



**July Board Meeting
Wednesday, July 18, 2018
7:00-9:00 PM
Ballistic United Soccer Club
275 Rose Ave., Pleasanton Ca. 94566**

1) Call to Order: Jon Asmussen calls the meeting to order at 7:04 PM

Members present:

Ross Stonesifer Philippe Blin Carlos Nissen Cassandra Fuller Randy Smith
Dan Allari Jon Asmussen Randy Smith Martha Brown Albert Villarde
Mike Stewart Tamie Shadle Juliana Capata Erik Hofstede

Absent: Cindy Whitehand, Mike Hoyman, Erika Carlson

Staff: Megan Walinski Rich Newbery

Guests: Jaiing Sun, Nicole Zhang, Elsie Wolfe, Keith Wolfe, Brianna Wolfe, Bri O'Dowd, Jenya Jawad, Marty Florian, Katie Moe

1) Call to order: Jon Asmussen calls the meeting to order at 7:04pm.

2) Rage Scholarship Recipients: Jon Asmussen introduces both of the 2018 Rage scholarship recipients, Nichole Zhang and Brianna Wolfe who are going to two excellent universities, Harvard and Santa Clara.

Brianna tells the board how she started at Rage at age 4, with her best friend's father as the coach. Some of the best experiences in her life have been through soccer- friendships, leadership and so much more.

Nicole recounts how she started playing in 2010 as a change from ballet and she loved it. Soccer has been a big stress relief for her, and soccer has provided many life lessons. She hopes to play club soccer at Harvard.

3) Agenda Amendments: None

4) Approval of may Minutes: Randy Smith moves the minutes be approved as written. Martha Brown seconds, and the motion passes unanimously.



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5) Recognition: Jon Asmussen says he must point out the incredible amount of work that has been done in the past 60 days. Bri O’Dowd and Carol Sparks have done hard work on the transition from independent contractors to part time employees. Marty Florian and Martha Brown are doing great work on rolling out the tournament, and Erik Hofstede did an excellent job with the Tahoe Rage camp. Rich Newbery did a fine job with the first Coach Education series. We received great feedback from the coaches on the presentations that Erika and Cassandra Fuller gave.

6) Nomination for Vacant Board Seat: Jon Asmussen states that with the resignation of Bruce Hershey from the board, there is a vacant seat. Jon says he has been trying to convince Katie Moe to run for the board for some time. She has shown the care and energy a board member needs, and she has shown strong skills reviving Topsoccer. Jon nominates Katie Moe to complete the remaining time of Bruce’s seat. The board elects Katie unanimously.

7.) Reports

a. Part time employee conversion: Bri O’Dowd, the club’s independent contractor in charge of the conversion, says she was unsure of what challenges she would face compared to when she did the same at Bay Oaks soccer club. Her tasks:

- transition from ICs to part time employees
- Compliance for the state
- Hourly structure
- Offer letters
- On boarding of employees
- Job descriptions
- Meet with each coach
- Train employees on clocking in

Clocking in and clocking out will take awhile to catch on. Monitoring overtime will be critical in the beginning. Bri and Carol Sparks will be monitoring together at the beginning. Carol has done a herculean job getting paychecks out this pay period.

It is asked what the process will be if employees have questions about pay rate. Jon Asmussen states it should go to Bri first, and if it is still not resolved, it will be moved up to Jon and Randy Smith, the treasurer.

Paychecks now have full payroll deductions so in the short term, it will look like they are getting paid less than thru a 1099; but, in the long term, it will even out.

Bri points out that all sports clubs will soon be doing this.



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b. Tournament report: Marty Florian points out the tremendous work Martha Brown has done. Thank you. This will be the first year we will have canopies and benches at all sidelines. We are still in need of filling 7 more volunteer positions.

We have 152 teams this year versus 180 last year. Marty puts this to ECNL, NPL, Development Academies, and the very late team placement dates this year. We are also competing with the Davis tourney which had 70 college coaches attending. This is an area we need to work on.

There will be a 15-year celebration for the tournament this Saturday at the Veteran's Hall. All are welcome.

c. Recreational Program report: Mike Stewart says this year's numbers are down 41% for U6's and 70% for U14's versus 2014.

Tamie Shadle reports the club will be sending out mailers to those who have not registered yet, but that there is no plan to personally call each family at this time.

Jon Asmussen asks for a group to look into player recruitment and retention. Rich Newbery will contact Mike Stewart and Megan Walinski and solicit help.

d. DOC report: Philippe Blin informs the board that three ECNL teams went to nationals in Seattle; 03s in the Championship level, the 01's in the Showcase level, and the 02's made the finals in the America Cup. These teams will get two weeks off after the Rage tourney.

Presently, staff are in the ODP selection process.

e. GM report: Rich Newbery states feedback from the first staff development program was good, although we were missing 9 coaches. We need to work on that. Upcoming sessions will cover PCA, CPR, sexual harassment. Rich is also working on a coach evaluation process, coach retention program, and coach retention program.

Programs that are coming up are the France World Cup trip and the development of a Futsal program.

Rich is also working to better understand the budget process and who is accountable and how the bidding process works.

f. Operations report: Tamie Shadle tells the board she is in the thick of rec team formation. For rec shirt sponsorship, the club has 10 sponsors. Website revamp has been long and slow. For the "values" project, she will begin to consult players. The Tahoe trip did take a lot of work on the coordination side.



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g. Treasurer's report: Randy Smith states income is down over comp and rec as registration is done in both programs, while expenses are up. Jon Asmussen points out that the Tahoe trip will receive 50% of cost back from participants and the city will be returning \$54,000 back from unused field fees.

h. TopSoccer report: Katie Moe recounts 13 athletes attended the first session, mostly 5-10 year olds. A coach has been identified. A stipend of \$800 is a possibility. Tamie Shadle says registration insurance is \$25 a player, but we said the program would be cost free. Jon Asmussen states the program has a sponsor that could cover that cost. There was much discussion on the costs and the need to keep with it being no out of pocket for this year.

Dan Allari moves the club budget \$800 for the program. Ross Stonesifer seconds, and the motion passes unanimously.

Closing remarks: Jon Asmussen reminds the board that the Rage Showcase tourney is the club's major fundraiser. Please help and support it. Rich Newberry asks everyone to thank the volunteers who work so hard at this event.

7) Adjournment- Jon Asmussen adjourns the meeting at 9:05