

## **X. Mission-Vision Agenda**

### **XI. Call to Order**

XII. Meeting was called to order at 9:10am by Reb (at the Wingate Hotel). Board members in attendance were Reb Benson, Drew McGregor, Toby Brown, Luke Harden, Nick Scarpinato, Carla Smith, and Tom Paton. Others in attendance were Silvana Pereira, Nicole Southern, Pam Brooks, Becky Mulder, Jennifer Lupi, Tom Armstrong, Rick Thoroughgood, Lynda Compton, Barry Hill and Bill Meyers.

Reb introduced the purpose of the meeting was to review what SASA has done and how successful the merger has been between the two clubs. The meeting would also cover the January 2008 board meeting.

### **XIII. Review Vision and Mission Statements** (reference briefing emailed to all)

Reb reviewed the SRSL-SSC merge slideshow. He spoke briefly on each slide as appropriate to the merge.

Drew recommended that the *Vision statement* be revised to add some information from the positive coaching alliance. ACTION: Drew to draft revised statement and changes will be presented at the next board meeting for review and approval.

Drew recommended that the *Mission statement* be revised to incorporate the items from the positive coaching alliances recommendations for mission statements. Rick recommended that we revise the statement to reflect that SASA's mission includes those in the SASA County Area. ACTION: Drew to draft revised statement and changes will be presented at the next board meeting for review and approval

### **XIV.**

### **XV. Review Coach/Player Development Recommendations** (reference briefing emailed to all)

The board discussed the requirement for licensure for coaches in the various divisions. Discussed how coaches are being repaid for taking the coaching classes. There is some concern regarding the amount the coach is paying for the C license (since we had all agreed to pay some for licenses even past those required for the division they are coaching in). Nick explained that the rationale for paying only a portion of the licensure fee is because some coaches have walked away from the Association. The coaches only recover the course cost. Nick recommended that SASA consider paying for the B or A license if they speak with Nick and Barry. It will be added that B or A will be considered after evaluation. Discussed various issues associated with recovering costs if the coach leaves before the 3 years. Rick recommended that the fee is recovered through obtaining training sessions from the coach for the various levels of SASA. ACTION: Reb will develop the appropriate language for the issue.

Toby discussed that SASA needs to host the license courses within Stafford County. Toby recommended that we hold 1 F and 2 E courses per year and 1 D course per year. Barry has sought to obtain training courses for each year 2 each of F and E training and a D course during the summer. Barry has already booked the CCC facility for the E training. On the travel side, they have fairly high compliance with the licensure requirement – they still believe that we need to enforce the requirement. Part of the difficulty is that there are insufficient numbers of individuals willing to coach.

The board noted that we would make it mandatory for all coaches (head and assistant) to obtain the appropriate license, at least for classic and travel. The view is that 90 – 95 percent of travel and classic coaches have the appropriate license. It is the Division Director's responsibility to deal with the remainder of the coaches to obtain the appropriate license.

Recreation Division coaching license requirement. The volunteer level and coaching license needs to be in CMI. Saying it is mandatory is good; however, without having the information within a database, it will be difficult to track whether the coach holds the appropriate license. It will need to be added into the CMI database questionnaire. The league needs to keep the records. The CMI database doesn't keep the volunteer information. Toby stated that until we have the ability to track the licenses for the recreation division it is difficult to track the licenses. The division directors are responsible for maintaining the listing of licensed courses. At the coaches meeting we have offered the F course for U8 – U10. Discussed whether to retain the 12 month requirement, the board appeared to believe to retain the 12 month requirement. Decided to maintain the U8-U10 module every season; however, encourage the older coaches to obtain the E-level license.

Discussed coaching development. We stated that we need to have the clinics for the various levels; however, we will actually only have the clinics for the U12 or below. The clinics are better prior to the start of the season. The internal folks will run these clinics. Regarding Classic coaching development, the coaching clinics are repetitive; however, the important information is to ensure that the attendees remember that the game is the same, but the methodology may be varied.

Discussed the development of a mentoring program vice volunteers providing clinics and player development for travel. Noted that FASA has a development program. Travel division will be starting a SASA Academy for U9. Tom Armstrong recommended that travel coaches be under contract to SASA. Discussed setting up various seminars for SASA. Barry wants to continue to arrange for seminars. Drew noted that PCA was also seminars that we should continue to make them available for the membership. Discussed whether SASA will continue to pay for coaches attending VYSA Workshop, answer was yes, but that SASA will not to pay for referee training.

Discussed retaining website newsletter and whether we should mail out a paper newsletter. Discussed use of the coaches package for distributing the information. Decision was to go forward with a PDF newsletter to be sent out before each season. Discussed the difficulties that occur with the electronic only version. Discussed sending out a hardcopy of the newsletter to each of the individuals on the Recreation side. Tom Paton recommended mailing out postcards reminding all Recreation Division coaches about the coaches meeting. Discussed the specific information that should be placed within the newsletters, to include information from each director, etc. Discussed placing SASA information into the Stafford County Parks & Recreation (P&R) newsletter. ACTION: Lynda to have more detailed information put into the spring and fall versions of the P&R newsletter.

Barry pointed out that as an association we need to do a better job assisting persons with the responsibilities of their positions. Discussed whether we improve things and ensure that our volunteers are trained into the position in which they've volunteered to assist. We need to mentor not only the volunteers, but the board members.

