



## Board Meeting Minutes

### Monday, November 29, 2021

Attendees: Candace Abbey, Paul Bobeczko, Frank DeMarco, Marc Garufi, Jason Mugg, Brian Plesser, Brent Polly, Michal Simek, Shaara Roman, Jon Temin.

Absent: Ali Protik , Chris Pryor

The meeting was called to order at 7:34 pm

1. Brian welcomed Frank DeMarco who is serving as the interim Executive Director. Frank shared his extensive professional background in business and soccer as well as provided insight into his values and guiding principles.
2. Executive Director report
  - Key highlights from the report include:
    - Conducted listening tour. Met with over 50 people in the community including board members, staff, rec committee, club managers, team managers, and families. General themes and trends have already impacted some of the actions he has taken.
    - Annual report for last fiscal year has been published on the website and provides transparency on financials and highlights key programs. Content and information is already being gathered for future annual reports.
    - Finalized agreement with Ortho Virginia, our new corporate partner. They are the title sponsor on the ADP shirts as well as Spring Tournament.
    - Singed agreement with Falls Church Rec Club to continue including their players in ASA's rec program.
    - New Communications Director hired. He has a deep background in sports writing and reporting and also worked in athletics and college soccer environment. His addition will help us do a better job of telling the great stories that are going on. Build out the communications strategy and how to funnel information to him. He will write the newsletter and provide website updates.
    - The communications consultant agreement was terminated.
    - Vaccine mandate: 93% of staff/coaches are vaccinated and the remainder are submitting weekly test results.

- Discussion around player vaccinations and what the protocol should be given that APS HS players will be required to be vaccinated in the spring. This should be a topic of discussion.
  - Considering implementing a Medical Advisory Committee of medically trained volunteers to help us navigate issues such as vaccinations, concussion protocols, etc.
  - ASIST: brought the event management back in house which results in savings. Expanded the age group to U15. OrthoVirginia is the sponsor for the event.
  - Discussion with organizations in Arlington to gain access to additional facilities.
  - Player safety and wellness initiative launched on website to mitigate confusion around safety policies around lightning, concussions, mental well being, nutrition, etc.
  - Partnered with a long time ASA parent volunteer to review our website around data analytics and website functionality to identify areas of improvement for families.
3. Rec Committee
- Working to put in place a feedback loop for player development.
  - Received feedback about uniform ordering to improve the process to mitigate some of the issues around supply chain and teams forming late.
4. C&D Committee
- Identified a new rep to the finance committee to replace the prior rep who stepped down mid-term.
  - Over the past two years, the operations team has taken over some of the parent volunteer roles and for the most part this has been welcome. However, there are some duties that may be more appropriate being returned to parent volunteers. Discussions are underway for getting the roles/responsibilities appropriately balanced between staff and volunteers.
5. Internal Affairs Committee
- Discussed budget process and will meet again to discuss first draft budget.
  - Discussed the PPP and reviewed options on next steps.
  - Discussed the endowment fund.
6. External Committee
- Did not meet.
  - Next meeting planned for January.
7. Coaches Code of Conduct
- Reviewed and discussed the draft Code of Conduct. Board members to provide input on changes or additions.

8. Family Survey data

- Reviewed survey feedback from families that was conducted in the spring.
- Discussion around what next steps to pursue which could include focus groups, additional pulse surveys, etc

9. Strategic Planning

- The Board is targeting early to mid-January to hold a strategic planning discussion with the board and senior staff to discuss and plan strategic goals.

10. Next board meeting January 31, 2022.

Meeting adjourned at 9:08 pm.