



Board Meeting

Wednesday, April 29th

Due to SIP, Meeting is via Zoom

Members present by Zoom Meeting:

Erin Sharpe Cassandra Fuller Katie Moe Mike Hoyman Carlos Nissen
Dan Allari Jon Asmussen Martha Brown Tamie Shadle Erik Hofstede
Colin Chang Albert Villarde Randy Smith Chris Palmer Mike Stewart

Absent: Pani Malar

Staff: Megan Walinski

1) Call to order: Fuller calls the meeting to order at 7:07 PM.

2) Guests: none (mystery number??)

3) Recognition: Cassandra F recognizes Erin S for girls, parents, families and coaches at best interest at heart. Randy Smith, keeping Rage afloat with his tireless efforts. Thank you Jon A for questions and support. Thank you Exec Board for flexibility. Thank you Katie Moe for her support. Erin S. thanks to Cassandra F and team for support through this process. Thanks to Tamie S for being her right hand person to Erin with quick changes and priority shifts. Thanks to Megan W for stepping up to take on new roles. Thanks to Randy S, Martha B and Carol S for commitment and time to working on the comp budget. Randy Smith wishes to thank Carol S for what she has done forever, but specifically over the last month

4) Approval of March Minutes: Randy motioned to approve, Erik H second. Minutes approved

5) Board Reports:

Director of Operations:

Tamie met with an onboarding specialist to walk through rec registration setup process. Previously scheduled to open reg on May 1, but Tamie would like to test first so may push back a couple days so we can test first. We will have text options which is a great way for improved communication. Financial Aid update, working on a new plan with Martha, Randy and Carol to potentially offer more options due to Covid. Martha explained that there will be an alert on the top of the page specific to Covid relief. Families will need to fill out an addendum and a list is included for required documents. More of a streamlined process of application and web site instructions. Randy mentioned that there should be a discussion on how much additional financial aid we should offer. Erik H asked how much we spend typically. Martha B said budget is typically \$20K, supporting approx 8-10 players. Dan A mentioned that it should be documented as a discussion because it does include decisions around money. Erin/Randy/Marth confirmed that additional money will be added from reserves. At the next board meeting Martha/Randy will discuss process and include discussion around a possible budget amount. Martha will share updated addendum and information for web page. Albert V asked questions about scheduling and if fees will be changed if the season does not happen 100% . Erin explained the assumptions are that we will not be playing full side or full field because of size limitations regarding to



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Social distancing. If rec season is canceled members will be fully refunded. If comp season is adjusted we plan to adjust with those restrictions and be flexible with the changes that are asked of us by our governing agencies. As of right now, we don't know what those are right now. Practices may be shorter per group. There may be a tiered fee structure for comp based on how we are able to proceed (virtually, in person, small group etc) Tamie mentioned that all rec payers received an email stating the process of refunds etc if the season does not happen. Jon A reminded us that 2019 tax returns may not be filed yet because of the extension, Martha said that this was being considered. Socctoberfest is on hold, Tamie will meet in May with Tim Reyerson to touch base.

Treasurer

Randy gave an overview of the PPP program process. RAGE was approved and funded last Friday in the amount of \$182,370.. Funds must be used in the model that they have given. Randy offered an opportunity to ask questions or clarify. Comp budget will be reviewed at the May meeting. Randy asked that the Board please think about decisions around Financial Aid discussion. Erin S reminded us that registration will be opened before the next meeting, do we wait and see how many applications come in? Consensus is that we should discuss financial aid tonight. Mike suggested that we are very careful with the PPP money in case we are audited. Randy explained that the money is in it's own account and will only be used for necessary and approved expenses. Once funded we have 8 weeks to use the money and it will only be used through June 12th for payroll, medical etc. Mike H questioned if existing funds would have covered payroll for April/May and Randy explained that income is not coming in now. RAGE will continue to operate in good faith with these funds from PPP, Randy will create a paper trail. Jon A was asking if there is a financial aid line item in the budget. Randy said there is not at this time. Jon A suggested that we include this in both budgets. Cassandra F asked what we need to provide now to help successfully put together the comp budget. Randy suggested we start at \$50,000 for the comp budget. Tamie is going to find the number from last year to amend the rec budget at the May meeting, Tamie assumes somewhere between \$8,000-10,000. Randy and Martha will present the budget in May.

Katie confirmed attendees and Cassandra double checked that everyone can hear and see the agenda

VP of Rec

Colin echoed what Tamie said regarding pushing off registration until the test site is up and running. Jon A asked where we were in the uniform ordering cycle. Mike S confirmed that all were ordered in December. Orders were based on last year's enrollment numbers. It was discussed that we make the uniform cycle a 2 year cycle. Mike was asking when the rec registration email was going to go out, Colin C explained the process Tamie outlined. Target is May 1, but will move it to Monday of next week.

VP of Comp

Mostly been focusing on budget with Randy and Carol as well as the updates to the financial aid piece. Working with Marty on the tournament...we received an application from Cal South this week. We have



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approx 7 teams applied so far. Marty F is suggesting a no-go date. Stanford's Health Orthopedic confirmed a jersey sponsorship, Martha to share details later. Erik H asked about tournament status and Martha said it is really up to the State of CA. Erik H at one point is the money we are committing no longer refundable. Martha B said that we are being very conservative on what items are ordered and not. Randy asked what is the ideal timeframe to make a decision...one month, 6 weeks? Marty and Martha B are working together to determine that.

