



**DASC Executive Board Meeting Minutes  
March 21, 2016**

*Attendance:* Erin T., Dawn L., Scott D., Jim M., Brandy Z., Jen S., Grace G., Jen R., Doug W. Heidi F. Chuck B. Simon S.

Meeting Called to Order 7:52 p.m.

**Secretary's Report (Doug W.)**

Motion made and passed to approve February 17, 2016 executive board meeting minutes with the following additions:

- Director of Player Development – Simon Skudder – approval for hire March 9, 2016 (via email)
- Coaches Meeting (February 2016) – Approval of \$250 hospitality expense at Noonan's restaurant (via email)
- Trainer Contract voted yes for 4 sessions for team for a total of 10 teams, 40 sessions total

**Treasurer's Report (Grace G.)**

Of note -Two transfers were made can see the trail on the general ledger accounts Both were for money that came through credit card account

NOTE: Blue Sombrero has a two week delay on deposits

Motion made and approved to adopt treasurer's report

**Tournament Update**

Custom soccer balls are designed and ordered (look for jpg). Application for EPYSA has been submitted. Revised US SOCCER roster sizes and field sizes are included in these update rules

Sites confirmed for 2016 Tournament:

Century lane park

Chestnut

George B Stewart Athletic Fields

Hampden Park

Hidden Creek Park

Logan Park

Lower Allen Park

Ponderosa Park  
Harmony Park  
Utz Fields

*Tournament Sponsor:*

Mike and Heidi submitted application for tournament with Dicks sporting good.  
UTZ is confirmed lead sponsor confirmed with generous \$5000 gift, plus more product

Heidi has completed a 10 page proposal to Adidas to be one of our sponsors.

Comments: BIMBO still provides rolls and donuts for site coordinators. They have been a valued long time sponsor.

Discussion re: Dillsburg Shootout becoming a Got Soccer?

**PRESIDENT'S REPORT** (Heidi F. )

Discussion re: Coaching Model

DASC has had some excellent parent/volunteer coaches through the years. We have also had some challenging experiences with some parents / volunteer coaches who had great hearts / intentions but little to no experience in teaching and/or coaching soccer.

DASC is in a position to pay qualified coaches to ensure excellence across the youth soccer spectrum  
With conservative estimates we would stay fiscally solvent without dipping into reserves

While there has been a commitment to volunteer coaches we have to ask why are kids leaving our club?  
It is most likely because they are going to other clubs for the coaching

Benchmark with other local clubs shows we can remain very inexpensive and attractive IF kids can play at home and have same level of coaching as other clubs they will stay.

Erin T. polled current coaches about this proposal.

Would they concerned if we hired and paid professional coaches?

Many current coaches were supportive of this recommendation Some coaches were concerned about the cost One coach had a stance that this should be up to individual teams whether they wanted to have a paid or volunteer coach

Question: how to approach current coaches to remain involved

A lot mentioned that it's harder to coach their own kid as they get older and they miss their other kids' games.

COMMENT: Need to be made clear to parents that we are hiring coaches to teach kids how to play soccer to learn fundamentals and play at every level - NOT to have a win at all cost vision

COMMENT: I was concerned with some of the coaches and happy with others through my kid's experiences. The risk to our club is that we are not consistent with qualifications of coaches. It has been - to some degree - 'the luck of the draw' with which coach kids are paired with. If we make this change, our quality and mission will be enhanced - at really no extra cost. It is 'easy' to justify taking this chance from a financial point of view.

COMMENT: to expect a parent coach to put in the time and effort to put in the energy and effort and preparation for what is needed - it's a lot - it's too much, really. With paid coaching model there is greater accountability vs. volunteer model. Parent coach has some responsibility but can easily walk away if they get frustrated.

Set up a model where coaches move along players throughout the clubs.

COMMENT: Question about what other clubs actually pay their hired coaches. Where are we going to get these coaches from? Possible answer - grow the coaching pool, spread the word, approach recent Messiah soccer grads - Clearly this is an issue that we will need to address.

What will the requirements be (licenses?) How will we divvy up the kids and the coaches?

Answer: a good pay structure: loyalty, how you're perceived, licenses, experience

If we can afford it - pay more on training than grass.

COMMENT: I like the idea of paid coaches, I like the idea of coaches staying at an age group and not moving up with the kids each age group. Can have volunteer parent assistants who can serve as liaison (who get to move).

COMMENT: I was concerned too about the existing coaches who have not been paid but have been committed to our teams currently. I'm pleased to know that the majority of these coaches are supportive of these changes.

COMMENT: Definitely see the positives. I'm really concerned about disparity between A and B teams, where paid coaches get the better athletes and the parent coaches have the B teams. Concerned about increased costs as well.

COMMENT: Coach availability is a concern.

COMMENT: We have a different vision because of the way our team and our coach operates . I think we take application every time we bring a coach on. The Board picks the application. Why don't we look for a paid coach only when we have a need (e.g. a parent coach is not working out, or a B team doesn't ) There's no easy answer to finding coaches, qualified coaches

COMMENT: What if we don't have enough paid coaches and we ask parent/volunteer coaches to stay on - do we not pay them? We will need to...

COMMENT: We will need to within this model what they are paid for exactly. Where do tournaments / overnights, etc. fit in?

