



BAFC Board Meeting Minutes

Wednesday- November 16th 2022 at 7:00 pm

Virtual Meeting

Board Members Present: Annie M, Yann, David Osada, Emma P, Melissa, Derek, Heather Vitale

Guests: Reena Thomas, Johnnie Purvis, Michael Walsh, Josh S., Noe Pineda, Adriana Diaz, Michelle Fernandez, Todd Tanner, Zikka, Jarrod Slate, Dora D., Rod E., Suzan Attia

Meetings called to order: 7:03 pm

Review October Agenda approved

Review and Approve November Minutes: approved

Public Comment: Michelle- Reena and Michelle seeing an opportunity for fundraising, especially with world cup coming up. At a loss of where to go. What has worked in the past? Suggestions? Renting vets hall for \$800 not feasible if not a large community buy in.

Yann- trial and error, not a lot in the past, example- rent vets hall for 9 am game, sell tickets, fundraise during it, if the budget seems feasible the club could pay for it. The purpose of fundraising is to bring community together as well as making money.

Michelle- viewing- screen rental 2000/4000 accommodate 200 people, profit sharing option- Relik This would be an adult only community event. Yann- profit sharing is a low risk option. Suggest Bruehol?? Heather- Live games for world cup- last game 11:00 am

President Report:

	November	
Coaches Invitational Practice	1st Week	Rec Coaches
Coaches Invitational Games	2nd Week	Rec Coaches
Identify and Confirm Candidates for Open Board Positions	2nd Week	President
Give All Parents and Guardians 30 Days Notice re: Voting	2nd Week	Secretary

	December	

League Votes for Candidates Seeking Open Board Positions	2nd Week	Secretary
Program evaluation survey	2nd week	DOC

1) elections: Melissa sent email, votes are coming in. Voting by email is great!

2) coaching structure for spring: each comp team will have a parent coach, there will be a tech director for 7v7, 9v9, and 11v11 (Josh, Patrick and Johnnie)

The role of tech director would help balance the level of coaching between the teams. They would spend the same amount of time on the field but not with a specific team. This model has several advantages. Firstly, consistency. Secondly, permanency. In the past there has been a lot of rotation with paid coaches. The idea of having parent coaches fosters permanency for the teams. This is a hybrid model that exists in some clubs. Yann believes this will work well in Benicia.

Emma- parent coaches paid? Yann- no (we wave the fee of their child). Would the assistant coach also be extended that privilege? This is logical. Will be put up for vote.

Michelle- technical director very important. There is something the pro coaches do on the sidelines is different, and very important.

Heather- will there be a rigorous interview process for unpaid parent coach?

Yann- no, background check of course. In a way we know more about the parents' potential as coach than we have in the past than some of the paid coaches.

Reena- concerns of the availability of a volunteer coach. Concerns with finding the right coaches to volunteer.

Yann- An assistant coach will help with these concerns. The club will pay for any licensing the volunteer coaches would like to take. The most difficult jobs are also the most rewarding. Michelle- having the support of a technical director will help with having a clear delineation on how we structure the coaches practices. Yann- other advantage- When parents have concerns, the tech director is a resource to help diffuse situations. Josh- there is a support system to get help, second opinion, collaboration with other coaches. The parent coaches are not making all the decisions by themselves

Michelle- Is there a backup? teams that don't have apparent volunteer. Yann- if there is not a parent in the team perhaps an existing coach will help bridge the gap to get us through the spring season

Johnnie- we have been running this model for the 11 v 11 teams (several coaches) there is so much variety when players arrive at practice- holistic approach to athletes development. There are a lot of what ifs- by announcing now, there is a lot of time

between now and spring to figure things out. However by having this structure it allows us to navigate this.

Heather- what are the cons? Yann- parents are going to complain about paying money with a professional coach (they pay to play in a club in a structure- not/ never has been for a paid coach). Second concern- favoritism for own child, has not been an issue.

Johnnie- one con is emotional attachment to coach. Several of the teams may have an issue with this, however this model offers more value not less. Being a paid coach does not make you any better. Specifically looking at Benicia, many coaches doing this job for free are performing at a higher level and standard than those with paid coaches.

Michelle- emphasize where the development is, where the player can go, as opposed to current strengths

Johnnie- you can run a classroom session for 3 hours, can cover the correct way to communicate with players and coaches.

Josh- coaches have been working with Johnnie on team genius. This app gives us a lot of information about the players. Technical directors can review this and give feedback to the coaches. The bond created between players and coaches is important.