Director of Coaching

Google Classroom was set up the day we shut down for comp/select attempting to mirror a "normal" schedule. Our players are being coached to the best of our ability with tactical, technical and physical parameters. The latest from US Club Soccer is that they have extended their suspension through May 17th, our insurance will not allow us to play until May 18th. We have to adhere to the city guidelines with regards to field use. There is a message that went out regarding groups of 12 children to be able to gather for physical or educational purposes, this does not apply to us. Erin anticipates that it will be a gradual return to full play. NorCal released guidelines regarding team formations, it was announced today at 4:30pm, therefore no formal Board report from Erin. The latest is that they are postponing the try out window to June 6th-26th. It is that window that also allows for transfer for players within clubs. It is positive that there is a tryout window, but not positive with the timing. Erin is concerned that we will even be able to hold a tryout by June 6th. Our neighboring clubs are already offering returning spots to their players assigning them to the same team as last year. Erin wants to affirm our commitment to our players but it is difficult to make those offers without knowing who is returning, leaving and/or transferring in. We are trying to avoid players asking for release and wanting to go somewhere else. She would like to proceed with offering spots and explain that the process is not perfect and we will adjust when/if needed as the season progresses. She said we will start the process of offering spots to our existing members early next week to gain commitment. At that time we will present a tiered registration fee structure if we are on the field or virtual.

Cassandra F asked about tiered fees, how will they be communicated to families? Erin explained that in the email that offers a spot on the team there will be an explanation of what the numbers will look like. Cassandra F asked if fees will fluctuate throughout the year? Erin S confirmed that they will fluctuate based upon what stage we are in. What is important to understand is that we may be operating at a loss. Erin wants to make sure that our coaches know that we value them and appreciate them, she does not want a retention issue with our coaches. Erin said that we are not saving money by operating at home, for example field costs. Jon A asked about money saved over the last few months (ref fees, NorCal fees) are those going back to families in the form of refund or discount? Erin confirmed that it has been communicated that we will be refunding competition related fees. Hold up on that so far is NorCal, we need this information to communicate to memberships. It will be issued in the form of credit or refund at member request. Regarding online learning...has it slowed down at all? Do we need to be concerned that some families may not reup because of virtual learning continuing. Erin answered that registration is timed with 7-10 days of offer received. She said engagement online is almost 100% with the older teams, a little harder with the younger teams. RAGE is trying to switch it up a little to keep



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younger families engaged. First payment is May, next payment is July 1. Jon A asked if there has been a survey conducted to parents regarding online only and if it continues? Cassandra affirmed that this is very important and noted. Erik H said that it should be more standardized across teams based on his observations. Jon A asked if there was any discussion at Nor Cal to extend this team cycle until December. Why was this not discussed. Erin explained that it is not legal to not have a transfer window. NorCal has been threatened from lawsuits demanding a free/open tryout period. Erin projects more transfer than a typical year due to dissolving of DA league. Jon A asked what the impact is of players just "sitting out?" One of many scenarios that could occur. Jon A asked about new team additions to ECNL to our divisions. Erin will make an announcement when it is publicly announced.

President

Cassandra does not have much more of a formal report. She has been supporting when and where needed. She offered additional opportunity for any questions. And please attend May Meeting

Misc Questions/Discussion:

Jon A asked about communication for team pricing, when it is going out. Erin S said next week. Chris P asked about the budget...do we have a number in mind for what is acceptable losses based on assets, balances etc. Is there a number that will force us to make employment decisions or cuts as a club? Randy confirmed that PPP covers our biggest expenses payroll and little bit of ops. Randy confirmed that we can survive as an organization for a year with our current expenses and without any revenue coming in. Once registration happens we will have a better idea of how we need to move forward and project losses etc. Randy feels that the extra time spent on the budget will help us make these decisions as they are organized differently. Erik H asked if there are other area clubs that may not make it through this the same way. Erin mentioned that she meets with those directors and all clubs are solid. There was discussion around the tiered fee structure and how this affects the budget. Jon A asked plan 1) offer spot next week 2) players commit/register 3) team kick off meetings will follow. Erin confirmed that will happen and that almost all new coaches have already had those meetings with their teams. Chris P asked if every scenario comes with paying? Erin confirmed that the reg fee is \$275 and yes this is the player's commitment to RAGE. Albert V asked when this would happen? Erin confirmed it would start next week and a response/commitment is expected within 7 days. Carlos asked about coach assignments? Erin confirmed that coaching assignments have already been communicated and will be released on the website tomorrow including organizational structure. Albert V asked about Select? Erin confirmed that it has to be tied to tryouts and we will hold off on forming teams because we don't know the players yet. No longer having early bird pricing. The plan for Select coaches has always been to hire them after placements. Jon A asked about the organizational structure outline, any new hires? Technical staff was outlined in last Board report, please refer to that for staff assignments. There have been new coaches assigned: 04 ECNL, 03 Orange, 08 Premier. Alena Thom was at WC Surf, coaching 05 ECNL overseeing 11v11 teams, will be meeting with 05 ECNL on Friday. Her first official day with RAGE is tomorrow, 4/30/20. Full time staff is Walter, Marco, Alena and Toby, goalkeeper director is part time.



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Albert V suggested that we put a budget line item regarding health/safety items that may be required. In addition, will we create our own policies surrounding sanitation and safety precautions in addition to the tournament? Jon A asked about coaches moving off of current teams...when is their last week? Darren's last day is May 17th.

Meeting adjourned by Cassandra Fuller at 8:53pm

Minutes by Katie Moe