

## Minutes of November 27, 2018 CSC Board Meeting

### Meeting Participants:

Jeff Capellini	Fro Adu	Sarah Beamer
Alan Moy	Janet Regan	Matthew Cackowski
Elizabeth Fry	Cindy Grotz	Chris Guzek
Dan Bales	Chloe Edwards	Mike Mohyla

### Meeting Minutes:

- 1) Jeff Capellini opened the meeting and invited any public comments.
  - a. Carlos Barona asked a question about the winter schedule for futsal and Academy/Travel practices.
  - b. Dan Bales stated that the schedule will be out very soon but we are still working to obtain potential outdoor space on a lighted, turf field at Liberty for several nights each week during the winter.
    - i. We do have space at Epiphany and several county elementary schools for the winter months.
    - ii. Schedules will be finalized very soon and distributed to all travel and Academy coaches and families.
- 2) Jeff then explained how the election of new members to the Board of Directors would occur. Each member would give a brief personal statement and then be asked to answer five questions that came in from the membership.
- 3) Alan Moy, who is running for reelection as VP of Travel went first.
  - a. Alan explained that he has been with the club about 8 years and has served 2 years as VP of Travel. He has seen the club evolve and wants to see continued growth for the organization. His main goal is to provide pathways for player development and give kids a platform to play at a higher level.
  - b. When asked about his personal and professional experiences that will be of value to this position, Alan stated that he has lived in Culpeper since 1979 and has many connections in this area since he owns his own business. He understands that the Board of Directors needs to run the club like a business. He also has a passion for soccer and played in high school and at the club level in college.
  - c. As for his strategic vision and goals for the club, Alan stated that he wants to see continued growth and new participants; better opportunities for players; more coaching education; and a readiness to embrace change in the community.
  - d. The top issues Alan anticipates will face the club in the next year include: sustainability of players; community connections; keeping top players in Culpeper; leading the way and creating excitement for soccer in our community.
  - e. The skills and expertise which Alan has to offer are that he knows a lot of people in our community and a lot of business owners. He is passionate about CSC and he is willing to help in any way needed.
  - f. When asked what CSC should provide to have a clear path to the future, Alan stated that we need to: have better guidelines as an organization; educate players and

families and ensure that they understand the steps needed for a player to progress; and have partnerships to get the necessary training for players and coaches.

- 4) Chris Guzek, who is running for Recreation At Large Member, participated via conference call from an out-of-town business trip.
  - a. Chris stated that he has played soccer since he was 5 years old and has enjoyed coaching Rec soccer for his son's team. His goals are to instill values in his players and help them move forward not only in soccer but in life.
  - b. Chris said that he works in Change Management and is well aware of what works and what doesn't, in business. He would like for the club to grow and to look at how we work with the community and how we can augment our efforts.
  - c. His Strategic Vision is to engage the community and work on getting the right types of volunteers. He would like to foster player growth and organizational alignment, beginning in Rec soccer and moving through the Academy and Travel programs. His purpose is to serve the athletes and teach them to balance life and sport. He would like to see us standardize procedures and experiences for all rec teams and instill life lessons as a part of soccer.
  - d. The top issues Chris sees for the club are: getting enough volunteers to coach, and figuring out how to streamline and enhance communications. On the issue of finding coaches, he would like to see us emphasize the importance of being role models and mentors and working to train willing volunteers in the rules and essentials of soccer.
  - e. As for his skills, connections and resources, Chris says that he has a passion for playing and knowing soccer. He is a parent and a member of the community and he wants to get CSC's message out.
  - f. When asked what CSC should provide to have a clear path to the future, Chris stated that this year's All Star game was a step in the right direction, and that we need to let Rec players know the paths that are available to them. We should let Rec players go to some Academy practices or bring Academy coaches in to lead a practice for a Rec team and create bridges between Rec and Academy. He suggested playing games against teams in neighboring counties to give Rec teams a taste of travel.
- 5) Chloe Edwards is running for Secretary.
  - a. She stated that she has been a manager for her daughter's team. She realizes that communication is a key foundation for a team and that a lot of that falls on the manager. She is very organized and skilled in communication.
  - b. Professionally, she works for the Culpeper School system, helping to interview and recruit teachers and apply for teacher licenses. She played Rec soccer as a child and for her school.
  - c. Chloe's vision for the club is to start small and build a strong foundation. She said the club needs to start with gaining parent respect and participation.
  - d. Chloe sees the top issue facing the club as needing more positive feedback from parents and having a better outlook for the club in general.
  - e. The skills that Chloe brings are that she knows what is feasible and what is not.
  - f. Chloe believes that CSC should keep providing in-house training and expertise to all coaching staff.

