

Hartwell Board of Directors
Meeting Minutes

Monday, June 14, 2010, 7 PM

Location – Glastonbury High School Room B104

Planned Attendees: Joe Andrade, Dave Baker, Janine Batson, Mary Kay Brophy, Sue Buckley, Matt Cameron, Tim Cavanaugh, Sandy Gardner, Bill Haddad, Joan Norman, Jim Wadleigh

Not Attending : N/A

Guests: N/A

Meeting was initiated at 7:10 PM.

May Board Meeting minutes were accepted.

Procurement

Open Position for Procurement has a possible candidate (Laura Hecker). She is waiting for team announcements before she commits.

Travel

There were question posed about whether we will know coaches before team selections. Jim W. said “No” for the most part – particularly for any new teams. For existing teams, if there are no egregious complaints, coaches won’t be changed. U12 will be different however, since we are moving from 3 teams to 2 teams. Most travel coaches will stay the same. Travel Director must go through premier clubs and check dates for try-outs. Regarding travel roster notifications, Joe A. suggested we lock in A teams and then put up the rest of the names. Travel Director and DoC need to look at A coaches and get them set up. There may be age groups where we know the coach and others where we know kids on the roster. Board members shouldn’t participate in selecting coaches for their own child’s age group. Sandy G. raised the issue about Mark Landers being from town and knowing a lot of people – might be hard to be objective.

For GU9: 56 girls tried out. About 5 girls stood out – the rest were pretty much the same. They are considering having 4 teams instead of 3. For BU10: 62 boys tried out. There was a big drop off in skill. They are considering having only 2 teams. This might raise questions from some parents as to why we don’t do 3 teams for both – particularly if there is a large amount of cuts of the U10 Boys. Travel Director noted that many parents have issues with realizing their kids are “average”. There is concern that putting together a weak team might not make sense. CJSA has 6 divisions and while we could spread our teams across the spectrum, CJSA might not abide by our request to put a weak team in a weak division. Joe A. noted that they didn’t listen to our requests last fall and some teams took a beating.

There was discussion about grouping a single age group under one coach who would be in charge of that division. This person could assist other coaches at the same age group. This would help evaluations at the end of the year. Teams should be working together across age groups where there could be some movement for friendly games when necessary, practices together, scrimmages. Shouldn't be the mentality of "this is MY team".

Mary Kay said that they got mostly good comments about Travel Try-Outs. Jim W. said he got a few minor complaints but it was to be expected.

Director of Coaching

Matt Cameron noted that try-outs went really well. On night 1 they did 1v1, 2v2, and some small-sided 5v5. They adjusted the field size to accommodate age groups as needed. The comments from each evaluator were combined and color-coded in the final document. There was no grouping of children based on skill on night 1. Initial grouping was by pinnie numbers. On night 2 of the try-out they were grouped by skill (based on night 1 results) and the children were placed into A, B, C groups to start and then moved as appropriate. There was approximately 15% movement after initial grouping. When players were on the bubble, they had them play against the weaker players to assess their skill level. Playing against stronger players won't show as much.

Matt noted that based on overall results, the pinnie numbers often reflected the skill level of the players. The group of A players had a lower combined number (when adding pinnie numbers together) than B players, who had lower overall number than C players. Rather than being purely coincidental, Matt felt it may be true because the A Players and B players were anxious to go to try-outs, were motivated, had motivated parents, and wanted to be there more than some of the other C players. Bill H. noted that this theory was good but Matt needed to document it.

Other comments from Matt C. where that Oakwood kids are not necessarily making the "A" team, Oakwood coaches didn't evaluate their own age group, and they were not scoping out players. Matt didn't look at coach evaluations before try-outs.

Jim W. noted that 5 people didn't pay prior to try-outs and stated that they will not be placed on a team if they don't pay. He will direct them to Mary Kay if financial assistance is needed.

Recreation Soccer

Spring Soccer is over and Fall Soccer is already underway. They are changing the Pre-K age requirement to 4 & 5 year olds and question if they should introduce a 3-year old programs. Rec Committee Meeting was held with all division coordinators and they shared survey results. The feedback overall for Rec was very positive. There were some dynasty building issues where teams were stacked. This stacking is often due to coach's, coordinator's, or just from honoring parent requests.

A 3v3 tournament on Columbus Day weekend was discussed as a possibility as a Rec fundraiser. Coordinators liked the idea but didn't want to run it. Joe A. wants someone to go to the 3v3 in Wethersfield to see how they run it. One alternative would be to have it at Oakwood and have Oakwood run it but we wouldn't make much money that way.

Registrar

For League Athletics website, the Grade rolls on July 1st. There are complications with giving discounts based on camp programs and it was suggested we give refund discounts on a specific date e.g. August 1st.

Joe Andrade suggested we have 2 separate travel seasons on League Athletics so that it's easier to see season records (right now it's all mixed in). Also suggested we delete unrecorded games. Sandy mentioned that it would require a 2nd set of rosters and not a viable alternative at this point.

SoccerPlus Academy Programs

Mary Kay suggested we take Academy out of the SoccerPlus Contract and then SoccerPlus takes on more risk with Academy Programs. Currently Hartwell assumes all the financial risk of low enrollments, weather rain-outs, etc. With this new option Hartwell would pay the overhead costs. We would not use parent coaches as volunteers, but we would need to provide a field to SoccerPlus. There is some concern about handing over data to SoccerPlus.

Fundamentally all agreed to separate but there are details to work out. Costs will ultimately be higher for parents but they are paying for professional coaches because they will independently staff it. SoccerPlus may want the option of filling open slots with out-of-towners. Parks and Rec may have an issue with this because if you live in town, you can't sue Glastonbury but out-of-towners would be able to and this is a risk to town program. CJSA insurance covers travel players from out of town which is why Travel doesn't have this issue.

If we took this approach with Academy then Hartwell would be able to hire other trainers as needed. This will leave us with 45 hours per week for SoccerPlus trainers for non-academy programs. One suggestion was to end the academy programs after first half of the season. Parents and kids are getting burnt out towards the end.

One question was how would registrations be handled? We need to make sure we cover our Credit Card fees if we are accepting payments. Need to make sure it's minimal effort to us at a predetermined cost – or no cost. There should be no financial risk to us in this new scenario.

President's Report

Hartwell awarded college scholarships to graduating GHS seniors Paul Saidi, Lauren Peirce, and Shannon Usher for their outstanding commitment to Hartwell and the Glastonbury community. They each received awards of \$1000 at the High School Awards Night – presented by Bill Haddad who was thrilled to be there.

Travel Coach Interviews are underway and Board Members may be asked to assist with interviews.

Bob Davis expressed interest in Vice President Role. Need to look at open positions and positions that will be opening up (e.g. Treasurer).

Grant Manning has coached for many years. Linda DeGross (manager of his team) is organizing something/gift to recognize his commitment to Hartwell. Suggestions made about tracking "years of service" of coaches because we may have others who should be recognized.

For more detail on certain subjects refer to individual director reports submitted for the month board meeting.

Respectfully submitted,

Joan Norman
Secretary