



BAFC Board Meeting Agenda

Wednesday-January 25th 2023 at 7 pm

In person Meeting- 120 E L Street Benicia

Board Members Present: Yann Jouvenot, Melissa Ramirez, Dora, Derek

Guests: Alicea Payne, Ann B., Pete F., Tom, Nicole H. Rod E., Laurance (virtual- David Osada, Mike Walsh, Roxanne Passama, Jeff Kuta, Jeff Brooner, Michelle Fernandez, Robin B., Jennifer, Kelley Bayer, Joshua M. Claudia Graetch-Vasquez, Angie Erickson, Josh Becker)

Meetings called to order: 7:03pm

Review October Agenda: approved

Review and Approve September Minutes: approved

Public Comment: Alicea Payne- long time arsenal and rec family. It seems there has been a shift in comp registration. Are there specific dates that refer to comp season? Today, received an email from child's coach stating that practice start on the 13th. Team has started practices already, for additional fees and bridge toll. Was told her daughter would not be guaranteed their spot for spring. Coach Patrick is in error with this response. These practices are not club sanctioned practices. Yann and Dora will discuss this with Patrick.

Yann- Fall season- July-early December. Spring season- February 13th, ends late May early June

Pete F. If someone is doing practices outside of what the league normally offers, there is a liability/ insurance issue? Yann- if we were to do this outside of Benicia it is not club sanctioned.

Dora- did see an email stating Patrick was starting practice early. Was unaware of the date. It sounds these practices

Robin B.- pays for Martinez practices they are still playing, currency in the state cup. We pay for and sign separate liabilities. If a parent does not want to pay the additional fees they are not obligated but those playing at a competitive year round level.

Yann-This information was not given to DOC, comp coordinator or board.

Pete F.- concerned if these teams are collecting fees. If fees collected for tournaments are being used to pay for field rental, this is a huge liability with IRS.

Dora- appreciates comments and clarification by Robin. The best case would have been appreciated for Patrick to approach any board member or DOC to support these players.

Alicea- was told remaining tournament fees pooled at the beginning of season, extra fees were going to be used for futsal. (2011 girls team)

Laila McCarty- is it typical of a coach to be so unclear on their role and steps? Concerned coaches should be better informed to avoid this.

Yann/Dora- this is the first year of tournament fees not being collected in fees.

Reena- action item to make procedures for team treasurers for a good way to process team fees that go in and out.

John- Was on the website asking for the 990's for the last three years. Any nonprofits that I take part in I like to review financials.

Yann- Yes, Emma is present to share.

7:29pm

Treasurer Report: Emma shares her screen of the budget. For rec took in about \$155,000, \$218,000 comp. Spent about 382,000 we ended the year \$8000 over budget. We met last week to look at the budget for 2023. We are budgeting similar to 2022. We were conservative of our money ins so hopefully we will make up some of the room to lessen that gap. Fundraising opportunities should help with this as well. Questions?

John- what were the top three expenses?

Emma- salaries for DOC and coaches, fields, rec uniforms. Yann- this is in particular because we have been using the Benicia High School field. We are hoping to be able to split the costs with the track athletics to help lower this cost.

President Report:

- Action items for January/February
- Update on town hall- took place last Friday at BMS

explained how spring season would work, rec program, new uniforms, hybrid model. Comp program- all volunteer coaches and assistant coaches for every team. A second layer of technical directors who would mentor/ oversee those coaches. These TD's will be overseen by DOC. The TD should be the support for those coaches. There are some coaches that will need very little from TD, this gives the TD more time to work with the teams of the newer coaches. The club is going to do everything in their power to ensure the coach volunteers are of good quality. The parent volunteer coach would receive comp'd registration as well as additional training paid for by the club. (TD 4-6 teams under each director)

was asked about a hybrid hybrid model where some teams retain paid coaches? No, separate but equal fosters more resentment, does not work.

How do we identify those unpaid coaches? There are coaches who do not have kids in the league anymore but they still enjoy coaching. The process should be collaborative.

Current paid coaches are aligned with this model, coaches could provide criteria and desires for the team to help with the coach selection process.

Rod- There was a lot of good at the town hall. The model will work. Spring- coaches are still on trial.

If Patrick was saying he supports hybrid and is encouraging his teams to give the model their support.

Zoom chat- has the process begun to find these volunteer coaches?

Yann- timeline for recruiting, this is starting now. Interested candidates please start now.

Regarding how many we need- it depends on how many teams we have and how many coaches we need

What if there are not enough qualified coaches. We do not believe there are not. There are still many people without children in the league who coached before and are interested in coaching again.

Rod- how do volunteer coaches get equipment?

Yann- there is an equipment budget. When coaches are contractors, they are told to bring their own equipment.

How are these coaches being trained? depends on case by case basis what they need

Ann B.- the hybrid model is going to take several years to grow. I am worried about the health of the organization over the next 3-4 years. Requesting if anyone on the board would be willing to reconsider. What does it cost to run the league?

Yann- Several components. First, money is not why we are transitioning to this. Our current model has generated a level of discontent. The lack of permanency of paid coaches has been a huge issue. This is not just an issue with UK soccer. The reality is when a paid coach gets a better offer, desires to travel they move on. We interview annually. We have had multiple disappointing hires. Another part not seen by all, there has not been a single comp coordinator that has lasted for more than a year. Several have left mid season. We want to foster permanency.

Laurance- I agree there are very good unpaid coaches, I agree this can be scary, particularly for those who are succeeding. I know this works elsewhere. I am in support of our small community to try this hybrid model.

Dora- as a select coordinator with experience, the quality of the club really can thrive on the factor of the quality of the parents volunteering. An increase in community buy-in would make a huge difference.