Michael- making sure we are over communicative, over documenting. For this group- the visibility from new parents, parents who does see the good intentions- being meticulous about documenting everything- coach performance, etc. when approached with parent concerns there is documentation to support the conversation. Michelle is in agreement with this. We have to set up a system that supports this, this model is good that works for a small community- when current coaches/ board no longer here the model will stand strong

Todd- set the expectations for each age level

David- foster the rec side to keep everything aligned

Yann- as spring is coming, and we open up registration for spring comp. One new option this year is bring an entire time. For rec parents who experienced coaching, have the people, they will be overseen by technical director of their age group. This is an option that was not available before.

Michelle- managers and assistant coaches- incentives for taking on that role? Yann- the line has to be drawn somewhere- we cannot function as a club with extending waived fees beyond coaches and assistant coaches

Motion (hybrid model Johnnie, Josh P. Patrick)- Heather and Melissa passed

Rod- Who appointed these people as technical directors?

These are currently paid coaches- instead of coaching their teams they are stepping into a technical director role and overseeing 11v11, 9v9 or 7v7

Heather- what is the duration of those assigned these roles? Yann- to the end of their contract

Johnnie- minimal change desired, when it comes to June its possible we may need to reassess and look at quality and quantity

Yann- why is this the best time to do this? Because we are not doing this during tryouts. We are working with the pool of players that we have.

3) team formation for spring- this was new last year to give the opportunity to players to experience the travel team experience. Michelle- Clearly state what team managers do. David- someone in rec can form a team and bring them in for the spring- how is this equitable for players who may not have that connection to the coach who is moving forward with a team?

Reena- is adding more teams within the bandwidth of the technical directors? Currently we know how many teams we have, this is exactly what Johnnie was talking about. If we find out we go from 16-20 teams then we would possibly need to alter the number of tech directors needed moving forward. Heather- challenge- field resources in the spring?

Michelle- this model might perpetuate the perspective that the purpose is to bring money and players in without the structure established. Yann- the purpose is to give players the opportunity to try comp soccer. David- we threw a lot out at the community this year, weary to add in teams for the spring structure, Johnnie- further discussion will help, David- were there teams that asked for this? Yann- I don't anticipate 1 or 2 teams. The team needs to come with a roster, staff, and functioning for the spring

Todd- open up idea of a coach coming in with a team if existing team age bracket does not have space? Yann- correct

Rod- coaches who want this are those that are for coaching

Heather- this motion is to formalize the process as the 2008 team entered in this past spring

Derek- for the comp it would be better to do a panel interview for entering in, valid suggestion. Yann- the idea can use refinement. We can communicate this to families. This idea does not need to be voted on now.

4) fields- do we still need liberty for 7x7? 9v9 are currently at liberty. So far we are good for the end of fall. BMS has lights on 2 fields. This should carry us through the end of fall season. Rod- Dan Foley is out the window? Dan Foley has not been thorough in booking, this is not an option we are going to use for the remainder of the fall season

Vice President Report: review player conduct policy regarding bullying

Referee Coordinator Report: not present

Select Coordinator Report: none

DOC Report: not much to add other than what has already been discussed. I did ask coaches and team managers to share feedback. Positives, negatives, and suggestions for next year

Yann- taking out tournament fees- we will likely add tournament fees back in, has created a large headache for managers etc. **Michelle-** having a team treasurer did work well

David- tournaments- it's not just the frequency its the quality/ purpose

Recreation Coordinator Report: onboarding by taking a lot of people to coffee and asking a lot of questions. Organizing a January retreat with rec, creating a binder and system

Yann- did you coordinate with Rod to get player rankings? **Annie-** yes

Rod- coach's invitational went well, shout out to Josh Smith who was out there all day.

Registrar Report: nothing to report, quiet season! Working with Suzy to do a little bit of training, passing on all documentation provided (though less than a year)

Treasurer Report: circulated financials for the month (tshirts, taxes, trophies) reach out to coaches

Reena Thomas, Michael Walsh and Todd Tanner have all agreed to be president assistants- Todd- financial health/ budget meeting. Budgeting email- January (dates will be sent out at the december meeting) planning and budget meetings are separate because they are long meetings. These meetings are in addition to the monthly board meetings

Zikka (Patrick's wife) has volunteered to help out with communications coordinator

Other Business/ Calendar Items: none

Next Meeting: December 21, 2022 @7 pm

Adjourned: 8:40pm

****closed session****