



MINUTES

Board Meeting

Wednesday, June 9, 2021 | 7:00pm

Location Notes

Meeting was held in the office above the Concession Stand. Meeting was also available through Google Meets.

In attendance: Ellen Mangelsdorf, Erica Viera, Cathy Jones, Carmen Sifuentes, Jennifer Perry, Roy Gaitan, Ericha Matthews, Chris Glynn, John Cody, Dustin Jones, Cyndi Gomez; **Open Session:** Hugo Sifuentes

7:08 pm: Closed Session

- 1) Call to order/attendance
- 2) Closed Session (Board members only as confidential administrative issues are discussed)
 - a) Meeting started 8 minutes late because Carmen struggled with Google Meets :)

7:43 pm: Reconvene in Open Session (open to all HYSA members)

1) President (John Cody):

- A. Getting our house in order; there are a lot of competing Clubs now.
 - a. Getting on top of the club's finances
 - i. Move away from taking cash, especially try to eliminate need for managers to accept cash payments
 - b. Reviewing policies and procedures
 - i. Establish clear policies and procedures for how club takes funds; financial policies and procedures will be a priority: Payments, Bookkeeping, Deposits, Scholarships
 - ii. Roy: Tournament fees can also be centralized: everyone pays Club and Club pays tournament fees
 - c. Fill our open positions: PR, U8
 - i. Came very close to filling all positions
 - ii. PR is a very important role that we need to work to fill
 - iii. If we fill all positions and everyone can focus on one role, we will be more effective and efficient
- B. Improving the Club
 - a. Repairing our facilities is a top priority
 - i. Need to buy/install a shed so that we can store equipment and it won't be exposed to rain, won't be as likely to get ruined; looking to get a grant to pay for shed



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- ii. Two lawnmowers are not working right now; John is repairing one himself and a mobile mechanic will be coming to look at repairing 2nd one
- b. Improving our facilities
 - i. Improving the fields is very important
 - ii. ABC Pest & Lawn is putting together a proposal for Baseball and Soccer to service fields: will mow 1x a week and spray for bugs
 - 1. **Timeline for this proposal is TBD and John will update the Board so that it can be discussed**
- c. Enhancing the player experience
 - i. Player retention is very important
 - 1. John and Roy talked to the Trainers about enhancing the Player experience and what that could look like; extra training sessions, technical, goalie training, allowing guest playing
 - 2. Roy: girls 30 to boys 70 percent so roy wants to rebuild girls side
 - 3. Roy: True player age teams would solve a lot of recruiting issues; could even out all of the boys' sides today if we went to a true age system; players could still play up at the discretion of the Director of Coaching and Coaches for some games and tournaments but would roster with their birth year. Club pass playing would allow for players to have more opportunities to play which is important for player development.
 - 4. Carmen: Parent satisfaction is key to player retention and recruiting.
 - a. Parents who are not satisfied might stay at the Club because their kids want to stay with their friends but won't necessarily recruit because they don't feel like they can ask someone to leave a Club that offers more to a Club that doesn't.
 - b. transparency enhances club
 - c. Carmen would like to advertise meetings have general meetings and town halls
 - d. trainer and club surveys
 - e. this would help the club as a whole
 - 5. Ericha M: Parents want to be heard then they will recruit if they are happy
 - 6. Hugo: Have to give parents Pride of Ownership; paint the concession stand, install a ball pump station, etc.
 - a. setting goals with a timeline; set goals and implement
 - b. John: There are plans to improve facilities



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7. Carmen: These physical improvements will show the HYSA community that the Board is making changes and actively working to improve the Club.

C. Expanding our influence

- a. Showing ourselves in the community
- b. Strengthening our relationship with Surge and Lockhart
 - i. competing with them allows us to provide more games for rec players
 - ii. also, they do not have Academy and Select teams so if they are exposed to HYSA and want their players to have a higher level of play, they may come to HYSA for that

- D. John: We need to do what's best for the club today, not the old way that we have always done things because of the competition.

2) Vice President (Cyndi Gomez)

3) Treasurer (Cathy Jones)

- a) Shared Profit & Loss, January 1 through June 9, 2021 Report
- b) Jennifer will share more detailed information with Cathy for how raffle fundraiser will work and how players will be able to raise funds towards their fees (anything over the \$100 required to fundraise).
- c) John will get Cathy access to Got Soccer for financial information (both old and new system)
- d) Cathy requested that Rec and Select money be handled separately
 - i) John: this can be done when income and expenses for 2021-2022 are finalized and monies can be appropriated
- e) John is working on Budget for 2021-2022 and will present to Board at July meeting.
- f) Cathy will work on writing up policies and procedures dealing with financial matters that she would like to see implemented. She will share with the Board and we will vote on any items that need to be voted on at July meeting or before if possible/necessary.
- g) Roy has drafted a plan for weighted payment plans that will allow parents to finish paying for fees by December; will share with Board for consideration and discussion
- h) John will present the Board with scholarship proposal that includes ways to contribute at the Club in exchange for scholarships; volunteering will now be assigned and parents can inform us if they need to reschedule but we have too much that needs doing to not make sure people are working the volunteer hours if they did not opt out



