

Hartwell Board of Directors

Meeting Minutes

Wednesday, June 29, 2011, 7:00 PM (Follow Up Meeting to June 20th BoD meeting)
Location – GHS Room B104

Planned Attendees: *Rich Williams, Mary Kay Brophy, Matt Tierinni, Joan Norman, Sandy Gardner, Andy Pinkowski, Tim Cavanaugh*

Not Attending : *Dave Baker, Bill Haddad, Jim Wadleigh*

Guests: *N/A*

Meeting was initiated at 7:05 PM.

This was a follow up meeting to address issue regarding Rich Williams' compensation issues and other unfinished business from the June 20, 2011 Board meeting. Please refer to June 20th Minutes for background information.

At the outset, Rich informed the board that in light of a more thorough analysis of his finances, health insurance options and visa situation, he is far more positive on his financial outlook than he originally thought. Rich expressed continued interest in supplementing his income with other opportunities. The board is in support of this assuming they do not impact his existing role as DOC.

We discussed the possibility of Rich filling the vacant Referee Assignor role for the club. It would pay 5K and require excellent organization skills, along with licensing through a class. Rich stated it may not be the best role for him in light of his other commitments. It was then decided that we would pursue filling the role with John Maher. John is a veteran referee, is well connected within the referee community and has expressed an interest in the position. The next step would be to interview John. Joan, Andy and Jim Wadleigh offered to help interview John. John has stated that he is available in August to take the class.

Rich informed the board that he was asked to be a Boys JV Assistant Coach at GHS. He would like to pursue this avenue with the Board's support. The Board expressed concern over the time commitment required to satisfy both the Club's expectations as well as the High School JV team's demands. If Rich is still interested in pursuing this opportunity, the Board asked that Rich map out a detailed proposal regarding how he can meet both sets of obligations. The Board also asked that Rich communicate on the JV coaching position quickly so as to avoid any confusion or misunderstanding with the high school.

Rich also proposed offering small group training GHSC members. He proposes that people could pull together 4-8 children of similar ability and he would offer flexible training (e.g. 1, 2, or 3 x week). He proposes a minimum of 6 sessions. The registration system to handle this type of thing needs to be thought through. It could be difficult to manage and we'd need to look at whether the registrar would manage it or whether Rich could manage it and collect the payments and deposit them. Collection of checks can present additional issues and we moved on to whether we should no longer accept them. Sandy spent some time explaining how the checks are used to get around old late fees that are in the system. Matt suggested we send out reminders for those late fees and for those that don't pay up – we just give them amnesty and

start from scratch clearing all late fees out of the system. Then we would implement a “credit card only” payment policy. Again, if Rich intends to follow through on this offering, the Board requests a comprehensive proposal encompassing scheduling, financial transactions, communication pathways, field usage, etc. It was agreed that any such offering should be available/communicated to entire membership so as to avoid any appearance of preferential treatment or selective offerings.

The question came up about whether or not we are covered by CJSA insurance during summer months. We need confirmation from Dave Baker that we are.

Rich indicated that he really wants to stay and make this work and has no intention of packing up his family and moving back to the UK. GHSC Board indicated they support helping Rich make things work and will proceed with paying SoccerPlus for the extension of Rich’s Visa. The board believes that while Rich is paid well to market, we may consider performance incentives at a future date. At this point we need more formality surrounding Rich’s performance objectives so we can measure them and be in a position to potentially offer these incentives. The next steps are:

1. Define and formalize job responsibility and performance standards for DOC position so results can be measured through a formal review. Mary Kay has responsibility for this deliverable.
2. Rich needs to put together a formal proposal for any opportunity that he is considering for additional revenue (e.g. JV Coach, training sessions, etc.). This should include how any opportunity would impact his ability to complete his existing job requirements. In order to do this, we will specifically need to know what his proposed DOC schedule will be for fall ’11 in order to assess the impact of any opportunity in the fall season.

Vice-President Role Update

Mary Kay nominated Andy Pinkowski for the vacant Vice President board position. All present were in favor and Andy accepted the position!

Respectfully submitted,

Joan Norman
Secretary