

## **Hartwell Board of Directors**

### **Meeting Minutes**

**Monday, May 10, 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 :** Andy Pinkowski

**Guests:** N/A

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Meeting was initiated at 7:10 PM.

March Board Meeting minutes were accepted.

#### **Field Initiatives**

Mary Kay Brophy provided an update on field initiatives. Ron has a smaller group (Matt, Andy, Janine) to help him but there has been little progress as group has not met on a regular basis to move this forward. The field (with lights) at Magnet School has been ruled out. Would have cost \$250K and the field (a smaller 11v11) had very little space around the actual field for spectators.

Janine gave an update on the meeting with Ron and Parks & Rec and the strategy for lighting and other projects. Their direction is upgrading or maintaining existing fields for now. Maybe in 5-10 years down the road we could do something with lighting – possibly Nayaug. She got the sense they weren't ready to start a project with Hartwell. Next step with Parks & Rec is to walk the list of opportunities and come up with some alternatives. See if Parks & Rec has valid reasons for not moving forward and see where we can push them to move forward.

In the meantime the plan is to initiate some refreshing of fields. B&B Landscaping has offered to work with Hartwell on this - targeting Naubuc & Eastbury. The town doesn't need to be directly involved in these refreshes. Sandy felt field preparation should include rolling the fields in the future. Mary Kay wants to have a refresh strategy where we are able to pull a field out of commission to work on it. Sandy thought that maybe we could add High Street to the mix and also look at taking a long field and making it 2 smaller fields to help free up fields for refresh. Some concern over the same group being tapped for sub-groups – may need additional people outside the board to help with field initiatives. Sue Buckley said Jimmy Buckley could join group. Joan suggested Doug Werner and Mark Mistretta might be good resources for sub-committee.

#### **SoccerPlus Fall Contract**

Mary Kay Brophy provided an update on SoccerPlus (SP). SP has suggested a continuation of the same amount of DOC's for the fall. Currently our base contract calls for 2 FTE's – and we

have a supplemental contract for 2 additional FTE's on top of that. SP would like to continue with the 4 FTE's in the fall and they have retained some DOC's to do this. Mary Kay suggested we look for longer term, more flexible training resources to meet our needs, and that we could do better from a price perspective. She wants to decrease usage of SP with contract negotiations and give them the heads up that this will change in the fall. Tim Cavanaugh felt we were not using DOC's enough and that we are limited by academy nights and condensed practice schedule (T, W, Th). Right now we are trying to get SP to train travel 3 x week. Mary Kay feels we have other options for training. Right now most of what we are using them for is training. At the 1<sup>st</sup> grade level it may be overkill for professionals like SP. Other training resources can execute the curriculum. We need to have the curriculum and find the best way to execute it. We have assumed the risk with existing SP contract because we pay whether we use hours or not.

Matt stated that he thinks the trainers should train players. They should not train coaches. SP is focused on training coaches and we need to change that to be more flexible based on what coaches need – they all don't need the same level of training.

Mary Kay stated that we need to make an interim decision on what we'll do in the fall. Fall is a bigger season and we'll need more hours than in the spring.

Bill stated that he thinks that focus of rec training should be on younger levels – not older kids.

Matt thinks goal of training on rec side should be to invigorate coaches and on the travel side to get them better. Feels we need to get the coaches to want to be part of club and make them want to be there more (some aren't that into it) and we need to find ways to do this.

There is concern we are not getting the 20 hours per week from SP from the DOC's. We need to better track what DOC's are doing. Matt will follow up with Kerry next week on this.

Board decided we will decrease from 4 to 3 FTE's for the fall.

### ***Open House***

Mary Kay wanted to have open House in May. Initially thinking May 24<sup>th</sup> but with Coach meeting and World Cup game same week – need to rethink dates. It was decided the coach meeting would be moved to Friday, May 21<sup>st</sup> and Open House would be Sunday, May 23<sup>rd</sup>. Coach meeting will be to discuss try-outs with existing travel coaches. Matt would like to see all prospective coaches attend as well.

### ***DOC Report***

Matt has been doing evaluations of coaches. He's seen everything from really good - to not so great. Two examples of good coaching were Joe Paiva (G12) and Dan Rigott (G10). Matt acknowledged that coaches know him and knew he was there and so may be getting the "best" behavior during evaluations. Evaluated 3 games (tournament) Friday, and will continue to evaluate coaches at practices and games in the hopes of collecting information that can be used for coach selection process – particularly when multiple coaches are vying for the same division and level. Tim Larocca is not available for try-outs so Matt will supplement with outside resources he can tap into. The plan is to pick the teams and then the coaches. Dave Baker thinks knowing who your coach is first is important to kids considering premier soccer. Players will be rated top to bottom during selection.

Janine wanted to know if we planned to max out the rosters. Feels that financially we should and also it's best for the kids so less kids are left out.

