



## Frequently Asked Questions

### ***Q. What are the reasons for combining the clubs?***

The primary reason is opportunity. Specifically:

- More and better opportunities for players – the driving force behind combining the clubs comes from increasing the opportunities for players from both clubs to have access to greater development and programming options.
- Greater community partnerships and sponsorships – simply, we are a better organization together than we are working separately.
- More depth in each age group allowing more opportunity for players to play with others of similar ability.
- More opportunities and resources to support the development of our coaches and to pursue a wider range of coaching opportunities.
- Benefits of scale – we will realize valuable administrative and organizational efficiencies from combining the two organizations.
- Long-term strategic projects: The opportunity to create resources to undertake strategic projects in the future ranging from facility development, program infrastructure and improved financial assistance allowing greater access to the game for our players.

As we have been working through the details of bringing the clubs together, the common denominator has always been a focus on the players and providing enhanced player experiences for all – inclusive of all ages and abilities.

### ***Q. How will the integrated club be structured?***

The two clubs are being integrated into a single entity structurally, operationally, and culturally. Through the conversations that brought about the agreement to combine the clubs, we realized quickly that both clubs share many of the same philosophies, interests and intents. We aim to be a comprehensive soccer organization with players as young as 18 months through adults.

***Q. What will be the integrated club be called?***

The combined club will be called FC Boulder. Beginning this summer, a subcommittee of the club's Board of Directors will review the club Brand and provide recommendations to the Board about future branding options including the desirability, logistics and costs of rebranding the club in the future.

***Q. How will the leadership and governance of the integrated club work?***

The integrated club will operate under the bylaws of FC Boulder. It will be led by a Board of Directors comprised of representatives of each club starting in June 2019. The club's Annual General Meeting (AGM) will be held in December 2019 at which time, elections for open Board positions and voting on Bylaw amendments will occur. The Board of Directors are responsible for appointing an Executive Director to lead the organization.

The Board of Directors consists of nine elected volunteers, and the Executive Director and the Director of Club Development in an ex-officio capacity. The Board's collective responsibilities include, but are not limited to the following:

- Hire and oversee the Executive Director
- Oversee club operations
- Establish fees for services provided by the club, approve the club's annual budget and oversee the financial affairs of the club
- Provide insurance programs for the membership and the officers, directors and employees of the club
- Fundraise on behalf of club programming and club growth and development
- Hear appeals from membership
- Render final business decisions in consultation with the Executive Director
- Formulate, interpret and enforce the rules and regulations of the club

Director terms are three years. Elections for open Board positions are held at the AGM in December. The Executive Board consists of four officers elected by the Board following the AGM including the positions of President, Vice President, Secretary and Treasurer.

***Q. What do I need to do now?***

The short answer – nothing. There is nothing to do now other than enjoy the spring season! The clubs will continue to function in their current states through the remainder of the spring – teams, coaches, and programming will remain as current in both organizations. In the coming weeks, we will be sharing information about registration for upcoming player placements, programming options, staffing announcements, upcoming calendar of important dates and more.

***Q. Will my child's coach and practice change for the spring 2019 season?***

There will be no changes to practice locations, game locations, team coaches, or club programming for the spring 2019 season. For the 2019-20 season, information will be disseminated in the coming weeks included coaching rosters, practice and game field locations, club programming, registration fees and much more.

***Q. What is club's uniform policy? Who will have to buy new uniforms?***

The integrated club will maintain a two-year purchase policy for Academy and Competitive teams in the U11-U19 age groups. The uniform brand partner will be adidas and the club's uniform retailer will be soccer.com.

For existing FC Boulder players, there will be no change to the existing policies and the current uniform kits will remain through the 2019-20 season.

Current Trebol SC players will purchase new uniforms for the 2019-20 season (please note that the Trebol SC uniform cycle calls for a new uniform purchase in 2019). As the whole club will be on a new uniform cycle beginning in June 2020, every effort will be made to minimize expenses for families who are buying new in June 2019 and will be buying new again in June 2020. Note: as is normal in a mid-year of a uniform cycle, all rising U9s and U11s will be required to purchase new uniforms in June 2019.

***Q. Simply, how much is everything going to cost? Will registration fees change?***

We expect to announce the 2019-20 programming details and fee structure for the Academy and Competitive programs (U11-U19), the Juniors program (U9-U10) in the coming week. We are making every effort to keep soccer affordable for all families in our communities. Due to the different price structures that exist currently in the two clubs, some families will pay less for their soccer experience, and others may need to pay more. We are committed to providing an experience of the highest value to each player at a price point that is extremely competitive as compared to other clubs.

We hope everyone will recognize that the costs of day-to-day operation of an organization like ours is ever-increasing and often by matters outside of the club's control e.g., CSA fees, facility and field rental costs, referee costs and more. We intend to offer multiple programming options for members to allow everyone to make the best choice for their player and family.

***Q. Will there be a new website for the combined club?***

The short answer is yes, but in the interim, please continue to use each club's current website through the remainder of the spring season. When announcements are made regarding the combined club, each website will link to the pertinent information.