Discussed the need to obtain training within CMI and how to use it. The concern is not the basics of operation, but when it comes to the more complex concerns. SASA will seek to obtain the training from CMI. We as an organization need to ensure we have training in the use of the various programs that SASA uses to perform our function. We discussed the volunteer training and noted that some of the new positions have needed to be changed as we have grown the position. We need to have a method to train persons in the new position.

#### **XVI. Review Game and Practice Schedule Plans/Philosophy**

Discussed how to move forward with the game and practice schedules. We also need to ensure that people know they don't have to use a field with goals. Discussed that we have some fields just be designated for games. Discussed concept of moving forward with establishing areas for practice and games. Parks and Recreation Department are also discussing similar situations. Discussed various methods for teams to practice – the spaces need to be age related training locations.

Discussed the practice area concept for the various locations. Discussed the use of the school fields, there is a possibility that the school fields may be taken off line. ACTION: Barry will contact the County to go over the outcomes of their positions regarding fields being taken off-line as well as fields dedicated for practice. SASA will have to be fluid in our approach to the fields. We need to create practice areas and then educate the coaches for the appropriate types of practice. Discussed how to deal with the field usage.

#### **XVII. Review Organizational Structure and Board Coordinator Positions**

Reviewed the positions as presented on the page presented by Reb (current organizational layout). No changes noted at this time. ACTION: Carla to discuss with Reb issues associated with the Recreation Division.

#### **XVIII. Review Financial Setup of SASA and Budget**

Tom Paton provided an explanation of the expenditures for SASA. All accounts are with SunTrust with the exception of some money market accounts. Tom provided a number of documents that detailed the expenditure of funds by SASA. Bill described the process and status of the travel accounts. Tom stated it will take a number of years to fully merge the two association's financial books. Regarding our land account, the land will be paid off in 3 years. There is approximately \$120K remaining on the land. The purchase price was approximately \$500K and the current value is approximately \$4M. ACTION: Tom will develop the appropriate charts that provide an explanation of cost as associated to fees. Additionally, there needs to be a break-down of the expenditures in a broader set of categories. Tom and Bill were asked to develop a better consolidated view of the association's assets and expenditures. They were also asked to develop an annual budget.

#### **XIX. Review Division Plans**

##### **XX. Travel Division**

- Trying to identify the boys/girls teams that might be on a U9 travel team in the fall. The child will train on the academy once a week, but would remain on their Recreation and/or classic team. The coaches of the divisions need to inform the parents about the program. A meeting planned that will allow the Travel division to work with the youth as well as explain the program to the

parents.

The program should be open to any player who might qualify for travel. Player development is the goal of the program; however, it is a program for the better players.

The program will ensure that the parents will have all the available information regarding the program. The program is also trying to avoid some of the difficulties associated with parents not having all the information regarding the travel program. The program will be used in addition with try-outs.

- Tournament plans are going well. Not all of the games may be played in Stafford County, because of the conditions of the fields.

#### XXI. Classic Division

- Everything is going on as usual. The plan will be to go forward with 3 evenings of training sessions for the season.
- New registrations look to be going well this season. Everything is set for the spring season.

#### XXII. Recreation Division

- Recreation is set to go...still looking for coordinators for U14.
- There are still some issues with CMI associated with the U6 age group. Extended discussion with the coaching of 4 and 5 year olds. Issue to be tabled until the fall season, but to place a note on the website referring them to Little Strikers with Soccer Academy.

#### XXIII. Other Areas of Discussion

Technical Director for Travel – Tom A mentioned that coaches in the travel division need to be accountable to someone. SASA needs to be able to lead the coaches in some directions and that it might best be done through a contract with the travel coaches. It would be nice to see the travel coaches paid. The club needs to work on player development and if the coach is paid there is a better ability to hold them accountable. We need to get away from the parent coaches in the associated. We need to have two mandatory coaches' sessions per season. He would like to see that there are uniforms for coaches – for games and practices. In addition, team size needs to be reduced to ensure better touches, etc.

Travel leagues – Tom A mentioned the three leagues have various rules. The administrative burden amongst the leagues is uneven, as well as the league's having inconsistent playing schedules. The leagues do not lend themselves to player development because they are results oriented vice player oriented. He recommended that we come out of the leagues and contact the four clubs closest to us to play friendlies between the various clubs and limit only one game per weekend. This will provide greater flexibility for the management of the division. Or as a club we need to go to the league and tell them that they are doing nothing to help with the development of players. Nick noted that ODSL may be the only league that lends itself to player development. Any changes would be for the players in U9 – U12, because the older players are established in the current system.

Technical Director – Barry stated that \$1.8M dollars have been dedicated to the changes at Smith Lake. Some of the monies are dedicated to correct existing infrastructure problems. Because of the problems with the fields it is likely that it will not be until Spring of '09 until the fields are corrected.

There will be visiting teams visiting from Argentina again this Spring (end of March).

There currently is no one in the Complex Development Coordinator position. Tom P challenged everyone in the room find someone for the position. Nicole volunteered to run the fundraising for the program. In the interim Reb is in charge of this position.

**XXIV. Board of Directors Meeting Agenda** All items normally addressed via a typical Board meeting agenda were addressed as part of this expanded Board meeting...no other details to provide.

**XXV. New Business/Adjournment** (Next Board of Directors Meeting: February 4, 2008)

The meeting was adjourned at 1533. 🍷