

## **ASA Board Meeting**

**June 25, 2018**

### **Minutes**

**Attendees:** Paul Bobeczko, John Mingus, Allie Signorelli, Margaret Horn, Mia Petree, Adam Brick, Sabine Schlorke, Jason Mugg, David Tyahla, Kristin Allen (by phone). Absent: Shaara Roman.

The meeting was called to order by Allie at approximately 7:35 PM.

**1. Minutes:** The May 2018 minutes were approved.

#### **2. Board Business**

**A. New Board member introductions and welcome** – David, Jason and Sabine introduced themselves and were welcomed by Allie on behalf of the Board.

**B. Election of officers** – Officers were elected by voice vote as follows:

- **President – Allie Signorelli**
- **Vice President – Kristin Allen**
- **Treasurer – Paul Bobeczko**
- **Secretary – Mia Petree**

**C. Election of committee chairs** – A proposal to combine Community Outreach and Fields committees into a single committee that will liaise with County Board, the Arlington Sports Federation, and the Rectangular Fields Working Group was approved by the Board. Committee chairs were elected by voice vote as follows:

- **Finance – Paul Bobeczko**
- **Community Outreach & Fields – David Tyahla**
- **Fundraising – Jason Mugg**
- **Human Capital – Shaara Roman**
- **Risk – Sabine Schlorke**

**3. Executive Director report** – sent via email. Discussion points included:

- **Organization redesign** – Adam wants to ensure the new organizational structure complies with federal law.
- **HR audit** – The report from the HR audit were received, and Adam will send to the Human Capital Committee. Areas reviewed included:
  - Time/vacation tracking
  - Onboarding/separation
- Looking at naming an interim Rec Director for summer. Other goals for Rec Program:
  - Make rec club managers' jobs sustainable
  - Improve allocation of practice fields to rec program

- **Joint program committee** – Adam proposed the formation of a joint program committee, made up of program committee chairs and program directors, to focus on player pathways through Arlington Soccer programs and improving the player experience. The committee would be established for a one-year term and chaired by Adam. Adam will revise the written proposal he sent via email and resubmit to the Board.
- **Technology** –
  - Rec program registration started last week in Demosphere. Families must go in to the system and claim their accounts. Staff is working to make it run as smoothly as possible.
  - It is critical to load field permits into the system, a task which requires consistency and attention to detail. Adam will oversee the process with a goal of improving coaches' experiences with field assignments. Games have already been scheduled in Demosphere, which can accept and send notifications about schedule changes.
  - We need a culture change regarding technology – adjusting to what Demosphere can do vs. making the platform adjust to our habits.
  - Website – still cleaning up the website after the migration.
  - Fan store – has defined open and close dates; can change product mix each time.
  - Demosphere for travel tryouts – due to a combination of technology and staff approaches, teams had inconsistent tryout experiences. Improving the overall travel tryout experience is an Arlington Soccer brand issue we want, and need, to control. Some aspects of travel tryouts discussed by the Board:
    - Employing different tryout mechanisms by age group
    - Balancing team practices with tryouts
    - Interplay with player evaluations
    - Setting expectations
    - Tasking Travel Committee to form Tryout Committee early to look at this
- Regionals – 6 teams are competing in USYS Regional tournament in Fredericksburg. Pictures, results can be sent to news@arlingtonsoccr.com.

#### 4. Program reports

- A. **Rec program (John)** – Registration is open, and club managers are getting access to Demosphere. Working with Adam to determine what has to happen over the summer until a new Rec Director comes on board.
- B. **Travel program** – No report. Status update:
  - In the process of team formation. Some teams are at risk due to team size.
  - Wrapping up the final tournaments of the year

#### 5. Committee Reports

- **Finance** – Did not meet in May. Main task at hand is to address feedback on the finance dashboard. The Finance Committee is ready to receive from the Board business cases for using the financial reserve in excess of the strategic reserve. Board members are requested to submit ideas for the excess reserve before the next meeting, with a goal of reaching consensus in September/October timeframe, ahead of budget season. Some aspects discussed included:
  - Time horizon – short-term or multi-year?
  - Limitations
  - Risks
  - Staff priorities
  - Communications plan
- **Human Capital** – Will receive HR audit and make recommendations, taking into account the organizational structure plans.
- **Community Outreach & Fields** – Capital Improvement Plan (CIP) will be voted on and needs support because it will positively impact Arlington Soccer. We continue to support other sports groups, which is beneficial on all sides. We need an Arlington Sports Foundation representative; a female representative would be especially desirable for balance. Arlington Soccer is now a member of the Arlington Sports Commission.
- **Risk** – No report.
- **Fundraising** – No report.

6. **Executive Session** – The Board went into Executive Session at 9:00 PM.

7. **Adjournment** – The meeting was adjourned at 9:19 PM.