

LYSA Meeting Minutes
June 8, 2016
West Road Concession
(Audio Recorded)

Attendees: Jessica Anastasi, Bob Corning, Paul D'Errico, Alli Flaherty (arrived 7:47pm), Eric Goedde, Joe Green, Paul Roberson, Chantal Schreiner, Sam Schreiner, Kerri Stanley; Todd Ellis (of LUSC arrived at 7:49pm)

- I. Review and approval of May 11 Meeting Minutes - Motion made to begin the meeting at 7:08pm. May 11 Meeting Minutes were reviewed with corrections, motion made by Joe to approve, seconded by Sam.
- II. Hearing - this was moved to the end of the meeting pending arrival of Alli F.
- III. Finance Update
 1. Treasurer report - Sam will have a report updated on Google drive by 6/15/16. Had receipts through the end of May.
 2. Taxes and Audit Update - Sam stated it will cost about \$200/hr to do an audit, and about \$1,000 to do the taxes. Joe asked when a decision would be made regarding the audit, to which Sam stated it should be made by end of the month. Sam stated he thought the view was going to be that this would be a very limited view that would tell us that we didn't have adequate records for 2015. It would make the most sense to have one firm oversee both tasks. Joe questioned the \$200 verses \$85 fee difference between two firms and Sam stated for a smaller size firm, \$200-\$250 is average. He suggested that we have the firm give 5 hours to complete as much as they could for the audit and then they can provide a report based on findings, which would likely be that we don't have adequate files to be able to complete a thorough audit. Sam was going to question them about being able to sign off on taxes even if they can't complete a viable audit. Kerri asked if we would have enough time to provide information to the firm assuming the deadline to file taxes is 8/15/16. Sam affirmed that it was enough time but if the firm affirmed there was not adequate supporting documents for filing the taxes, he would not sign off on them. (We would be filing a 990-EZ so there would be no monies owed - it is just our obligation to report our financial status so we don't violate our 501c status.)
 3. Financial Code of Conduct - Sam has a draft in place and will share by 6/18/16.
 4. Volunteer Fee Refunds - credit card refunds have been updated through the end of May, referees who have provided W9s paid through 5/31.
- IV. Communications & Volunteers - Chantal reported we had less than 20 volunteers for the spring season besides coaches. Joe asked the board if they thought we should do anything different to incent people to volunteer, such as raising the volunteer fee. It seems \$25 is not high enough. Either that or start paying employees. Chantal asked if we can allocate those funds to

paying people since families are not choosing to volunteer to get this fee back. If families don't want their volunteer fee back, we should be able to allocate those funds to paid employees. Chantal noted that almost half of people who did sign up to volunteer, eventually canceled and never fulfilled their shift.

We discussed communication between LUSC and LYSA and that both clubs need to collaborate and work together in getting information out to members of both clubs. Chantal should be the main point of contact with LUSC's communication coordinator so there is not a breakdown in communication or a miscommunication where it is assumed another member takes care of a request in sending information out. We had a recent situation where LUSC asked LYSA to send an email out regarding LUSC tryouts and Kerri asked Chantal to take care of it, but there was a mix up because we were also asked to send out camp information and it was never completed. We need to have a protocol in place, one person who would receive and expedite request, etc., to avoid this type of thing happening again. Also, LUSC's Communication Coordinator never sent us the information they wanted us to send out regarding tryouts. We were only aware of it because of the unsolicited email Kerri had received since she had a son playing in their club.

Todd from LUSC arrived at this time and gave a brief summary of their anticipated teams for the fall. We addressed item XII - LYSA/LUSC Update on the agenda at this time (see below). Todd left the meeting at this point.

V. Concession - Lori's attendance was sporadic for the spring so we should consider hiring somebody else for the fall. Perhaps we put an ad in the Londonderry Times / post on facebook the request for a cook.

We noted that when we are short handed and a request is sent out to board members asking for help, if anybody can't help, there is no need to reply, but if they can, they should reply to all so everybody is made aware. If we don't have enough volunteers, we should simply close the window and post a sign saying why concession isn't open - due to lack of volunteers. Sam countered this saying people will ask why we didn't hire anybody with their \$25 volunteer refund they forfeited.

It would help to have a person in charge of overseeing concession help, whether it's Paul D. or somebody else.

VI. Inter-Town League update - Jess stated that 7 other town leagues met. The majority were not in favor of moving from having a U15 to separate U14 and U16 divisions, stating they wouldn't have enough players to field 2 teams, however some didn't have a problem with latitude and allowing players to play down, which isn't allowed but because it is a rec league, they would allow it. Essentially they don't want to change their system. The deadline for inter-town registration is 8/13. So between 8/13 and 8/27, we will need to coordinate the coaches draft / skills clinics. The goal is to have the inter-town schedule released August 27. Registration for LYSA closes on August 6.