***Q. How will we register for the fall season?***

Registration for player placements for all Academy, Competitive and Juniors programming will open in early May. Registration for recreational programming will open in mid-May. Player registration will be online with links and registration information being sent all members of both clubs in the month ahead.

***Q. Will there still be access to financial assistance?***

Yes, absolutely. The application process for financial assistance will be similar to the process employed by each club currently. Specific and details about qualifying criteria, and application materials will be shared with all members of both clubs in the coming weeks.

***Q. When will there be an opportunity to learn more about the combining of the clubs?***

We will be hosting a Town Hall style meeting on Monday, April 8 or Wednesday, April 10 – specific details to follow. Additional information meetings will be held in the form of program meetings, age group meetings and more.

***Q. Will we still have team managers?***

Yes, absolutely. There will be no changes to team leadership this spring. As teams are formed for the 2019-20 season, we will be asking for volunteers to serve as team managers and team treasurers.

***Q. What is the plan for integrating players from existing teams?***

- Please keep in mind that no changes will be made (coaches, players, league alignment, etc.) for the spring 2019 season. Combined player placements will be held in May 2019 with teams beginning play in time for the fall 2019 season.
- True player integration across more than 100 teams from U9-U19 in the combined club is more than a single year process. It may take several years to fully integrate players, finding the best possible playing situation for *each* player.
- There will be a common player placement in May. At this time, players will have the opportunity to select into the programming option that best supports their level of play, interest and commitment and family dynamic. Geographical consideration will be given to current FC Boulder teams and Trebol SC teams i.e., for some players, their current teams may remain largely intact for the fall 2019 season and may retain the same coach. The player placement process will be led by the Director of Coaching and conducted with great care and diligence and with meaningful input from current team coaches.
- The structure and process associated with the Boulder Valley Youth Soccer recreational program for players ages U5-U19 will be largely unchanged except for the benefits of more team options as the pool of players is likely to increase.

***Q. How will the coaches from existing teams be assigned?***

The Club's Director of Coaching (DOC) and Program Directors will make decisions regarding team coaches prior to each player placement cycle. Based on a number of factors including, but not limited to, the coach's education and licensure, previous coaching experience, member feedback and coaching qualifications, the DOC and program directors will assign coaches to teams with the intent of selecting the best coach for each specific team.

Coaching assignments will be based on our forecasts of the numbers of teams in each age group for the 2019-20 season. We intend to announce the coaching staff no later than May 1, 2019.

***Q. What efforts will be made to integrate Hispanic and non-Hispanic players?***

The game of soccer is a terrific vehicle for bringing people together – people from different ethnic backgrounds, from different religious backgrounds, from different socio-economic backgrounds and from different cultural backgrounds. This happens around the world and will continue to happen in our community as well.

One of our continuing primary objectives is to create a club that is not only reflective of the diversity in Boulder County, but can be looked to as one of the great models in our community that brings children and families from all backgrounds together, working toward a common cause and the common good.

Growing the game and creating playing opportunities for players from all areas of the communities we serve are current goals of both FC Boulder and Trebol SC and is another example of how we can be better and more impactful as we work together.

***Q. Will entire teams be integrated into the combined club or will player placements be “open” to all players?***

Actually, we anticipate both outcomes. The player placements will definitely be “open” and as equitable as we can possibly make them. We also recognize that in some age groups, it might be advantageous for teams to stay mostly intact based on geography, coaching considerations, or other factors. The Director of Coaching and the Program Directors will make each decision in the best interest of team and age group.

***Q. Where will practices be held? What will my child's practice schedule be?***

Recreational teams through Boulder Valley Youth Soccer (U5-U10) will have the opportunity to participate in a club-led weekly skills clinic session and a second practice per week with the team coach. U11 and older recreational teams will practice 2x/week with their team coach.

Juniors (U9-U10) teams will practice 2x/week with their team coach and under the director of the Juniors Program Director and Assistant Director. Additional training opportunities will be offered in-season for Juniors players.

Competitive program players (U11-U19) will practice 2x/week with their team coach and will have additional practice opportunities each week throughout the year with program directors and staff coaches.

Academy program players (U11-U19) will practice a minimum of 3x/week with their team coach and/or program directors including regularly scheduled winter training opportunities.

The specific practice locations for the 2019-20 season are of course, yet-to-be-finalized; however, it is the club's intention to retain similar practice locations as are currently being used by FC Boulder and Trebol SC and to maintain geographically beneficial practice locations for as many teams as possible.

Scheduling weekly practices for more than 100 forecasted teams, with limited field space in our communities, and with many coaches who participate with more than one team is a huge undertaking. We will make every effort to accommodate teams as best we are able, and appreciate your support as we put this puzzle together for the first time this coming fall.

***Q. When can I expect to learn additional information about the Club moving forward? Who can I contact with additional questions?***

We will communicate with all current members of both organizations regularly throughout the spring season. Each club's website will remain up-to-date on club information. Questions can be sent to [info@fcboulder.com](mailto:info@fcboulder.com) and both Adam Hayes and Ivan Jackson will respond to inquiries.