

BIFC Board Meeting Minutes

March 9, 2020, 7:18 PM

Marge Williams Center

Board Members in attendance: Peter Murchie, Ron Piland, Elizabeth Chambers, Liming McMillan, Sherry LaMonica, Ben Dugan, Brett Deits, Phil Avison, Greg Troyan, and Ian McCallum.

President (Peter Murchie):

Provided an overview of the agenda and asked for additional agenda topics.

On a motion duly made and seconded, with a correction to one typo, the Board unanimously approved the minutes from the February Board meeting.

Director of Volunteers (Sherry LaMonica):

Discussed the annual awards night scheduled for Friday, March 27th during the BHS Varsity Boy's game against Franklin High School. Food and drink will be provided. Sherry is coordinating the food, volunteer polls, and the Evite invitation. Ian has added a Facebook calendar event and work on the overall program. Mike Moyer has agreed to be the announcer for the event. Requested a Board member to assist Ian and Peter volunteered to assist.

Treasurer (Brett Deits):

Board members asked questions about the financials previously circulated to the Board. The Board discussed the process when families have not paid. Brett and Liming will report back if there are recommended changes to how we handle or any abnormalities. Brett raised the question of whether our fee levels are appropriate in light of fields credit expiration and new technology.

Action Item: Brett and Liming, with input from President, VP Rec and VP Select, to examine the issue of fees for 2021 as part of the Board plan this year. Will look at needs, how long since we've raised fees, and comparable clubs.

Director of Coaching (Ian McCallum):

Peter discussed the Board's need to discuss: (a) Club's communication on Coronavirus; and (b) the Manchester trip.

With respect to communication, Ian has been looking at direction from Washington Youth Soccer, NPS and other clubs around the country. Ian plans to communicate every week. Last

week, all games went forward as scheduled, other than one, which was moved to a different field. Ian is looking specifically from criteria from Kitsap Health, BISC and Washington Youth Soccer. We recognize that we are not the experts and need to follow the lead of those who are the experts. We are also coordinating with Parks and Recreation Department. The Board was supportive of Ian continuing to follow the School District and Kitsap County Health Department; the Board will reconvene if/when a decision is needed with respect to moving forward.

Ian discussed different things clubs are doing at this stage with respect to social distancing – elbow bumps vs high five lines, etc. Washing pennies or not using.

Brett and Liming to do an assessment of revenue impacts if we need to cancel Spring soccer.

The Board then turned to the Manchester trip. The Club's relationship is with Cross Cultural Journeys (\$2100 to Cross Cultural) and to the airlines (directly paid). We've asked for transparency from Cross Cultural on sunken costs if cancelled; there is no pandemic insurance. Money has been spent on tickets, tours, field rentals, walking tours, meals, youth hostel, leaders, etc. We've asked Cross Cultural to continue to get more information and we've asked for transparency to parents about what can/can't be refunded. Club is being cautious and protective of players and those going, but needs information back from Cross Cultural – not enough information to make a decision at this point.

The Board discussed the college showcase proposal circulated by Ian. Ian recommended working with other clubs to get appropriate numbers for a sustained time. With input from appropriate Board members, discussed a \$675 fee (does not include coach travel expenses and uniforms, nor BIFC staff time). We have a women's coach and Ian is working with a potential men's coach. Looking at showcase tournaments with a good mix of experience based on recommendations from college coaches. BIFC would use the funds for field rental, paying tournament fees, travel technology, and paying coaches. Team would need to organize and pay for travel.

On a motion duly made and seconded, the Board approved taking the program outlined back to the other clubs to get their buy in, with one vote against (Liming). Ian will come back to the Board for future approval after learning more from other clubs on interest.

Technical Director (Phil Avison):

Discussed coach staff bonus program to reward coaching staff to improve performance of the club. Key metrics for performance improvement, based on evidence, are: (a) consistent implementation of Coach communication (Team Snap messages after tournaments and game weekends, pre-season, mid-season and post-season messages to team and individual players); (b) attendance of BIFC Coaching Clinics; (c) commitment to ongoing coaching personal development; (d) adherence to a BIFC feedback system; and (e) professionalism (wears club kit, timeliness, sideline demeanor). The Board did note the need to have a reasonably consistent metrics to measure success. These points as well as feedback mechanism will be discussed with

the coaches for input. Board discussed looking at this again in a year to examine whether it was valuable. The Board also discussed a parent review.

On a motion duly made and seconded, the Board unanimously approved implementation of the bonus approach circulated by Phil for the upcoming select season (to be paid in 2021 – up to \$7500 to the coach payment category).

Other Business:

Ron Piland (Vice President) provided an update on Urban Soccer Park. Based on discussions, the land owner is comfortable with a two year term, although they do not believe they will use the land for 5-10 years. We need to look at plan if we need to move it - if we get it on the island and realize the benefit, Ron believes there will be support to move to another viable location. Ian discussed other potential locations possibly in partnership with the school district.

Ben Dugan will be coaching in the upcoming season. He discussed potential conflicts of interest. Ben will talk to Board members and Peter; Board members expressed support for Ben's excellent contributions to the Club as a Board member and desire to find a solution within the bylaws and bring a proposal to the next Board meeting.

Ian discussed TOPS soccer. Karen, who has run the program, is stepping back as her daughter is graduating. Ian meeting with Karen to get a grasp on how to transition.

The Board agreed to meet Monday, April 20 (a week later than originally scheduled).

On a motion to adjourn, the meeting was called to a close at 9:15 PM.