Discussion ensued about the best strategy for drafting players and to eliminate stacked teams.

Seventeen of the 20 kids showed up for the 6/10/16 skills clinic. One more is scheduled but it may be canceled if there aren't enough registered.

VII. Google calendar - Paul R. was not aware that he had said he'd initiate this. We should ask Demosphere to see if schedules can be posted where anything can be exported to smartphones. LAFA posts team calendars that has this capability.

VIII. Fields - Three out of the 4 volunteers interested in fields were contacted and assisted Bob, as well as Eric. Bob C. will create an information package for field volunteers for the fall and going forward. Bob was in the process of taking measurements to see how we can maximize the new USSoccer requirements within our field space. We discussed possibly collaborating with LUSC to save on cost for new nets. We will not get rid of our current U6 nets in the event the new changes don't work out and we revert back to using them. Bob is looking into costs and Sam sent Bob our uniform supplier's contact info, who works with 3 national suppliers and could be included in consideration. On the higher end, it is between \$3,000 and \$4,000 for a pair of goals. Bob is looking at this compared to lower end quality to compare. We also discussed the option of possibly building them with PVC, especially where we are unsure if the new changes will last. Bob noted the quality of construction would need to be considered if we did this. LUSC and LYSA could also leverage off of each other given the window of time we have that is getting smaller.

IX. Website - Sang has been updating requests sent by Kerri. Eventually we will be merging our website with LUSC's web carrier.

X. Demosphere - demo set for July 8, 2016 at 6:30pm and we will report at our July meeting.

XI. Comcast - It would be too costly to implement hard wiring required to give us access to internet/wi-fi with the quote they gave us. No real progress has been made with this, but it seems more of a 'want' versus a 'need'. Sam noted we had done several hundred dollars worth of concession sales last fall when we had internet. Sam suggested we go back to Comcast and offering that we would pay \$0 for the work (their quote was that they'd pay \$7,500 of the \$10,000 fee and we'd pay \$2,500) and we'd sign a 2-year contract, or something like that. If they refuse, then we walk away as we have other options. Sam offered to go back to the contact, Matt Krause, with this counter offer and see what he says.

XII. LYSA / LUSC update - Todd will have the final contract for Mark Ruest to us by 6/15. We agreed that since LYSA has never really drawn up a contract, that we would allow Todd to do so for us. All three parties will then sign the contract. Mark is scheduled to start on August 25 and will go for 10 weeks on M, W, Th 5-6, 6-7 with us, and then 7-8 with LUSC. We will pay him twice - 50% in September and the balance in October. LYSA coaches will be invited to the LUSC coach clinics. LUSC would prefer to have a head count of attending coaches so they can plan accordingly.

LUSC is not planning to have an OHD booth since their registrations are complete. LYSA has decided not to have a booth. If we do have a booth, we should have brochures that summarize both organizations. This year it is August 20. We could have players march in the parade but would need to have a member coordinate this. Todd will get back to us if they have teams/players interested in marching in the parade. We should invest in a banner, which is approximately \$35, that says "Londonderry Soccer".

Chris will reach out to Sang regarding linking our website with theirs until we are officially merged as one. LYSA will split the annual cost of the website with LUSC.

We confirmed that we would like to have Mark provide coach training sessions to our U4 and U6 players. This would need to take place on a Saturday. We need to confirm a workable date with Mark. Todd said he will provide us 4-week modules for U4 and U6 players that the coaches can implement and follow.

XII. Other business - water bottles for U12 and U15 players have been ordered. Pictures will be available for pick up on 6/11 and after.

We backtracked to the hearing and Joe started out by summarizing the reasons we were having it. There are some strong opinions and he had received complaints from other board members about the manner in which Kerri was leading the organization. Rather than refer to it as a 'hearing' it is a discussion within the board. Paul R. stated he was one of the people who has concerns and feels that despite efforts to have issues addressed, they have not been resolved. He stated he had already submitted a resignation but then retracted it, but is still not interested in continuing with the way things have been going with Kerri as the president. He has enjoyed volunteering but feels some things are unnecessary (communications, tone, negativity).

Chantal stated she had the same general complaints, and Joe did as well. Alli stated she has been on other boards and noted that this one was pretty tame compared to them. Paul R. stated decisions shouldn't be made just by the executive members, that all board members should be included. Joe stated that was the case because of the way our By-Laws are currently written.