Reena- comment in the process- the decision to move forward came as an unknown to a lot of the parents. If there was more transparency. In the front end, if this was more of a collaborative process.

Yann- The previous comp coordinator has been discussing this. We were ready to roll this out in the spring, we pushed it out to the fall to allow parents and community to transition. This model will not satisfy everyone. The purpose and goals of the club is to support every player. This is the best model for

Ugo- the club is going to lose a lot of teams.

Yann- if we cannot convince you that our club has a future, if you are solely going to move to follow a paid coach, as a club, there is nothing more we can do.

Ann- we heard we need more volunteers. Reena is asking the board to invite people to the table and be more collaborative. The website is out of date. What is needed from parents to make the community more a part of decisions?

Dora- we all agree that this model could work. We see the positive, we can pull from our community and bring it together. This is so new we are figuring out how to make this work. How are we going to implement this? Dora plans to be transparent. The parents should have the opportunity to participate to give suggestions, express themselves and

be a part of how this is put together. The parents, through their team managers should communicate. Dora is having a meeting with team managers.

Ugo- Can the club release players immediately

Yann- This board was elected unanimously by the public. I understand what you have is working for your team. However, it is not working everyone. The board is thinking of the benefit of the players and the community

Cookie E.- quality coaches will make a difference in the teams. As the kids get older and as gold and premiere teams start to matter, the competitiveness increases, for those who have coach Rod and coach Chris should be locked in and safe.

Laila- What does helping us look like?

Yann- communicating, going through address book, interviewing, matching those who are a good fit.

Nicole- does this mean looking at every team as its own team?

Yann- This will be mailing out to everyone, reaching out to previous contacts.

Dora- We as a board have a responsibility to understand the details. I would not move forward if I did not acknowledge this.

Jeff- 2 separate comments. 1st, whether or not to release players. There are some who are new to the comp program. I think you ought to release anyone who wants to be released. 2nd, in regards to support of volunteers coming from the league. This was not the case with our team. There was one particular game in town, there were 5-6 coaches at an older boys team. When the 2011 game started all of the coaches left.

- Timeline for recruiting of volunteer coaches for the competitive league in fall
- Field situation- during spring we have to share BCP with softball and baseball, we still need to determine how many 11 v 11 9v9 etc fields we will need

Yann met with parks and comm services. Softball gets priority. The other sports leagues are in a similar situation. Soccer has priority in the fall. Both can be on fields during practice time, not game time. Must take place in the far left or far right field. Priority list of field use made public. Comp soccer is situated 5th on this list.

- New coach- Johnnie is currently interviewing a new coach- Will. This coach could come and coach for the spring and then continue into the fall.

Rod- concern this is becoming a model of UK trainers.

Yann/ David- it takes time to adjust the club

Dora- interview was conducted Sunday. He presented as an approachable individual, educated, psych/therapist who works with youth. Soccer is his passion. He has been coaching and mentoring. Feels kids will gravitate towards him.

Jeff Brooner- why can we not pay local resources? I believe there are plenty of good local coaches who can be paid.

Rent BHS and other fields	1st Week	DOC done (Nicole)
Submit Field Request to City of Benicia	2nd Week	DOC & President done
Submit Field Request to Benicia Unified	3rd Week	DOC & President done
Conduct Planning Meetings	2nd Week	President done
Identify and Confirm Player Ranking Coordinator	2nd Week	Recreational Coordinator- Ny
Identify and Confirm Fund Raising Coordinator	3rd Week	President- not done yet, email soon
Determine Program Fees (prior to registrations)	3rd Week	Board done rec fees same
Budget Meeting	3rd Week	Board done
Create Early Bird, Regular & Top Rec Registrations	4th Week	Registrar done
Website Updated with Fees, Ages, Dates	4th Week	Registrar to do
BAFC Town Hall	4th week	Board done
	February	
Apply for Both Tournaments Sanctioning	1st Week	Comp Coordinator
Identify and Confirm Tournament Director	1st Week	Comp Coordinator
Create Promotional Fliers for Rec Program Registration	1st Week	DOC
Advertise Rec Program Registration	1st Week	Web Manager/ President
1st Week of Competitive Soccer Training Feb 13th	2nd Week	DOC & Comp Coaches
Identify and Confirm Sign Installation Volunteer	2nd Week	President
Open Early Bird, and Top Soccer Rec Registration	2nd Week	Registrar
Secure Field Lining Contract with Professional Company	2nd Week	President done Maintenance lining done by volunteers.

Vice President Report: nothing at this time

Referee Coordinator Report: not much to report other than knowing the first week of games is the first week of March. Last weekend (25th) of February referee training. Check in with Nicole

Assistant refs 13 years old to go through the licensing process.

Robin- there were some complaints last year about one referee in particular, is Jeff the one to speak to to ensure it doesn't happen again? Jeff- yes please reach out to me

Select Coordinator Report: first meeting with team managers on Friday. I am hoping that by Feb 13th I would like to have an hour 1 ½ hours at starbucks to meet with parents who are not feeling supported. I am hoping to fix some communication issues. Cookie- I am offering help with coordinating

DOC Report: not present. Nicole- high school has playoffs which delays our use of the stadium by one week. Fields are situated Liberty and Semple. The first week we should be able to make it work with Semple

Recreation Coordinator Report: not present

Registrar Report: not present

Other Business/ Calendar Items: Melissa nominates Reena Thomas as secretary for the remainder of the term. Seconded by Derek. Approved.

Spring registrations going well. The main problem is by those who do not know if they selected full year or fall only.

Rod- problem with rec kids coming over? These boys have been practicing with me since the fall.

Yann- not a problem

Ryan Habegger is willing to commit to do the signs. Yann would like to extend this to the club.

Next Meeting February 22nd 2023 at 7pm

Meeting Adjourned: 9:11pm