



## MINUTES OF A MEETING OF THE BOARD OF DIRECTORS

February 17th, 2020

A meeting of the Board of Directors (the “**Board**”) of the Folsom Lake Soccer League (the “**League**”), was held on Monday, February 17th, 2020 at the FLSL Office building at 193 Blue Ravine Rd, Suite 245.

**Directors Present:** Jody Silva, Jay Hendrickson, Francisco Stinnetti, Amy Lehmkuhl, Pete Phillips and Joelle Conway. Non-voting: Kristin Lemay, Fritz Libby, Reymond Harris, Jo Studley.

**Directors Absent:** Bruce Magnani and Frank Ford.

**Guests:** Lisa Davis, Jose Rodriguez

### CALL TO ORDER

FLSL President, Jody Silva, called the meeting to order at 6:13 pm and Francisco Stinnetti, FLSL Secretary, recorded the minutes. A quorum of directors were present.

### APPROVAL OF PREVIOUS MEETING(S) MINUTES

Jody Silva requested a motion be made to approve the Minutes for the FLSL Board of Directors, occurring on January 23, 2020. Jay Hendrickson made the first Motion. Amy Lehmkuhl made the second Motion. **MOTION APPROVED.**

### OPEN FORUM:

N/A

### OLD BUSINESS:

N/A

### NEW BUSINESS:

Kristin led a review of the proposed 2020 FLSL Budget. Discussion articulated below:

- Merchant Fees reflected as \$78,198.10. Not budgeted, but paid from excess funds and rounding registration fee: Pay Pal (\$45,107.37 was from 2017 and 2018); 2019 actual was \$33,090.73.
- CPA increased fees 10% last year, so budgeted a slight increase for 2020.
- There is a need to address the position of Referee Assigner: Chris Elliot is currently paid \$9.66/game, but is now seeking approximately \$16.50/game. El Dorado Hills Soccer Club pays their Referee Assigner approximately \$18/game; however, their Assigner undertakes additional responsibilities. The average, per Cal North statistics,

approximately \$14/game. Chris is also acts as Assigner for the San Juan and Roseville competitive programs. Last year, Chris requested an increase in pay. At the time, we authorized it, but as a Cost of Living increase. With us, Chris is strictly an Assigner and performs no additional roles/functions. This would be a significant impact on our overall budget. Needs a vote from the Board.

- Referee Pay: \$30,000 is profit.
- Nothing budgeted for Equipment Rental and Maintenance.
- We no longer own/lease our storage facility, so it is no long budgeted.
- No budget for Soccer Social, as it had not been profitable in years past.
- No Board Expenses, as they are referenced in other line items below.
- Coach Incentive: reimbursement of coaches End of Year, if they return their equipment (rec side).
- Continuing Education: reimbursements for obtaining license, etc..
- Academy is self-funded, so not budgeted.
- Good of the Game: League has 4 Sac Republic tickets which comes out of this line item. Gift cards and incentives, etc.
- No meeting room budgeted, since we have the FLSL Meeting room as well as The Hub.
- Paint: Field paint for all the fields.
- Pictures: Flat fee (Rec and Comp).
- Risk Management: Fingerprinting and Background Checks
- Sanitation: Higher figure for tournament port-o-pottys
- Security: Higher figure because they didn't bill us for an extended period of time, so it ultimately came in as a large figure.
- Taxes and Non-profit: filing fee for applying to maintain our non-profit status.
- Website: Higher number reflected in 2019, as we started the Surf Website.
- PCA included in Membership and Dues.
- Lodging: 2019 higher as Danny's team was reimbursed for National travel. 2020 increased by \$3,000 as Garret is the Surf college advisor and travels for this purpose.
- Employee Pay does not include coaches. Fritz, Rey, Kristin, goalkeeping, other programs, etc., but not coaches.
- Intel \$: Each year, Intel makes a donation of \$10,000.
- Additional Income: Excess Premier and Elite Tuition (*assuming an increase in their fees*).
- Approximately \$600,000 in reserves.
- Reviewed Average Coach Pay at each level (Pre-Academy, Academy and Premier).
- For U9 and U10, we've included Play Tournaments and State Cup, when factoring yearly tuition.
- A review of Premier tuition revealed we are charging significantly less than other similar clubs (San Juan, Davis, etc.).
- Elite Team Training differs based upon number of training sessions. Proposed increase to 35 trainings, from 18.
- Projected profit of \$75,000 for Elites.
- Discussed an increase in registration from \$250 to \$300.
- Last year's deficit was \$67,000.
- 2020 projected shortfall is \$200,000. Necessitates an increase in registration fees.