- 6) Sarah Beamer is running for Travel At Large Member.
  - a. Sarah has two kids who play Academy and Travel Soccer and she coaches the U11 girls travel team. She hears a lot of comments from parents and wants to be a voice for them.
  - b. Professionally, Sarah is a school psychologist and has experience dealing with parents who are angry or upset.
  - c. Sarah's vision is to create growth and attract more players to our club. She would like to see a higher level of competitiveness in the Academy and Travel teams and would like to work to keep our players here rather than moving to other clubs to find a higher level of play.
  - d. Sarah sees the top issue facing the club as player recruitment. She says she is in the schools and can promote the club with students and families. She sees pockets of poor communication and says we need to work harder at keeping all parents in the loop, making communication consistent across all teams. She also thinks we need more experienced coaches for our girls teams.
  - e. The expertise Sarah has to offer is her 15 years of experience in the local school system and her skills in recruitment and communication.
  - f. As for what CSC should provide for a clear path to the future, Sarah says it would be helpful for coaches to have more training and to know what opportunities are available to them.
- 7) Matt Cackowski is running for Travel At Large Member.
  - a. Matt currently coaches U9 Academy Girls and he says he has a good rapport with his players and works to lift each one up. He also has a younger daughter who is in the Rec league, playing at the U6 level.
  - b. As for relevant experiences that would be helpful in this position, Matt said he grew up with a dad who was a commissioner in the local baseball league and helped his dad with rosters and other tasks so he knows what goes into running a league. Also, he says he is a good communicator with this team and very familiar with Team Snap.
  - c. Matt's strategic vision for the club is to create more growth. His daughters are young and they love soccer so he wants to help grow the program for them. He played college football and no one helped him in the process so he wants to make it easier for his girls.
  - d. The top issue Matt sees is our numbers in the Academy. He says that he can help recruit from the Rec side since he is there with his younger daughter.
  - e. The main thing Matt has to offer is his permanence in the community.
  - f. Matt believes that CSC needs to provide more training camps and training in goalkeeping, etc. to have a clear path to the future. We also need more fields available 2-3 times/week.
- 8) Betsy Fry is running for reelection as VP of Recreation.
  - a. Betsy currently coaches U12 girls and assists with a high school team in the Rec league and leads our TOPS program. She has been involved with CSC for 13 years and her oldest child is aging out of our programs this year. She has owned her own business for 6 years

