



2020 Annual General Meeting

Tuesday, October 13th

Due to SIP, Meeting is via Zoom

Members present by Zoom Meeting:

Board Members

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

Absent: Mike Stewart

Staff: Toby Frohlich, Alena Thom, Walter Pratte, Marco Lopez, Megan Walinski

1) Call to order: Cassandra Fuller called to order 7:33

2) Guests: Roslyn Fogarty and Corbett Wood, at 7:44pm there were 52 participants

3) Approval of 2019 AGM Minutes: Martha Brown moved to approve the 2019 Minutes, Randy Smith second, minutes approved

4) Panelist Introductions, C Fuller acknowledged organization for positive response, hard work, commitment and positivity of coaches and players.

5) Board Reports:

President: Shared job roles/responsibilities and Mission/Vision statement of RAGE. Reaffirmed our commitment to our community. Overview of 5 Strategic Priorities and shared a Coaches Highlight Video

DOC: Shared job roles/responsibilities, A Year in Review Highlights were shared most importantly pride for our organization, expressed thanks to staff for helping in so many ways in 2020. ES shared that there are silver linings in our technical development. She discussed new hires to our full time and part time staff as well as the 32 guest coaches that have been hired to help during the Covid protocols. Staff roles have been restructured as well, our staff coaches are now coaching one team but overseeing multiple age groups. This accomplishes more of a club centric culture. ES discussed programming changes that help players explore different levels of play within RAGE (Select, Spring Grey teams). Key Partnerships with NIKE and Julie Foudy Leadership Academy.

Erin discussed in detail the "return to play" guidelines and protocols that RAGE was bound to over the course of 2020. Erin acknowledged that we relied on Stanford Children's Health and Dr Christine Boyd in helping us with our progression to return to play. Part of our protocol is to prevent injury and that is a priority for our club, Erin noted that it has been 7 months since our girls have played in an official game. League play will be able to commence within 2-3 weeks of State of California giving us that permission. The High School season has been shifted for u15-u19 to the Spring or 2021. Erin confirmed that competition related refunds will be determined after the confirmation of remaining season games and costs



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Secretary: Shared job roles/responsibilities, talked about role in TOP Soccer as commitment to community

Treasurer: Shared job roles/responsibilities, Randy talked about how the financial strength of our club has really been what has helped us in this time of need. Over the last 12 months our expenses exceed our income, we did receive a PPP loan to help with 2020. Randy went over percentage share of our revenue as a club. He also shared the percentage share of our expenses, 80% of our expenses go to coaching/staff. Randy discussed in detail the ways we applied our financial strength for Sanitization, PPE, coach training, COVID rebate program, financial support to players, addition of futsal and Julie Foudy Leadership Program.

VP of Comp: Shared job roles/responsibilities, Martha shared that our comp registration is very solid considering the circumstances. She discussed the annual Competitive Survey with 75% response rate in 2020! She affirmed that the responses help drive leadership within the club. Martha mentioned that we implemented the Covid-19 addendum to the financial aid program. She also has assisted with many policy updates for volunteer reimbursement, concussion +sudden cardiac arrest policy (to be discussed tonight) and our air quality policy. We signed a 2 year jersey sponsorship with Stanford Children's Health. The 2020 Showcase will be postponed for 2021, we are getting ready to start prepping. Martha announced the two RAGE Excellence in Academic Scholarships: Danya Gonzales and Juliana Girard.

Director of Rec/Flight Program: Megan Walinski explained the program in its current state; she also discussed how RAGE is helping the Rec coaches with sample practices for each age group. They just had picture day for the Rec program, the teams dressed up in their team costumes as the Opening Day Parade did not happen this year. For the future after restrictions are lifted, we plan to host a no cost multi-day clinics as well as offer our Winter and Spring Academy.

At 8:38pm there were 51 participants

VP of Rec: Shared job roles/responsibilities, shared a quick video of Rec in action at picture day! Highlights of this past year were discussed: grassroots coaches training via RAGE, Colin addressed the staff for their adjustments and hard work to shift the season. Colin shared a summary of enrollment, we are down 55% from 2019 from 895 to 399. Colin shared that RAGE is still below what other local clubs charge. He also shared other cost discounts that are available to our membership: multi player, volunteer reimbursement, head coach reimbursement, US Soccer Coaching License, and bring-a-friend referral.