Eric commented on Pau R.'s comment on today's meeting being productive, but asked if we could sum things up to growing pains and asked for specific examples and facts. Sam provided the example of when Kathy Martinez, a former board member who was the Volunteer Coordinator, was asked to resign from the board because she did not reside in town, and how Kerri fought the validity of forcing her out where we are always in need of more volunteers. Joe gave the example of him being largely unavailable due to his job situation, and that it seemed like a witch hunt towards him because of his inability to perform his duties. He had informed the board 3-4 weeks prior to his job situation and seemed to continue to get reminders of that. He stated this was an example of poor leadership. He stated that the level of negativity that was here prior to this has continued and would step away as long as this continued. Joe was upset that no other board members were willing to come forward with their complaints since they have all come to him saying they had problems with the politics, negativity and wanting it to stop. Jessica stated that she never said any of those things and has had no issues at all personally. She saw it within the executive board, but not anywhere else.

Paul D. said that he saw it as difference in opinion. Perhaps some emails came off as harsh, but they weren't that way to attack anyone personally, but more to ensure the tasks in running the organization get completed. Eric asked for specific examples from Sam but Sam gave general examples that more or less applied to everyone and not necessarily directly to him.

Conversation came back to the Kathy Martinez incident and how she subsequently published a letter in the Londonderry Times that reflected poorly on the organization. Sam summarized the sequence of events about this and concluded that it was essentially Kerri's fault and all could have been avoided. It was noted that while Sang was a current board member, he has no voting rights since he is a non-resident. Kerri commented on this about how she had sent a couple of emails to the executive board as the content was executive board matter, and how Sam would reply and copy everybody on the board, including Sang. It seemed one-sided that she was being targeted for every decision she made, and called out on emails that were or were not sent out, while Sam would broaden the email chain, an action which did not warrant their response. Sam stated he wasn't seeking votes in including others, but to include them in obtaining feedback, saying everyone deserved to have their voices heard.

Joe stated he thought the titles get away from us and emphasized that the president has no more authority than anybody else within the board, that we were all equal. But somebody needs to keep everybody on point, and Joe stated he thought everybody should hold that responsibility, not just one person. Kerri seems to be taking this task on and it is showing through the emails.

Kerri stated that she saw it is a personality conflict, to which the others agreed, but that he didn't see it discontinuing. Kerri stated that the board has been divided since she was voted in as president and that it appeared some members had issues with her as a woman being in the leadership role. She stated that there is a lot of work that goes into running the organization and she is beyond the hand holding, but what she is doing is not hindering the progress of the organization. But what she is doing doesn't seem to work with some, but works for others. At this point, Paul R., along with Chantal and Sam, got up, handed Kerri their written resignations and walked out of the meeting. They had apparently already decided to resign in this action.

It was noted that the board failed in taking the steps to assist Joe as needed during his time committed to his job and perhaps things wouldn't have gotten so stressful for some others as a result. Joe stated that he was still there and asked again that the negativity stop. Kerri stated that she and he had had this very conversation on Memorial Day. She had tried to have a face to face meeting with Chantal but their schedules couldn't sync and Chantal wanted it on her terms, so a good faith effort was made by Kerri that ultimately failed.

Joe proposed that the politics of this all hurts the organization, and moved to have everybody equal, with one chairperson elected by the group. This is how it is done with the Town Council. Jessica stated she still thought one individual needed to be the leader, and that levels are needed. Joe stated that our charter doesn't state that the president has to carry the burdens, and he does not want to see it run in a totalitarian manner as it had been run in the past. Joe stated Kerri had not been blocked from any decision making. Kerri stated that Alli should have been given the position of Secretary when she vacated it, but Alli stepped down when Paul R. expressed interest and Joe had said they should both submit letters of interest

and then the executive board would vote. There were 3 of them at the time on the executive board (Joe, Kerri, Sam), and it was obvious that Kerri would be outvoted, that both Sam and Joe would vote for Paul R. over Alli, even though our By-Laws stated a volunteer had to be a member for a minimum of 3 years before being considered for an executive position, and Paul R. did not meet those requirements. Joe said we did not know how he was going to vote, but with the divide as it was, although that fact was true, the likelihood of him voting for Paul R. was evident. Paul should have been told that he did not meet the requirements.

Ultimately the motion was made to dissolve the Executive Board and Kerri was voted as the chairperson. All decisions would be made by the entire board going forward. General conversation continued about the various loose ends and tasks that now would need to be fulfilled.

The meeting was adjourned at 10:01 PM. The next meeting was scheduled for July 13, 2016.

Respectfully Submitted,
Kerri L. Stanley
LYSA Chairperson, U8-U10 Coordinator