

Fort Collins Soccer Club
Board of Directors Meeting
November 13, 2023

Attendance:

<u> P </u> Mark Adams, President	<u> P* </u> Bret Meldrum, Vice President
<u> P* </u> Jim Hayes, Secretary	<u> P* </u> Chad Clark, Treasurer
<u> </u> Nick Whitworth, Director	<u> </u> Fred Long, Director
<u> </u> Gary Ashley, Director	<u> P* </u> Neil Johnson, Director
<u> P* </u> Hailey Kepler, Director	
<u> P </u> David Thomas, Executive Dir.	<u> P </u> Dave Shaffer, Staff
<u> P </u> Brenda Hampson, Staff	

*Phone

Mark called the meeting to order at 7:30 p.m.

Jim moved to approve the minutes of the October meeting, Bret seconded; the minutes were approved.

Board Action Items:

- Confidentiality and Non-Disclosure Agreement (BOD): Neil presented a revised version of the BOD Confidentiality Agreement. Jim moved to approve the revisions as presented, Hailey seconded. The motion carries.
- Conflict of Interest bylaw: Neil presented a revised version of the Conflict of Interest bylaw (V.J.). The revision is now in keeping with CRS 7-128-501. The application to run for the BOD will be revised to include details and reference to the Conflict of Interest Bylaw. Jim moved to approve 5.J. Conflict of Interest as presented. Neil seconded, motion carries. The revision will be presented to the membership for approval at the 2024 AGM. The new application will be used at the next election in August, 2024.
- Executive Director Review (BOD and staff 360 survey questions): Jim and Bret met to review the current set of questions used in the ED review process. The questions are appropriate and will be used at the next review. Jim suggested that the bylaw (V.G.7) regarding ED review and evaluation be revised to remove “annually” and replace with every 2 – 3 years. The bylaw revision will be updated and approved at the next BOD meeting. The revision will be presented to the membership for approval at the 2024 AGM.
- BOD elections: Jim suggested that the BOD consider changing the process for electing new board members so that the membership would elect 2 members each cycle and the BOD would elect 1 member (for a total of 3 members). There will be more discussion at a future time on the subject.
- Retreat: Jim noted that in the past there has not been a lot of follow through from the BOD on items from the retreat. Is a retreat necessary in 2024? What will the topic be? Staff will reserve a spot for January 30 or February 1 in the event that the retreat is held.
- Top team results: Dave Shaffer: Dave presented the team results from the fall 2023 season. Most BOD were attending via phone and weren’t able to access the results. The results will be shared with BOD later this week.

Staff Reports:

Executive Director – David Thomas:

- At the last BOD meeting David was asked to share his thoughts on Future Legends.
 - Staff regularly discusses Future Legends and Hailstorm and any potential impact they could have on Arsenal. At one time the thought was “any soccer is good soccer”. The situation with The Force changed that thought process, when they morphed into Storm and then Rapids. Now the approach is more cautious.
 - Future Legends is focused on adult men’s and women’s soccer and baseball. They seem to be based on a tournament model. They are looking to fill their big spaces outside of their pro teams with youth activities.
 - In the future there could be overlap between Hailstorm and Arsenal. The Hailstorm coach wants a tierd model (like in Europe). This would start with a trickle down to the U19 youth age group.
 - They are currently running camps (we were told mostly to fill space).
 - They are looking to take some HS age teams to USL Cup. They asked us to co-brand with them to do that. We declined to do that.
 - Long term for Future Legends – they keep plugging away. They have experienced financial issues and may face additional challenges after the first of the year.
 - Would they form a youth club? That is an expensive proposition. There are stricter laws (US Soccer and CSA) in place now to start a new club. They would need to have a non-profit arm to start the process. Arsenal will continue to evaluate what they are doing.
 - Arsenal will continue to focus on ourselves and work to be the best we can be.

Technical Director - Dave Shaffer:

- Dave has interviewed 2 candidates for the open Director of Coaching position. Will offer the job to one of them this week.
- Nick Holley, Jayme Beamer Halsey, Scout Bohlender and Mark Van Ryn have been nominated as CSA Coaches of the Year. They will represent the club at the CSA awards banquet in January.

Director, Member Services – Brenda Hampson

- No report

President's Report – Mark Adams:

- No report

Vice President's Report – Bret Meldrum:

- No report

Treasurer – Chad Clark:

- No report

Secretary – Jim Hayes:

- No report

Executive Committee – Mark Adams:

- Covered

Financial Management Committee – Chad Clark:

- The club's financial picture is looking good versus the budget.

Competition Committee – Fred Long:

- No report

Grants/Development Committee – Bret Meldrum:

- Is working with Neil to finalize the Contractor Agreement with Luke Austenfeld. Once complete it will be signed by Luke and David. The committee is looking to get the RFP out to vendors after Thanksgiving.

Soccer Complex Committee – Nick Whitworth:

- No report

Board Election Committee – Jim Hayes:

- Covered

Customer Focus Committee – Hailey Kepler:

- No report

Future Agenda Items:

- BOD elections
- Retreat
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Reminder: The next meeting is December 4 – the Coaches Excellence Awards. BOD meeting is at 6:30 and Awards are at 7:00 at the club office.

Fred moved to adjourn the meeting and Bret seconded. The meeting was adjourned at 8:57 pm.

Respectfully submitted,

Jim Hayes
Secretary