

San Carlos United Meeting Notes

Youth Center – 1.8.19

7pm

Rich Godwin – Substitute note taker for this meeting.

Attendance – Taken by Christine.

Marten opens without a lot of enthusiasm...forgot his notes, and asked who read the minutes....some did. "They were short"

All good and approved.. JB.

Marten – starts with saying he's not glazing over the Nick stuff...it's coming later.

Marten states - Lynn will send out a message about the vote next month for leadership. The Board is year to year and Lynn will send out the details and process for the next meeting.

Right now no board people leaving on purpose and willing to stay through the process (Like the 76ers)

Marten calls me out, not sure why. I pass, and will discuss with him later and add an amendment.

(Fred comes in late)

The energy is low in the room. Just a comment but I think the minutes need insight in case you miss the meeting. (Just like being there)

Marten pivots to Nick and expectations....(that did not take long) He's discussing the board meeting that lasted 2.5 hours last week at Lynn's house..(which got boozy) (not me, I'm not drinking)

Marten - Nick was told: "these are the minimum expectations, and this needs to change and demonstrate changes asap with help (assistant) Candid convo that needs to show understanding impacting change.

Nick needs to impact change for his employees or they will leave. We as a club do not want coaches we like and want to retain, leaving due to frustration with Nick/USC.

Nick understands this.

Managers need to understand scheduling process for games.

Teams need minimum expectations that they will have a coach they know and at each game and that team rosters are set and communicated well in advance.

Message delivered and next steps coming to make this better. More coming at the end of this meeting.

Christian:

Note to all managers that NorCal Reg is open and Feb 19th is the deadline.

Season Opening for NorCal - U11-13 March 9 U14-19 – March 16 (opening weekends for games) Link was sent in Christian's email

Christine asks across me to Jon Burt "When do we have field space' A: first week of March.

Email from Christian goes to "registrar for team" . Marten suggests to send to both (managers too to make sure it gets through. Side chatter about how diff teams do diff things.....

Marten drives the point with a side story, bringing more energy.

Brad – Brad is not here. So Marten is taking his part.

Treasury Email sent regarding 1099 and Financial info. "He's up against it as for timing" so Brad needs your info. Midge the accountant is getting panicky.....

Christine - "Deadline for 1099 is Jan 31st "

JB – what teams have not provided? Marten will have Brad send a nastygram tomorrow.

Fields – Jon Burt (JB) – "contact me if any team needs space. Some space avail for practice.

March 4 is the first day of spring practice. No assigning until coaches are set, as without that it will be wrong. "We will have the same fields and slots as last year, but more complicated due to baseball. To be clear – same time slots as last spring.

Marten interjects to clarify, what seems to be clear already.....

Michael ask what day is first day of practice again (Not listening) and I answer "March 4" as I'm listening and taking good notes for my skill level.

Fred asks for earlier practice time due to an early tourney. JB "Crestview is open all winter and can be used when not squishy. "

I give a comment that is likely the best of the day.

"Don't use Crestview if it's wet as we need to not destroy the field by poor use, and don't use the goalmouth area" Jaws drop, Eyes look at my in wonder and heads nod knowingly. (this happens often)

Danielle ask about tournaments. Side bar convo going about how to find good tournaments.

Marten drops a name of someone who knows.

Christian gets a call from someone who likely speaks Chinese...he does not answer.

Meeting goes tournament sideways.....Need for sharing of tournament events.

Marten calls on me.

REF REPORT!!!!

Ref class completed with 42 new referees.

Referee of the Year and Gold Whistle Winners will be announced tonight.

Big discussion about Rudy's bike crash and getting him a helmet.

Uniforms – Transition happening. Looking for timing for teams and a referee coordinator. Moving to Nike. Process for teams transferring in fall and spring '20, plus a plan to get a uniform bank for new players and teams.

No issue for sourcing uniforms for the spring. Marten has a suggestion...."if waiting to spring, team might buy 2-3 shirts and shorts as spares" so they have them on board if new players arrive. (thoughtful, this is why Marten's the President for Life)

Uniform Bank coming, and a full email. Honestly, I'm falling behind on this uniform discussion.....Michael asks about wearing nike socks and Adidas shinguards...wait, that's not right....Socks and shorts.....what? Emails to all coming...

Christine – Little friendly reminder that deposits and player lists should be in to managers so registrar should be ready. Practice times should be discussed soon. If you are CCSL confirm if coach wants to stay in that league.....Marten – we have not roster deadlines at this time. Teams need to be signed up for leagues soon.

"As kids get older, certain things happen..." (where is this going.....?)
Christine is saying that with school changes and kids get older times change for getting out of school.
Jon will take requests for practice times...now. (email)

Now we move to the USC coach stuff. Marten is dismissing anyone who would like to leave and not involved in USC.

JB – Eric (coach) is leaving (Bolts and Stealth) who deals with that?
Answer – Marten – "Nick"

USC Stuff – We do not want to dictate what is happening between and employer and employee. That is not the boards job.

What we do want to say is we value those coaches (employees) and want to retain them, and might want to take them independently.

Minimum Expectations

1. The coach designated for the team needs to be at each game.
2. Administrator in place to make this work. Hire someone who can make sure this happens as expected and with a long lead time and process, and that it is followed to the level expected.
3. Rosters are set well (week) in advance. Administrator who can be a time clock manager for coaches, a sound board for team managers, a go to for communications.
4. Time frame for changing in now. No other chance after this season.

“We all come with baggage” - Jon Burt. (Not me)

We moved on to contractors as coaches and how we could go about getting visas for those coaches.....This all came about with the convo of the shortage of coaches.

It's 8:12pm, and right now I am not a fan of the later start time we have moved to and for which I voted for.....

Marten is talking and expanding/repeating our (the club's) need for effective change for Nick managing.

Danielle brings up that Nick does not let the teams know that the coaches have left.

Managers are starting to get the blood pressure up Not wanting to hear Nick's sales pitch again.

Marten offers to read his email to an he wrote.

A chair brakes! The wheels are falling off both literally and figuratively. (that's still figurately, but you get the idea)

Marten has 4 names of coaches that are tied up to coach though not in USC. “Charlie Hatfield”

“We have options. “

Fred asks “What's the backup plan?”

“Can we set some deadlines? “

What are we doing to close our coaching holes? What is he doing?

Who's mentoring, what will it look like for a green coach? What's the layout?

8:22pm.....

And.....Michael asks...”Do we know how many coaches we have leaving?”

Now it's getting spicy.....

Josh Enberg - Canopy Talk can be fixed. “if you have a broken one, I can fix it...I can fix them for about \$50 in parts....and can work something out”

JB calls for the meeting to end.

Marten keeps talking.....

People start leaving quickly.....

Attendance List:

SCU Managers Meeting 1/8/19

Name	Team	Role
Christine Marcelli	04G Dynamite	Mgr
Danielle deBoner	09 Girls	Mgr
Carnie Marquez	07 G	Mgr.
Josi Atwal	04 B	Mgr
Stacey Rabkin	09G	Mgr
Michael Cassiot	06G	Mgr.
Jennifer Munton	08 Boys	mtg. liaison
Jon Burt	02 B	mgr
Sosh Enghery	09 B	Mgr
Mike Dougherty	08 Girls	Mtg Liaison
Karen Hains	00 G	Mgr
Jeff Erickson	06 B	Asst Mgr.
CHRISTINA BJORNSEN	03 B	TTGR / Refs
Rich Gerwin		REF Assigned
Susan Goretz	2010 G	Mgr