There was concern that we make sure we have enough players to support a team and not have too few either – this has been a problem this spring particularly for girls side. Matt says that a solution to this is not to have friendly games every Saturday and then we could swing girls between A & B teams to make sure we have enough players. Right now coaches in same gender/age divisions don't necessarily talk – mentality is often "this is my team".

Jim Wadleigh wants to have a grievance process for try-outs/issues outlined to deal with people who complain. Matt thinks that most important thing is getting the kids on the right team and we'll just have to deal with the fallout. Feels he can accomplish a 95% accuracy rate for picking right kids for right teams. Matt thinks using existing coach evaluations are hard because some coaches can't communicate well, write well, or don't know how to evaluate properly so they are often unreliable.

Bill wanted to make sure that during try-outs we enforce certain policies mainly (1) kids don't wear uniform (2) children pay and provide birth certificate in order to try-out. While this seems simple there was discussion about kids wearing premier shirts, gray practice shirts, blue socks, etc. No firm decision on how this would be handled was determined. Fortunately pinnies will be worn over shirts.

### ***Treasurer's Report***

Janine suggested we close down the Katz charging account. Although we include a list of "approved" chargers there have been 2 occurrences of unauthorized people using the account (for valid Hartwell items) by just signing someone else's name. Since we can't enforce this well, it makes sense to shut it down and reimburse people as needed.

### ***Rec Report***

Sue Buckley wants to reduce late fees from \$35 to \$25 (used to be as high as \$50). Board decided not to drop fees because the late fee is how we incent people to sign up on time. The only exception to waiving the late fee is for people who are new to town. Sue was concerned that if you were late for multiple children the fee is too high.

Sue would like to change the no refund policy. Board agreed there were circumstances that need to be considered for refunds (injuries, withdrawing well in advance of start date, etc.). Sue will work on a refund policy that covers rec, travel and clinics and present back to board for discussion.

Sue was looking for input on how we force people to pay up. Some didn't pay for financial reasons and she was looking into that. Others just didn't pay. It was decided that anyone who didn't pay in a prior season would be flagged and not allowed to play in any subsequent seasons unless full payment for past and current seasons were paid in full. Financial Assistance policy is on the website and anyone that applies is guaranteed privacy from the board. Only Sandy, Janine and Mary Kay are notified of the names.

### ***Travel Report***

Jim Wadleigh wants board to work on the head coach selection process. Says that he can't do all of them from a time perspective and would like assistance from board. Stated that he created a form for "intent to coach" to collect information about qualifications, licensing, etc. Currently only requires an e-mail stating you want to coach. Sandy offered that she could make it a registration process for coaches and they could input all the info online and then we'd have data about coaches.

Joe Andrade suggested Jim plan an all day Saturday session for interviewing candidates rather than doing a few each night. Mary Kay stated a 3:1 ratio of board members to applicant would be appropriate.

Jim will work do some additional thinking on the coach interview process and get back to the board.

Jim Wadleigh wants to break down fees for travel and post numbers online to show our travel fees are in line with other towns. It would highlight that travel is a good value for the money and cheaper than premier. While it would be nice to break out the uniform costs for 2010-2011, it is not possible because we need to recoup uniform fees (2 year cycle) from uniforms purchased last year.

### ***Event Directors***

Joe Andrade presented the event director report and stated that he would like to try to sell the excess tournament gear (at reduced prices but we still make some money) at the uniform try-outs, open house, & travel try-outs. Also, there is a post-tournament meeting at Giovanni's on May 19<sup>th</sup>.

### ***Communications Report***

Bill Haddad presented the Communications report. There were concerns with the logos presented. A sub-group was formed (Bill, Sue, Tim, Sandy) to come up with some ideas so additional logos can be created that represent GHSC. Board didn't feel the lion represented us. Sandy mentioned that we have paid firms in the past to create a new logo and we haven't been able to come up with something people agree on.

Survey results have been coming in and survey is still open. Mary Kay would like to present survey results at open house. Joe Andrade suggested we close down survey and have another one in 6 months to capture results of how people felt about try-outs and some of changes made. Mary Kay said that we could send a note about the open house and include a link to the survey to let people know the survey will be closing down soon.

### ***Registrar Report***

The registrar report was presented by Sandy. We need to get the domain name finalized. We will be out of CT Self-Store before June 1<sup>st</sup>. We need a new ref assignor system for rec soccer. We can't use League Athletics for ref assigning because there are different requirements for rec

refs and League Athletics can't support us at this time. Sandy will look into League Athletics to see if can be used somehow and look at other options.

***New Business***

Mary Kay would like to have Hartwell march in the Memorial Day Parade. In order to do this we need coaches to volunteer to march with players. Need to send a note and see if we can get volunteers to make this happen.

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

*Submitted reports included: Travel, Recreation, Events, DOC, Registrar, Treasurer's report.*

*No report submitted for: Communications, Contracts, Risk Management*

Respectfully submitted,

Joan Norman  
Secretary