Director of Operations: Shared job roles/responsibilities, Tamie discussed how Covid-19 caused the club to shift from an operational perspective. She has been working with Erin and the staff as well as the City of Pleasanton consistently in preparation for that first moment we could get back on the field. Overall



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the structure of the entire program was shifted for Rec and Comp. The RAGE Leadership program has gone virtual with Spring into Action and Julie Foudy Speaking Events. We have postponed the jersey sponsorship program as well as the Orange/Gold Gala. We still intend to celebrate Philippe Blin's retirement! Randy asked what we can take from this experience to help us move forward. Tamie acknowledged that it is something to think about!

Coaches Highlight Report:

Roslyn Fogarty: Spoke directly to her experience with RAGE and her 3 daughters. (Comp, Select, Rec) Her theme is "The Impossible, possible!" She shared how the RAGE sessions have helped so much for rec coaches and appreciates the support. She enforced the need for social interaction and that this has helped the players have that outlet. It also has helped kids connect with children who are also schoolmates. Roslyn acknowledged the adaptability of RAGE given all the challenges with Covid and the fires

Alena Thom: Expressed gratitude for being a part of RAGE given the state of the world and country. Kids have been so adaptable in training and are focused! She feels that it is still kind of business as usual which helps with technical and tactical development. She has noticed improvement! A reminder to focus on what we CAN control! Elena expressed appreciation for the process we have been through this year and don't take it for granted.

Spring Into Action: Cassandra shared the successes of the Spring into Action program which started 3 years ago. When there is a need they "Spring into Action." She shared a video from some Spring into Action members. Cassandra shared the virtual Spring into Action effort over the summer, kindness rocks, run for justice, KIDS Against Hunger, fundraiser for Valley Humane Society etc etc. We also would have done our 2nd Annual RAGE Kicks Cancer but instead focused on supporting a family that lost everything they had in the Santa Cruz fire.

9:07PM - Jon A suggested we do Q&A for guests with 45 participants

Q&A

What is the status of referees? Erin said that she is meeting with ref associations weekly and are aware that there may be a drop of referees as a result of COVID.

What were the Comp Family survey results from Jan 2020? Erin said that the feedback we get is important and we listen to them. She encouraged members to give feedback so we can better serve our membership. A lot of feedback on coaches and one that came to mind was that we restructured our fees based on member feedback for "extra" events and tournaments....a complete schedule of fees were wrapped into the cost based on member requests

Jon A asked about Alameda County moving to Orange Tier...will that have an impact? Erin confirmed that youth sports are not aligned with the color tiered system and what the State says is independent of that color system. The problem right now is that youth sports are essentially being ignored by the State.



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6) Unfinished business

PIM 021 Concussion & Sudden Cardiac Arrest Policy: this was discussed at the September BOD meeting but sent to Dr Boyd for her review prior to voting for approval by the Board of Directors. She had some additions to some of the wording based on AED location and she removed the descriptive text saying "abnormal breathing" as it is not consistent with what they are looking for (ie: shortness of breath)
Discussion: Albert V asked if we need additional training? Erin commented that most of our coaches are already trained in this and we will be conducting additional training in the coming weeks so all coaches will be trained in the combination of CPR/AED. Jon A added that there is an AED at Patelco Sports Complex. Cassandra asked about the one at the Sports Park, but it is in a locked Adult Softball complex concessions booth that the City of Pleasanton has the key to. Tamie said that the City is working on a solution so it is readily available. Erin commented that we need to petition to get one at Val Vista from the City of Pleasanton.

Moved to approve by: Erik Hofstede

Second by: Jon Asmussen

Motion Passed unanimously

7) New Business

Amendments to the Constitution - there are none

2020-2021 Slate of Nominations: Dan A presented the slate and asked for nominations from the floor, there were none. Corbet Wood gave a quick statement for his candidacy. Dan reminded that an online ballot will be sent to the membership on 10/18. The ballot will be randomized. The results will be announced prior to November Board meeting.

Tamie asked if the meeting will be posted or emailed out for anyone who could not attend.

Meeting adjourned by Cassandra Fuller at 9:27pm with 37 participants

Minutes by Katie Moe