Priority should be for newer teams and older teams (U13 and above) Marketing will be important to get through this change and the US Soccer changes.

It appears a majority of us would be for a paid coaching model in addition to broad support from current coaches.

Motion Made to accept applications to hire coaches for 2016/17 to adopt a paid coach model to field as many teams as we can. Motion approved.

Heidi will talk to Simon to put together a plan of action to put some coaches in place for next fall. Suggestion made to first inform current coaches of this model passing.

Heidi sent email to McBurg Soccer club that for the time being we have chosen not to move forward in forming a new club. We will continue this conversation in August 2016.

EPYSL Annual general meeting update: As posted on the DASC website, our registrations are up. They are doing a huge outreach on rec programs. They are going to come to Dillsburg to serve as a resource. We may be contacted to have a Soccer Festival hosted by EPYSA. A lot of talk about US Soccer initiatives and concussions.

We are applying for a license for a small games of chance license. We need to vote for a premise to apply for license. It was recommended that a member use their home address for this application. Grace G. has volunteered for this.

Cyclones secondary players need to vote. Kyle Bushey and Ian Zoe have been requested Motion made and approved to roster these

NOTE: Simon Skudder is now on the front page of the DASC website introducing himself.

DPD UPDATE: (Simon) Update on being introduced to coaches at the future coaching clinic. Erin will work with Simon on other suggestion for building the coaching application process.

**VP UPDATE: Update** (Scott D.)

Thundering Pickle Turkey Trot in planning.

\$1265.00 equipment needed to rent for the event. Integrity Sports will host

5K walk and 5K run division

PA system, music, announcing, generator

\$4415.00 total anticipated start up cost expenses based on 200 participants - break even anticipated at 300 in first year.

Event will be held at high school, will use cross country course will get approved by education board, hope to use gym for registration and bathrooms

Motion made and approved for spending \$4500 budget as a start up Thundering Pickle Turkey Trot

Shirt Bids for Dillsburg Rec program:

1. Custom Inks - 12.50 per shirt
2. Glen Sadler company \$8.50 per shirt

Motion made and approved to order tee shirts through Glen Sadler (Gildan Performance)

Quotes for Fields Treatment and Care

Discussion on bids from M&A Athletic Field and Lawn Care and True Green

Motion made and adopted to hire M&A Basic Plan at a cost of \$6045.80 for field treatment and care

#### **Assessment Committee** (Erin T.)

Motion made and passed to include Simon Skudder as a member of the assessment team

3 request for excusals for assessments  
(reminder - about criteria to grant approval for exceptions) Two requests were approved, one was deined.

In our talks with City Islanders and Youth Partnership - they would like to do a free summer clinic

August 8-12th

9-12 in the am for \$120 per camper

6-8 p.m. for \$80 per camper

Motion made and approved to promote the City Islander's camp this summer Heidi will secure field for this (Century Lane -)

#### **Registrar's Report** (Dawn L. ,Brandy Z. )

Need to set a date for Fall, 2016 Player Refund. Recommended that tie refund date to rejection of team invitation. Heidi will check by-laws and will send an email vote to change refund date and by-law.

Motion made and approved for Cyclones to roster 2 secondary players.

### **Coaches' Council Report (Chuck B.)**

Coaches meeting set for Wed., March 23, 2016 at Logan Barn. Chuck will specifically review new concussion information and parent/family conduct rule. Also covered will be paid coaching model and other standard start of play information.

### **U6/U8 Coordinator (Brad Y.)**

Absent

### **Public Relations Discussion**

Jen left meeting early. However, it was discussed large push needed for Facebook, Twitter, and emails. Big push needed for assessment dates and equipment exchange.

### **U9 Member at Large Report (Jennifer Y.)**

Equipment Exchange – Jennifer will email coaches and every effort will be made to go around to fields and collect gently used equipment for equipment exchange. Jennifer will need help at assessments to do the exchange. Board members will take shifts.

Spirit Wear Sale report – Club spirit wear sale will take place this spring. Design selected. T-shirts, DriFit, Long sleeve T's and Hooded sweatshirts will be offered.

Motion made and approved to mark all items up \$5.00 for DASC fundraiser. Sale will be ongoing for term of 2 weeks. Paper order forms will be distributed to coaches to go to go to players.

### **Interim Field Manager's Report (Jim M.)**

Report on field work day. Poor participation two weeks in a row. New plan needs to be in place for next Fall for help.

Eddie Zarate recognized as Volunteer of the Month. Motion made and approved unanimously to nominate Eddie Zarate as Volunteer of the Month. Heidi will get posted on the website.

Logan Field will be completed by Cyclones, Sparks, Banshees, and Dragonflies. Nets needed on 3 goals. Hurricane must be lined.

Dawn L. will create field lining schedule for spring, 2016 season to be distributed at Wednesday's coaches meeting.

### **Meeting Adjourned: 11:15 p.m.**

### **Post meeting email voting:**

4.4.16 - Erin Townsend received two additional requests for excused absences from assessments. One request was approved, the other was rescinded.

4.7.16 - Request from FC Purple to add a secondary player. This request was approved.

4.7.16 Kris Garverick was nominated to serve as a U9 Member at Large to fill vacancy. Motion made and approved.