- b. Betsy’s experience includes the fact that she is on the fields all day on Saturdays, starting with TOPS at 9 am and continuing with her Rec coaching and her support of her eldest daughter who is a referee. She has served as Rec soccer coach for 13 yrs.
  - c. Betsy’s vision is to build the TOPS program and train more coaches so we can take more than 8 participants. She would like to build bridges between the Rec League and the Academy. She would also like to bring back the All Star tournaments in northern VA. She would like to see us start training Rec coaches BEFORE the season starts and have at least one special training session for Rec goalies.
  - d. The top issue from Betsy’s perspective is communication between parents, coaches and staff. She also thinks we should have an assistant coach assigned to every team so we can split the teams and work with forwards and defenders separately. Finally, she says we need to work on keeping referees and keeping players here in Culpeper.
  - e. The things Betsy has to offer this position are that she has lived in Culpeper for 30 years and has a lot of connections whom she can contact for sponsorships.
  - f. To have a clear path to the future, Betsy thinks our club needs to offer more training to Rec coaches and put more resources on the website about player progression. She would also like to be able to offer TOPS in the winter, with a 45-minute indoor session.
- 9) Mike Mohyla is running for VP of Recreation and participated in the meeting from his office in DC where he had just finished a meeting.
- a. Mike said he has twins in the U6 program so he has a vested interest in the maintaining the program for his children’s future. He played soccer from the age of 5 years all the way through college. He believes that learning a sport is a great foundation for the future.
  - b. Mike’s professional experience is as a multi-unit manager for a restaurant company in which every day is a new challenge. He is skilled in communication and accustomed to dealing with many different personalities.
  - c. Mike’s vision is for kids to have fun and enjoy learning the sport of soccer. He wants to educate coaches to be positive role models who help youth develop and grow.
  - d. The top issue for Mike is to have strong coaches. He believes we need a strong foundation of mentoring and teaching coaches how to coach. We also need to educate parents as to how to continue working on skills with their kids at home.
  - e. Mike’s expertise includes an ability to use all types of social media and communication platforms.
  - f. To have a clear path forward, Mike believes CSC needs to keep kids interested and show them what can be achieved through soccer and how it can benefit them throughout their lives.
- 10) Elections were held and the following slate of officers was elected:
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|------------------------------|---------------|
| VP of Travel:                | Alan Moy      |
| VP of Recreation:            | Betsy Fry     |
| Secretary:                   | Chloe Edwards |
| Travel, At Large Member:     | Sarah Beamer  |
| Recreation, At Large Member: | Chris Guzek   |

- 11) Jeff Capellini congratulated the new officers and held a brief orientation session for them.
  - a. Jeff stated that a year ago the Culpeper Soccer Club pitched the idea of intramural soccer after school for fourth and fifth graders. It was to include 10-15 minutes of skills training and then scrimmage games and was to be run by our technical staff. The school system refused to allow us to run this free program because they said it gave soccer an unfair advantage over other sports. Now that there is a wellness initiative in the schools, we might be able to pitch this idea successfully.
  - b. One of the main goals of our program is to balance the need for space and equipment and show equal commitment to travel and rec soccer, although we recognize the additional investment and time that travel soccer requires.
  - c. The CSC Board of Directors and the expectations of the Board members have changed over the years to reflect a professional organization that provides youth soccer to the community. Board members used to be heavily involved in daily operations. As the organization has progressed, Technical Staff and Office Staff manage and drive day-to-day operations, and the Board serves in an advisory capacity, additionally committing time in special circumstances like tryouts and opening day events. All soccer related programming is led by Technical Staff, and BOD members can be consulted as needed. Board members should NOT share all the details of Board meetings with all parents. Also, the Board meetings are not a place to discuss your specific team(s). Board members must be careful to differentiate their roles and keep them separate.
  - d. Jeff stated that Board members should be strategic advisors and the staff should be the drivers of all operations. The key role of the Secretary is to create the agenda with the Technical Director for Board meetings and prioritize topics to make the meetings more efficient.
  - e. The key areas of concern for the next few months are:
    - i. Keep pushing Rec futsal and get our numbers up for registration
    - ii. Handle our cash flow and financial position and figure out how to collect past due travel and academy balances and keep accounts up-to-date moving forward
    - iii. Scheduling travel tryouts, the Rec Classic, and summer camps
    - iv. Holding a College Prep Course in December and perhaps combine this with the four teams who will be in the showcase
- 12) Dan added that we are trying to get an In-house coaching certificate program for this spring. This would allow us to offer basic training to our rec coaches and perhaps be the first step in encouraging them to pursue licensure.
- 13) Jeff encouraged new Board members to use their positions and their social networks to get new people involved with CSC and increase our skill set and enthusiasm.