Fritz Libby provided additional insight to the proposed budget, as follows:

*We've essentially created a wish-list of programs that would allow us to achieve our growth goals over the next few years. Specifically, player recruitment and retention. Based upon this year's numbers (approximately 600 players). This is an investment in growth. We will likely dig in to our reserves for this year. We acknowledge retention issues at the older ages, however, our numbers in the younger age-groups are swelling. We will grow, but it's a matter of risk. As a Board, we have to determine what level of risk (in dollars) we are comfortable with?*

Following a brief discussion, the Board decided it would increase the Referee Assigner pay to \$14/game.

**\*\***Amy Lehmkuhl requested a Motion to allow Kristin to act as a Voting Member, while attending the [REDACTED] (Check with Kristin). Jay Hendrickson made the first Motion. Jody Silva made the second Motion. **MOTION APPROVED.**

Kristin Lemay requested a Motion be made to authorize payment to Tim Sharf, for marketing duties as previously discussed at the November 2019 FLSL Board Meeting, in the amount of \$5,000. Jay Hendrickson made the first Motion. Amy Lehmkuhl made the second Motion. **MOTION APPROVED.**

## **REPORTS**

### **FAA [KRISTIN LEMAY]**

Introductory meeting whereby the topic of discussion included field issues and philanthropic ideas. Still seeking to fill the FSC Board position, as well as a Scheduler and Equipment Manager.

### **NORCAL [REYMOND HARRIS]**

\$25,000 fine per coach for failing to file as an employee, versus filing as an independent contractor.

### **SURF EXECUTVE DIRECTOR [FRITZ LIBBY]**

Introductory meeting whereby the topic of discussion included field issues and philanthropic ideas. Still seeking to fill the FSC Board position, as well as a Scheduler and Equipment Manager.

### **VICE PRESIDENT [JAY HENDRICKSON]**

Nothing new to report.

### **TREASURER [AMY LEHMKUHL]**

Nothing beyond the proposed budget discussed above.

### **BUSINESS OPERATIONS MANAGER [KRISTIN LEMAY]**

Nothing beyond the proposed budget discussed above.

### **DIRECTOR OF SOCCER OPERATIONS [REYMOND HARRIS]**

Nothing new to report.

## **RECREATIONAL DIRECTOR [JO STUDLEY]**

Holding discussions regarding the Age Group Coordinator (AGC). Would run training sessions, then debrief with the Coach, Rec Coordinator and Rey. Goal setting. Will be responsible/expected to identify players who would benefit from developing and transitioning to the Competitive program. The AGC would breakdown as follows:

- 25 teams = \$875
- 30 teams = \$1,000
- 35 teams = \$1,125
- 40 teams = \$1,250

It will ultimately depend on how many teams end up being created. However, based upon last year's data, we will look to hire 3 AGCs for Folsom Soccer Club at \$1,250 per month each; 1 for Orangevale Soccer Club at \$1,000 a month, and 2 for Rancho Cordova Soccer Club at \$875 per month each. The AGCs are paid for August, September and October. Funds are paid for by each club individually, who choose to participate. At the time, FSC and OV are the only ones on board, given approval by their Board. At this time, Rancho Cordova has not committed. AGCs may be utilized as a resource/extra coach. Penalty for AGC (\$50) for not attending practices. Emphasizing more time and resources in to the Rec programs. We established a goal of approximately 5% of Recreational players to cross over to the Competitive side. Additionally, this puts the Surf brand in conjunction with the Recreational program and those pool of kids. Surf will provide a practice manual, thereby incorporating some consistency in coaching and development regarding practice plans.

All Stars; 200 player follow-up event at Econome Park. Will include shooting drills and games. Jamboree on 8/15 (U5, U6, U9).

TopSoccer eliminated their February and May playdates. Playdates now occurring only in August (likely 8/15), due to availability in coaches, followed by league play in September.

## **COMMUNITY RELATIONS/OUTREACH [JOELLE CONWAY]**

Nothing new to report

## **REFEREE MANAGER [BRUCE MAGNANI]**

N/A

## **FSC MANAGER [JO STUDLEY FOR:]**

Currently in the process of filling a vacant Board position. Jose Rodriguez expressed interest in the position of FSC Club Manager. Hopefully, Jose will meet with Alan Isham to transition in to the position of FSC Club Manager.

## **RCSC MANAGER [FRANK FORD]**

N/A

## **OYSC MANAGER [PETE PHILLIPS]**

Registration set for 3/25, 4/1, and 4/15. We are hoping to conduct online registration. However, we have not chosen our registration program yet. We will be scheduling an entry-level refereeing course. We increased our fees by \$5, for a total of \$70, for the walk-in dates. We now have 2 Registrars. Jo Studley and Rey Harris attended our Board Meeting last night. We will begin planning camps in conjunction with the new Surf program.

**ACTION REQUIRED BUSINESS (AR's) FOR MARCH**

N/A

**NEXT MEETING SCHEDULED**

3/16/2020 at 6:00 pm located at the FLSL office

**Meeting adjourned at 8:55 pm**

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Francisco Stinnetti | FLSL Secretary