commented that Rich is great with kids. He can work down with the younger kids. He works well with older kids as well. He's no nonsense, knows the game incredibly well. There are a lot of positives to having Rich as the D.O.C. Matt and Rich have a relationship and it could carry forward to continue a positive relationship with Oakwood and GHSC.

The goal is to have a contract drafted in the next week to circulate to the board (Andy), the D.O.C. job description will be posted on the website for 5 days, and the board will reach out to Rich and meet with him to interview him. Hopefully we can make all of this happen during the month of September. Matt is paid monthly so the transition can take place at the appropriate time. Mary Kay will follow up with Matt to make sure he is aware of the plan.

While we don't have a legal obligation to post the job again (per Dave Baker), from a perception perspective it is a good idea. We will modify the job description to indicate the time commitment is 15-20 hours weekly during peak times.

If things don't work out with Rich, we'll have to modify the terms of Matt's agreement until we can find a replacement e.g. if we can't find a replacement sooner rather than later.

Rich Williams may need a confidentiality agreement. Mary Kay doesn't expect him to be tied to SoccerPlus even if SP is handling the HR support. She feels that his loyalties will be with GHSC.

We need to make sure that from a PR perspective, we communicate any D.O.C. change effectively and in a way that Matt is comfortable with as well.

Travel Report

All teams have been paid up for the CT cup. Jim Wadleigh is working to see if the U14 girls and boys can watch and/or participate in a High School soccer practice to give them the sense of what to expect in High School. He felt it's a big difference in terms of athletic training and commitment and it's a good idea for them to see a High School practice.

At the travel coach/manager meeting Jim will be discussing philosophy of coaches at the same age level working together more. He would like to see players moving up and down to help out each others' teams for friendly games and tournaments.

Jim Wadleigh is going to travel practices to watch the coaches. He said he feels more ownership for the coaches this year because he played a part in placing them in their positions. He will be visiting the practices throughout the season.

Dave Baker wanted to know if there was any truth that all the players were ranked by number. Jim Wadleigh stated "no that is not true". When someone asks we are giving them general feedback from coach evaluations (upper, middle, lower) and also evaluator feedback from try-outs but no numerical rankings exist.

Andy Pinkowski wanted to know if Travel Board was considering getting feedback on coaches. While there was no specific plan – most agreed it was a good idea. Bill Haddad said there were some general questions on the last survey but we need more specifics. Some of the suggested questions were regarding playing time and communication with parents. Jim Wadleigh stated that these not be "soccer" questions but more specific around soft-skills of coaches. Mary Kay felt that it didn't need to be anonymous. Felt we should ask for their age group and team because people want to give feedback. Jim W. felt he got a lot of feedback AFTER try-outs and would have liked to get some of it before. Joe Andrade felt a survey mid October is the best time to solicit this information. Bill Haddad will "own" the survey and get input from the board. Jim Wadleigh will mention this at the September 12th parents meeting.

CJSA may fine teams who win by more than 7 goals. Jim will mention this at the 9/1 coach meeting.

Rec Report

Rec numbers are down. This is for a few reasons – at the BU8 level they couldn't get enough coaches so they had to turn a few kids away. There are 4 travel teams at the GU9 level. Sue is getting the T-shirts and hopes to start distributing them Labor Day weekend. One thing that Sue mentioned was that she has to do all the data input. In the past few years the coordinators could assign players in the system but because of privacy issues – coordinators no longer have access. One option would be to have coordinators sign confidentiality agreements although there is information about financial assistance in the system which may prevent us from opening system to coordinators.

Communication Report

Bill completed the Coaches Code of Conduct and the Parent Code of Conduct and distributed them both to the board for review. The Player Code of Conduct is not complete. Dave Baker said that a Player Code of Conduct is not actually enforceable. When signed, it is a personal pledge by a child.

The parent code of conduct will have the word “tobacco” removed from it since tobacco is a drug and it would be hard to enforce anyway.

All coaches and assistant coaches will have to sign the Coaches Code of Conduct. Jim W. will send electronically to coaches prior to coach/manager meeting. Returned/signed documents will be collected by the DOC.

Travel Managers will collect parent code of conducts and give them to the coaches (similar to how medical forms are handled).

Bill Haddad would like more notice when communications are going out so he can do better planning.

Bill Haddad stated that no one replied to the note that went to all of GHSC asking for input about a logo. Bill thinks it might be a dead issue and wanted to know if we could officially table it. Janine thought we had invested time and money and thinks we should continue to a logo resolution. It was suggested that we get input at the booth at the Apple Harvest as an option. Other suggestions were a contest, or asking the GHS Art Department to make it a student project.

It was brought up that our League athletics website needs to be redesigned from an aesthetic and functionality perspective and this was assigned to Bill Haddad. The actual web changes will be made by Sandy and others who have access.

The Board Only section of the website has all the minutes and director reports from 2010. Also on this page is a link to the most updated Hartwell Calendar, Board Contact information (including cell & work info), and approved policies. Joan will send the board password to all board members via e-mail.

Event Director Report

Joe Andrade will soon be taking the first step to kick off the Warm Up Tournament which will be held April 30th-May 1st. The first step is to secure the fields from Parks and Rec. Joe will also be filing paperwork with CJSA.

Joe Andrade and Mary Kay are planning a Mandatory Travel Parents meeting for Sunday, September 12th. The meeting will be at 6 PM at the GHS Auditorium. After the meeting we have reserved classrooms so that coaches can hold team meetings if they have not already done so. The agenda for the meeting will include the new Code of Conduct for Parents and Sports Injury prevention. They are modeling this meeting after what they do for H.S. sports. Bill Haddad will send a "save the date" e-mail to all travel parents this week. Also at the meeting there will be a plea for tournament volunteers. The tournament committee is expected to have huge turnover this year. Joe envisions the sit-down presentation to be about 45 minutes long.

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

Respectfully submitted,

Joan Norman
Secretary