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4) Secretary (Carmen Sifuentes)

- a) 2 volunteers to review meeting minutes for approval: **Ellen Mangelsdorf, Jennifer Perry**
- b) Volunteers for committee to review and amend bylaws: **Carmen Sifuentes, Jennifer Perry**
 - i) Process for making any changes to bylaws or implementing new things: always contact the person in charge of that particular committee (for example, if it is concession business, start with Ellen) and if it is a Club level decision, the Board will take a vote. Quorum is $\frac{2}{3}$ of Board members and is required for any votes to take place. Any changes to bylaws will be presented to the Board at the August Board Meeting for approval.
 - ii) Ellen: process for adding items to agenda?
 - (1) Carmen: I would like to publish agenda a week in advance, so if possible, submit items to me before that;

5) Facilities Commissioner (Dustin Jones)

6) Concession Commissioner (Ellen Mangelsdorf)

7) Uniforms (Ericha Matthews)

- a) Ericha asked about sponsorship packets and **Roy will share that with the Board.**
- b) **Ericha will reach out to Austin FC and ask about collaboration options.**

8) Public Relations (vacant)

9) Academy / Fusion Commissioner (Jennifer Perry)

10) Registrar (Chris Glynn)

11) Director of Coaching (Roy Gaitan)

- a) Uniforms
 - i) The final details of our new uniform partnership with the Soccer Corner have now been completed. Adidas does not make current uniforms anymore so we can not keep them for a 3rd year. This year it will be vital that we push all players to complete their orders by July 20th. The reason this is so important is that there are negotiated incentives built in. Some of these include a Scholarship fund/rebate as well as a separate rebate for trainer equipment.
 - ii) All players must order the new uniform kit as we are the 2 year cycle for the past uniform and Adidas does not have the current one available at this time.
 - iii) All players are required to purchase the Home Kit, Away Kit and Practice Kit. Please make sure they order all 3 because that is the only way the Club is eligible for the Scholarship/Fund rebate and Trainer Equipment rebate. It makes the Club stand out and when all our team and players uniform pieces match



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- iv) The backpack, training pants and jacket are not required but The Soccer Corner has priced it at a very competitive price and the additional sales add to the uniform incentive/rebate to the club.
 - v) Puma has been chosen as the new Uniform Partner. We looked for a partner that could provide something that made Fusion stand out from other clubs and also that was in inventory given issues that Covid created.
 - vi) Portal Ordering Window is scheduled to open Tuesday, June 15th.
 - vii) Initial ordering window will close on July 20.
 - viii) There will be a Spirit Wear item listed/shown in the ordering options for parents (probably a t-shirt). Purchases on this item will also provide a % rebate back to the club.
 - ix) I will provide all team managers their team login and instructions for the uniform portal once I have the go ahead from The Soccer Corner.
 - x) Carmen will promote uniform ordering window as well as fundraiser weekends on FB
 - xi) Discussion was had regarding changing the Academy logo to the Fusion logo and calling them the Fusion Academy, using the same uniform. This will increase the camaraderie and allow players who advance to Fusion to keep the same uniform if within 2 year uniform cycle
 - xii) Jennifer Perry makes a motion to change the Academy logo to the Fusion logo and use the same uniform. Chris Glynn seconds the motion. All in favor, zero opposed, motion passes.
- b) Thursday Night Soccer
- i) Bibs will be provided
 - ii) Pre-registration option for liability waivers and will have waivers on hand
 - iii) Trainers will rotate with supervising Thursday Night Soccer
 - iv) Question regarding liability was raised and Jennifer confirmed that our insurance will cover our players offsite if it is an official event organized and attended by HYSA trainer(s)

12) U5-6 Commissioner (Erica Viera)

13) U8 Commissioner (vacant)

14) U10 Commissioner (Bobby Davis)

15) D3 Commissioner (Angela Tumlinson)

16) Adjourn: Carmen makes a motion to adjourn the meeting at 9:26 p.m. and Ellen seconds the motion; all in favor, zero opposed; meeting is adjourned.



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Action Items / Motions

- Action Items are **RED**
- Motions/votes are **BLUE**

PLEASE INITIAL TO INDICATE APPROVAL OF MEETING MINUTES

NAME	POSITION	SIGNATURE
John Cody	President	
Cyndi Gomez	Vice President	
Carmen Sifuentes	Secretary	
Cathy Jones	Treasurer	
Jennifer Perry	Fusion Select Commissioner	
Chris Glynn	Rec Registrar	
Vacant	Public Relations Commissioner	
Vacant	Facilities Commissioner	
Ellen Mangelsdorf	Concessions Commissioner	
Ericha Matthews	Uniforms Commissioner	
Erica Viera	U5/U6 Commissioner	
Satch Ellis	U8 Commissioner	
Bobby Davis	U10 Commissioner	
Angela Tumlinson	D3 Commissioner	