



Board Meeting

Thursday, May 14th

Due to SIP, Meeting is via Zoom

Members present by Zoom Meeting:

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

Absent: Chris Palmer

Staff: Megan Walinski, Alena Thom

1) Call to order: Cassandra Fuller called the meeting to order at 7:10 PM.

2) Guests: none

3) Recognition: Cassandra Fuller gave thanks to Erin Sharpe, supporting staff, players, families. Tamie, Erin and Martha for putting together a quick survey. Thank you to Jon A for being a sounding board. Thank you Board for flexibility. Tamie S, thanks to Erin for leadership. Thanks to Megan for taking on some new tasks to help Tamie. Erin, thanks to Tamie for all that you do. Thanks to the Exec Board for extra hours of support. Thanks to Megan who is taking on extra tasks and thanks to the budget committee. Jon A, shout out to Darren Pressler and Philippe Blin for their years of service and commitment to the club. Thanks to the Comp Budget committee.

4) Approval of April Minutes: Erik Hofstede motion, Carlos Nissen second. Board Approved

5) Board Reports:

Director of Operations:

Both registrations are open, prior to the Board meeting we had 300+ comp players registered. Working on improvements to rec registration. Tamie is asking for board support to send videos out to school teachers. Cassandra suggested that we send directly to teachers and not through the admin office staff. Tamie noted which Board members had relationships at each school. Please contact Tamie if you have a liason at a school to double check that we are not doubling efforts. Tamie will send it to the entire Board as a follow up. Cassandra asked for a video that supported female and male athletes. Covid 19 policies were included in the registration emails. RAGE is working with BUSC to be proactive with sanitizing stations etc in preparation for return to play. Thermometers were purchased and we are looking for a source for sanitizing wipes.

Director of Coaching:

Erin has prepared Return to Play Guidelines and presented to BUSC this morning. Also in touch with Dr. Christine Boyd who is consulting on the document. RAGE is presenting to the Pleasanton City Manager tomorrow with hopes of RAGE being on the field in June. Still need to work on outlining walkways and



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some logistical items. Albert V asked if this is in line with CA “phases”? Erin said this is not directly aligned with what CA is stating. Albert did some research and has an outline that he will share with Erin. Erik H, asked if there are specific thresholds that will signal us to move from one phase to another? Erin said it all depends on local Health Officials. Suggestion was to change wording from “Phase” to “Stage” for less confusion. Dan Allari suggested to not use the wording “return to play” protocol because it might be confused with the already outlined concussion protocol. Pani asked about no carpooling. Erin stated that no carpooling is consistent with all other youth sports. Very hard to enforce but must be communicated. Mustang is pushing to not allow parents to stay in parking lot, RAGE/BUSC wants parents to be in parking lot in vehicles. Katie Moe asked about adult support at sessions for garbage and helping this project. Erin said there is a request for one adult volunteer per team to be there on site. Jon A asked about bathrooms. Erin confirmed that it is included in the request to the city. Megan asked about disclosure for if a child or family member tests positive. Erin is working with other states who are already playing to see what they are doing. RAGE will also be scheduling a Town Hall webinar for people to answer questions as soon as we have a return to play date.

Team Formation process...5/13/20 was the deadline for registration. Kick off happened later than planned due to extra testing on the new system. We are under the budgeted amount of projected player registrations. Erin asks that we have through the weekend for a push for the 123 existing gap. Many are having tech issues or applying for financial aid. Dan A asked about new members. Erin explained that there is a process that happens outside of the transfer window. Erin stated that she has given 2 releases and are possibly bringing in 20 new players who are contacting us. Cassandra asked if there is one age group that has more incoming players. Erin said that it is fairly spread out. Cassandra asked if there are any groups that are coming together from a particular club. Erin confirmed that most of it is Lamorinda. Jon A asked for an explanation of how the fees are laid out. Erin discussed that the commitment fee is \$275 and then there are payment plan options. Final payment for all plans is Feb 15th. Jon A wanted to know how it was communicated that there would be a reduction if applicable. Erin stated that it was all laid out on the registration form with regards to what/how fees were refunded. The amount refunded depends on many factors (Field costs, competition costs, NorCal costs). Coaches have called any families with questions. Jon A asked about initial feedback from families. Erin expressed the many different ways that we are addressing how to lay out the rebates based on the factors. We are also working with Dr Boyd regarding a physical return to play for injury prevention. Next week are “opening season” calls and meetings with teams. Jon A is concerned about online only training and that we need to have discussions about not paying full salary if we are online only. Martha B asked if Erin will be on all of the team “opening season” meeting. Erin is going to try her best, but will rely on Age Group coordinators to help answer questions.

VP of Rec:

Registration was opened this last week...no increase in prices until July 1st. The Bring a Friend discount went down. Rec families may have the opportunity to volunteer at tournaments for a discount. Colin said that they need a Board Member to be the referee coordinator. Mike Stewart volunteered.



