

Hartwell Board of Directors

Meeting Minutes

Monday, June 20, 2011, 7:00 PM

Location – GHS Room B104

Planned Attendees: *Bill Haddad, Mary Kay Brophy, Matt Tierinni, Joan Norman, Sandy Gardner, Jim Wadleigh, Andy Pinkowski, Tim Cavanaugh*

Not Attending : *Sue Buckley, Joe Andrade, Rich Williams, Dave Baker*

Guests: *N/A*

Meeting was initiated at 7:05 PM.

President Update

Sue Buckley tendered her resignation effective 7/1/2011. She managed things well for Rec and will be a tough act to follow. She cares deeply about the club and Rec program but struggled with respect to personal issues surrounding her husband's role as a travel coach. Mary Kay suggested we consider making coaching part of the conflict of interest policy to include board members and spouses. Tim Cavanaugh disagreed because it could potentially prevent people from joining board. Instead it was decided that we put a grievance policy in place for grievances which would include a 3-person panel to create a forum to deal with grievances. The 3 people from the board would include members who were objective and had no conflict of interest and could change for each issue. Matt Tierinni and Dave Baker will be responsible for picking the 3 people and managing the grievances.

Joe Andrade has tendered his resignation effective for a date TBD. Mary Kay stated that she expects him to stay engaged with the tournament going forward. Jim Wadleigh indicated that we need to make sure we book the fields and file the tournament with CJSA on time. Mary Kay also noted that the Travel Director shouldn't have to be a tournament director because of the timing of finishing the tournament and going right into the travel try-out season – it is too much for a single volunteer.

Mary Kay is also looking for her own successor and suggests we all consider doing that as well so there is a succession plan. She suggests we all try to attempt to recruit a new board member to backfill positions and with turnover it's a good time to restructure the board roles to align with the strategy/job structure created at the last strategy session. She is trying to bring in Kathy Chism as a potential tournament director or event director. Matt is looking for a way to carve up the Treasurer's role. It was noted that the volunteer role was the most important need identified back when SoccerPlus did their analysis and we have still not filled it.

DOC Update

Rich Williams informed the board that he is struggling with financial issues based on his existing salary and perceived tax and health insurance costs. Based on cursory estimates and analysis, Rich indicated to Mary Kay that he may need a substantial increase over his current \$40,000 salary. It was noted that the Club pays additional benefits to/for Rich that actually bring his current compensation 10-20% higher. This compensation package is at the high end of, or

even above, the market value for DOCs and already puts a significant strain on Club finances. Board members present were in agreement, however, that Rich is a significant asset to the Club and has been instrumental in significant reform to player development and coaching education programs. Accordingly, discussion ensued regarding options for retaining Rich. It was noted that Rich has expressed interest in identifying financial opportunities outside of his core responsibilities to increase his total compensation. Mary Kay indicated Rich should be working directly with her to identify these opportunities. Several opportunities were identified, including Rich assuming the currently vacant referee assignor role, a High School JV coaching role, and summer clinic offerings. Each of these options would need to be researched by Rich and proposals made to the Board. The Board would then need to assess whether Rich could realistically manage these additional responsibilities without interference with his core duties as DOC. Since the Club needs to pay significant costs associated with Rich's Visa soon, it was agreed that a decision by Rich and the Club must be made within a month so as to avoid incurring costs only to find out Rich cannot continue in the role. Andy offered to help him review his finances to see if he could identify potential savings on expenses. Andy also will be getting more information on Visa timeline. Another suggestion was having Gary Straker help with providing healthcare options to help reduce those costs.

Sandy Gardner indicated that since the ref assignor position required a class and certification we needed to be sure Rich wanted/could do this job because the next class offering was August and we'd need a backup if Rich didn't end up taking on this role.

Rec Report

Sandy has content from Tim for Fall Rec Registration and will be putting it on the registration system soon. The Multi-child discount was discussed. It was suggested that we refund the multi-child discount **after** registrations are complete because some people drop out making them no longer qualify for discount. Also suggested was setting up a dedicated e-mail to streamline questions on payments. Tim indicated that we need to do a registration night at Welles Village this summer.

Changes to 2nd grade will include 5v5 including the goal keeper with smaller fields than we currently use for 2nd grade. We will continue to use 6x12 goal. Teams with larger rosters might need longer games to make sure enough play time for the children. We want rosters of 10. Tim suggested that we could do the dual fields if the rosters are really big (like we do with PUG age groups) or longer games.

For 1st grade boys, Andy and Bill both suggested we use larger fields because the existing fields are too small.

Travel Report

Jim indicated we have processed 20 refunds. He also stated that the U14 boys and U14 girls might not have a 2nd team. Jim has been pressured to create a premier team for Dan Riggott's team (and potentially others). He stated that his initial research indicated that it was a lot of work to submit a premier team due to new and different rules around premier entries. Jim felt that Rich needed to weigh in on this decision and determine what would qualify you to become premier-eligible. We'd need to look at age, results (did they even win league, cup?), etc. Since travel try-outs are a week away – we will not have an answer to this for the fall season (Premier results and acceptances are completed within days of tryouts). Sal's team might be ready for premier. Sal is C-licensed and might be a good pilot. While he has asked about this in the past, he has not asked recently. It might be a good option to have Sal put together a case and

present it to Jim/Rich. At the same time, Rich needs to be setting up guidelines for what premier looks like as part of Hartwell.

U9 is still undecided for boys regarding whether there is an A team or not. The decision will be made shortly and the U9 parents will have ample time to pull out so they don't lose \$100. Joan asked for some clarity around girls U9 program and specifically Saturdays. Will DOC's be running the scrimmages as was indicated earlier? If so – are there enough DOC's to do U9 Travel and also the Rec programs which will be using Saturday AM DOCs.

Director Reports Submitted by: Cavanaugh (Rec), Travel (Wadleigh)

Respectfully submitted,

Joan Norman
Secretary