



Board Meeting Minutes March 27, 2023

Attendees: Candace Abbey, Frank DeMarco, Marc Garufi, Trinh Lieu, Laura London, Mark Merrill, Jason Mugg, Brian Plessner, Michal Simek, Shaara Roman, Jon Temin.

Absent: Brent Polly

Meeting called to order at 7:40 pm

- The Board unanimously approved the minutes from the January meeting. Brian motioned, and Shaara seconds.
- The Board discussed a disciplinary incident.
- Discussion of FY 2024 Proposed Budget
 - The committee presented the proposed budget and discussed the considerations around the fee increases as well as salary, benefit and other increases based on the inflationary issues with which we are faced. Nominal increases were proposed to make improvements to the club including staff. These include:
 - i. Increased salaries and benefits costs for Staff and Coaches.
 - ii. Changes implemented after the FY 23 budget was finalized including additional fundraising expenses with the hiring the consulting firm in May.
 - iii. The fundraising expenses alone are projected to increase expenses by \$35k. The other increases for key staff total \$50k and coaching increases are projected to be \$100k over the original budget.
 - iv. Referee Expenses – \$20k – pricing increases have already been implemented for all leagues due to the referee shortage.
 - Rec Committee supports the one time increase as proposed by the Internal Advisory Committee with the goal of reverting back to regular 2-3% average fee increase next year and beyond.
 - The C&DP Committee supports the budget increases for travel coach salaries and acknowledges that fees have to increase next year to address significant inflationary costs facing the club, particularly after the last two

years when fees were held flat and increased very little. The Committee is concerned about the additional costs included in the Budget, for example the non-coach increases, particularly in light of a number of reports from parents the members have received about declining quality of service in the Academy, Travel, and ADP program this season. The Committee hopes that the Club leadership will focus on elevating quality and accountability in these programs to prior levels.

- Vote: Mark Merrill made the motion, with a Second by Laura London. The board took a vote on the budget as presented by Frank. Eight in favor, one voted present, and one voted against.
- LOI: We have received a letter of intent from the County and have provided feedback and recommendations. The County is considering our requests. The timeline for payments is fixed, first payment is January 2025. ASA will be active in the stages of the design. County timeline: Finalize LOI by early Spring, and then get the MOU signed in late Spring and then to the County Board for signature in early Fall. Frank has support to move forward with the \$1M intent.
- Endowment: Prior recommendations have included proceeding with establishing the Endowment and funding it. This has been tabled during the pandemic but it is now time to move forward. The recommendations are to keep around \$1M in reserves.
 - Vote: Marc Garufi made the motion, with a Second by Michal. The board took a vote to seed the endowment for \$500,000. Nine in favor, one abstained.
- Nominating Committee: Comprised of Vice President who serves as Chair, Rec. Committee representative, and C&D Committee representative. Need to form the Committee asap and get the process rolling.
 - Board Members with terms ending: Shaara Roman (has served two full terms), Candace Bryan Abbey (first term ending), and Brian Plessner (first term ending).
 - Status of other at-large members:
 - Jason Mugg (Will be entering 6th year) and Jon Temin and Brett Polly (Will be entering 3rd year)
 - Laura London, Trinh Lieu, and Mark Merrill (Will be entering 2nd year).
- Board Business: No additional matters raised.
- Executive Session met from 9:40 to 9:52p.

Meeting adjourned at 9:52p