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Cassandra asked if this rec registration is down from past years. Tamie and Colin said yes but will start tracking a little closer as the month progresses. Randy asked when 2019 registration commenced?. Confirmed that it was April 2019. Jon A asked Colin if he is going to get a committee together to discuss contingency planning to determine if there will be a season or not? Colin agreed that this will be discussed closer to the end of next week based on numbers and how covid situation proceeds. Erin, commented that there may be “academy” only options available if there are restrictions regarding group size etc. RAGE is committed to being creative if needed to execute different options to keep kids playing within the city/cout guidelines. Erik H asked about what BUSC’s numbers look like and how they are approaching registration? Megan commented that their registration opened earlier but that it is slow. Erik H asked if there are dates we need to consider from a cost perspective. Erin mentioned that there is no cost incurred by forming teams at a later date. The only cost as of right now is the uniforms which have already been ordered, hopefully they can be used next year. Erik H asked about postponing in general? Tamie mentioned that we run into field space with other sports. There was discussion about starting in September and having double header game days. Randy asked how we present to Rec Coaches about what their requirements will be. Tamie agreed that there will be specific guidelines. Erin said it is more complicated because Rec is on many different field sites, we would potentially centralize the field location to implement safety protocol. The idea is to push Comp through first and adjust Rec as guidelines are set forth. Randy asked about financial aid for Rec players...we discussed increasing the amount to \$10,000 on the budget. Randy will follow up that line item. Budget will be amended to reflect this and presented at the next meeting. Martha asked about the safety equipment and if it needs to be shared with Rec Budget

VP of Comp:

Financial Aid has been updated to address Covid 19. Our most current document is in the Board Packet. As of today we have received 5 applications so far. Cassandra asked how the first applications were received? Without complication...missing documents etc. Martha said that we often have to ask for additional details etc. Randy shared the County guidelines for income and that is taken into consideration. Cassandra asked if there is rubric on how much Financial Aid people receive? Randy explained that there are different thresholds defined and we offer support based on which threshold you fall into. Competitive families have to pay the registration fee, regardless of Financial Aid status. Budget reflects an increase of Financial Aid money available.

PIMs will be discussed in New Business.

Uniform Sponsorship, there is a representation in the Board Packet. Mike S asked if this is only comp. Mike H asked if we are receiving payment or services. Martha said it is for services. We are going with A2 which is all black on the arm sleeve.



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Tournament Update: Marty's deadline for ordering items is June 8th. We hope to have more information by that week from State/Counties what June/July will look like. Erin reminded us that US Soccer lifted national suspension which is a step in the right direction. Mike H is asking if there is chatter about the tournament. Erin confirmed that some teams are reaching out to her directly about coming to play, Hawaii and San Juan South. Martha confirmed that they should apply as they will not be charged until the tournament is a go.

Honors Night event is postponed, we will give the gifts when available. Checks will be delivered to the Scholarship recipients directly into their financial aid accounts at college.

President

Cassandra said that our strength of customer service is paramount right now. We need to keep a FAQ section on our emails so that families have a consistent place to go for questions. There is a survey that is going out regarding Google Classroom implementation so the families know what is happening with virtual learning. Cassandra reached out to all coaches and staff to give gratitude. Moral is high, which is a reflection of Erin supporting her staff. We will do a virtual Spring into Action in 2 weeks. Cassandra has a list of activities for them to choose from outside of soccer.

Treasurer:

Randy acknowledged that the leaders before us have set RAGE up to maintain financial strength through this time. Accomplishments include obtaining the PPP Loan to cover employee costs over the next couple of months. RAGE is doing our due diligence and Carol Sparks is keeping records to make sure we are in line with requirements.

New Business:

Comp Budget: Younger teams are moving from an 8 month season to a 10 month season, futsal was added, coaches travel and select fees are included which all reflect a shift to a more annual budget supporting the program. Randy went over the budget line by line...major assumption is that this budget was based on the fact that we are playing soccer this year similar to what we had last year. Budget reflects a decrease in players due to the addition of the Select program. Much of this can change if we have tryouts. No academy or camps as everyone is playing year round now. Part of cost is the credit card fee, approx 3% cost. The rest of the costs have maintained to last year, no major increases. Randy acknowledged Erin's help in providing "real" numbers to plug into costs, whereas in years past these numbers are based on assumptions. There is a section of the budget called Soccer Cost and these are costs that will fall away if we are not playing. Budget reflects a \$31,000 loss. Dan Allari, compliments to Randy for the clean and straightforward budget. Jon A asks if in the "online" phase are the coaches getting the same target compensation? Randy said that the p/t coaches will be getting half...(one month's pay over 2 months.) Mike H asked if we will be repaying the PPP loan if all these numbers hold true? Randy confirmed that the PPP loan is not included in the budget. Albert V asked if there is a second stimulus would we apply if available? Randy said that if we meet the requirements he would



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explore the idea. Albert V asked if there is an analysis done on what our minimum threshold would be to determine if we needed the second PPP loan if available? Erin/Randy confirmed that it could be done quickly once we get a handle on how many kids register and make their first payment (June 15th). We will reassess at that time if/where needed. Jon A asked about the field amount if it includes the Patelco cost? Randy does not have it included it is from the assets and paid down that way. Jon A asked if there has been any discussion with the City of Pleasanton about relief of the payment for one year. Erin is holding off on asking that question, it is agreed that we don't want to ask that question should it slow us from getting back on the field.

Motion to pass Budget: Jon A

Second: Albert V

All in favor, budget passed

PIM Discussion:

PIM 006

Mike S is clarifying that this is not just for Rec, it is the Club refund policy. Please delete "Rec Program Only" from title

Motion to approve changes to PIM 6: Mike S

Second: Mike H

All in favor: unanimous approval

PIM 014

Making sure that everyone knows that there is a registration refund for volunteer efforts. This is to update the web site and we added Team Manager and grassroots coaches as approved volunteers. There is also clarification on RAGE tournament support. Mike S asked about a 4 hour reference for volunteer minimum. Erin explained that it should state what "grass roots" license is and it should be included "and beyond" in the table. Dan Allari applauds team managers being included...it should be clarified that the reimbursement is for comp team managers only.

Motion to approve changes to PIM 014: Randy S

Second: Erik H

All in favor: unanimous approval

Discussion/questions:

Jon A suggested that the Rec Committee remember to think about different how to organize Rec soccer in different ways

Meeting adjourned by Cassandra Fuller at 8:58pm



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Minutes by Katie Moe