## ABSC Board Meeting Summary

| Reason for or type of Meeting: Routine Monthly Board Meeting for Albany Berkeley Soccer Club |  |
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| Participants: <br> - Dan Robinson (Board President) <br> - Ben Chuaqui (Coaching Coordinator) <br> - Phil Scicluna (Director of Coaching) <br> - Toney Wright (Executive Director) | - Richard Hill (Field Host Coordinator) <br> - Jeff Soller (Board Member) <br> - Julie Anderson (Admin Director) |
| Date Created: 6/3/2013 |  |
| Date of Meeting: 5/7/13 | Times (start/end): 0745pm - 1025pm |
| Absentees: Stefan Aubertin (Secretary) |  |
| - Board Reports <br> - Staff Reports | Topics |

Board Resolutions Completed This Meeting

What
Motion Approved: "The intent of this policy is to ensure that each player receive at least $50 \%$ playing time at each game they attend. ABSC understands that there may be circumstances at any game that may make this difficult. At a minimum, the policy is that each player play at least $50 \%$ of each season."

## Reports

## Dan Robinson

Disciplinary issues internal to club: if issues come up, they can be brought to the attention of ABSC disciplinary committee, if committee cannot resolve it, bring it to the board, make recommendation. If question came up about how to sanction coach, committee could find out what sorts of sanctions the league uses as possible solution. Discussion of some example scenarios.

Basic structure:
Situation brought to committee.
Statement is taken from all parties.
Investigate to uncover truth.
3 people in committee decide (at least 2 must agree on sanction).
Disciplinary committee is accountable to the board.

Toney to write policy for disciplinary committee (and EQ response?)

CYSA rule to fingerprint Team Officials, board, staff - this is coming.
Background screen will cover northern CA.
Discussion of implications.

Jeff Soller
Observation: Referee pool is getting younger.

Some instruction of appropriate kind of officiating vis a vis age group is needed.
Some instruction toward parents/spectators is needed.
Need to address "What is an appropriate way to be supportive to the kids on the field?"

Phil Scicluna
Phil shared some key improvements and feedback received from coaches and parents

1. Teams are accomplishing better results due to the programs in place \& extensive training in place.
2. Parents \& Coaches are pleased with the 'Paid' Coaches.
3. The Academy was well attended for the U6-U8 players.
4. The Goal Keeper Clinics have 12 players, BUT U9-U12 only has 1 Field Player.
5. Parents have not expressed major concerns as they have in the past and are more confident with the club's response time when a concern is being addressed.

Phil brought up a series of issues and questions about specific staff goals and achievements during the spring season. He had questions about whom he reports to as well as how to go about bringing up performance issues that he felt needed to be addressed as well as his contract status with the club. The board clarified the steps and procedures in the following way:

- Phil, and all staff, report to Toney.
- Toney is responsible for negotiating all contracts and supervising all work
- Phil was encouraged to bring any and all issues he might have to Toney and work them out with him.
- In the event that Phil or any employee feels they need to bring something to the board they are encouraged to bring up the issues with the Personnel Cmte.
- It was noted that in the event that a member of the personnel cmte (currently Toney, Jeff and Dan) are directly involved in any issue or problem then that member can recuse him or herself and a substitute will be appointed by the board.

Richard Hill
Richard followed up on an email he had previously sent to board members regarding a sometime contract employee and ABSC Coach (CoachY - name withheld for privacy reasons)
Conduct of CoachY had previously been discussed by the board and Jeff and Toney had met with CoachY and had determined how to move forward. Toney expressed a desire and willingness to engage CoachY as a paid employee in a limited context. Richard disagreed with this judgement. Dan asked that if there were still concerns about CoachY we needed to quickly determine what the issues were and deal with them. No immediate action taken.

Discussion of reporting structure and responsibility/authority to engage or hire and manage.
By-laws say that TW has "responsibility" to recommend hires, but not the "authority" to hire.
Dan said that in his opinion we clearly hired Toney to run the club and told him he would have the discretion to hire and fire all staff, we need to adjust the by-laws to reflect that.

Ben Chuaqui
No report.

Toney Wright

* Things are going good.
* Need more coaching training.
* Visited games, saw coaching on the pitch.
* We need better sidelines management from both the coaches and parents.
* Education: we need to get info out to parents about what their role is.
* Over the summer, intending to get coaches and parents trained; possible to call it "ABSC Certified" and do in-house training with curriculum and program. Start training coaches at U6.
* Soccer Moms on the Pitch, lots of fun, 12 people attended first date, lots of excitement, possible to offer
future dates on non-Sundays.
* Fall registration period was shortened from 30 days to 15 days.

Comp calendar - Debbie operates
Rec calendar - Rebecca operates
Goal is to have Rec teams formed and coaches assigned by end of July.
*New message: if your team does not wear ABSC uniforms, don't register with ABSC.
Osos team wearing generic jersey, coach was wearing Mavericks jacket.

* Having sit-down meetings with George, Manish, Bill, coaches who don't wear correct jersey, Doug.
* Recruiting referees.

Discussion of jewelry problems.
Soccer Without Borders jewelry (welded on for religious reasons)
Law 4 FIFA rule says no athletic tape allowed. Jack Wagoner is in position to make a league rule.
Unresolved at present. Ref at last game allowed the jewelry. Law says Ref has the right to rule on safety, and therefore a Ref could allow the jewelry based on safety judgment. Possible to have SWB create waiver regarding injury/jewelry.

* Comp teams - Discussion of use of the pot of funds generated by the $\$ 85$ portion of comp player fees.
$\$ 350$ was the figured suggested for Comp team allotment for Fall 2013.

Dan Robinson
Playing Time equity.
Rule historically in ACCYSL has been $50 \%$ playing time (unspecified as to game or season), including in Comp.
Question about why so many kids are on roster if coach can't play them at game - some possible reasons.
PS: When there are more than 16 players it's mathematically impossible in some age groups to play them all $50 \%$. ABSC is a developmental club right now; some players will not play much in the first couple games but play more time in later games in season. Some coaches handle this well, others do not. PS' question: Who does the club back up? Player or coach? One option: first come, first served on game day as a way to decide who starts.
PS: Recommendation to have policy of $50 \%$ of season playing time.
DR: Danger of coaches abusing $50 \%$ of season policy.
Q of direction of club advancing as a Comp club vs staying at copper/bronze.
Q of having a policy that is loose enough to allow coach flexibility, but parents to be disgruntled and complain.

## Motion- Unanimously approved

"The intent of this policy is to ensure that each player receive at least 50\% playing time at each game they attend. ABSC understands that there may be circumstances at any game that may make this difficult. At a minimum, the policy is that each player play at least $50 \%$ of each season."


