



Board Meeting Minutes January 23, 2023

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

Meeting called to order at 7:35 pm

1. The Board unanimously approved the minutes from the November meeting. Laura motioned, and Jon seconds.
2. Executive Director Report:
 - a. Staffing changes. 3 senior coaches resigned before Christmas to take senior leadership roles at another local club. While we are sorry to see them go, it was a great opportunity for them. We've been able to fill the roles and give opportunities internally. Built a good pipeline of coaches through the interview process.
 - b. Board structure and proposed committees. Discussion around options on committee structure. No decision made.
 - c. Kenmore: Discussed the building of new fields and availability, advertising/marketing, along with accelerated building.
 - d. Demosphere: The team has explored various other platforms to handle all our needs. There is no one platform that will solve all our needs and Demosphere seems like the best option for the near future. They have a roadmap with some improvements that will be forthcoming. The organization is very responsive to our needs and is a low-cost option.
 - e. Budget: IAC met last week. As we have all seen inflation in news, costs rising at rapid rate. ASA also facing In year cost increases, health insurance costs, rent, etc. The team looked at our 10 closest competitors in regards to fees, and we are the lowest cost across the board.
3. Rec Committee. 4000+ players enrolled.
4. C&D Committee. Will proceed with matching grant program this year. Teams are able to request funding for special circumstances and unbudgeted items.
5. Internal Advisory Committee: Last meeting all around the budget. Looking at additional drafts. Heard from Audit firm – clean audited opinion that was provided. Also received

the 401k audit. Auditors shared some recommendations on internal policy improvements and documentation that are being prioritized and handled by the management team.

6. External Advisory Committee: No update
7. Board Business: None
8. Executive Session met from 9:14 to 9:40p.

Meeting adjourned at 9:40p