

Northfield Soccer Association

November 21, 2011

Board Members Present: Matt Forester, Holly Scheuble, Lisa Cemenski, David Mucha, Bill Nelson, Kerstin Cardenas, John Sharpe, Pete Tidona, Bob Williams, Brent Nystrom

Members: Andy K, Nate Adams, Todd Scheuble, Todd Ims, Shawn, Sherri Rassmusson & Husband, ___ Little, Wendy, Todd Orjala, Doug, Jerri

Treasurer report: Net \$2,692 income through October. HS use of spring creek \$5,200 and waste management \$990 checks came in today those amounts will be reflected in November report.

Tryout Process and Team Selection Process Discussion: Committee goal was to have varied perspective represented.

During the first meeting the committee received background on how teams had previously been formed. They discovered that historically there wasn't a formalized process as they were rarely more kids than spots on teams. They then reviewed policies from various surrounding clubs with the reminder that our community is different than those around us, and we can't blindly adopt a policy from another club.

Next they focused on what is the mission of NSA. Current philosophy is that for kids that want to play we will try to find a team for any kid to play on. The committee reviewed tryouts and evaluations, and decided that they will be conducted on an "as needed" basis. Tryouts will need to be timed to right after registration and will need to be performed by independent evaluators. The group then reviewed the evaluation process and discussed that they will hire someone with the skill set to determine this and the group did not need to focus on this issue. Finally, they decided to start the policy from scratch in lieu of revising previous versions.

The committee developed a draft policy that focused on different developmental stages. First, they broke out the U9 and U10 and decided to use the "basketball approach" where the children would be assessed during a practice game. The evaluators would consist of group coordinator, coaching mentor, director of coaching and player development and coaches from that age group.

Question was raised as to why we would evaluate the U9 and U10 level in the first place. Bill Nelson indicated that there could be a varied skill level that would then determine if the NSA would form teams at different levels (gold/maroon or C1, C2, C3). Holly added that the evaluation will also help determine who would be the play up without bias. Todd O. added that the evaluation could also help establish a fairly even team- dividing skill set evenly between teams. David thanked Todd for that clarification; he indicated that currently he is confused by the language. Is this a developmental team or is the intent to

create more competitive teams. Matt added sentence, "in general the Board would provide this committee the direction ensure fair and balanced teams to focus on development". Todd S. indicated that this is light-years ahead of the previous process where there was only one individual who determined the entire outcome. Jerri reminded the group that there should be a reminder to parents that not all players will be able to be placed. Holly stated that maximum roster size should be added to registration.

Coaching policy was suggested as a side document.

The group discussed the fact that the Coaching Coordinator draft position description does not require previous soccer experience. The position that is referred to in the document is slightly different than what is listed in document. What the NSA suggested in a Coaching Coordinator not a Director of Coaching (which is specific role in many clubs that often comes with a steep salary).

Policy edits discussed include:

- It was identified that the language in Team Formation process should remove "director of Coaching" with "NSA Board Member" where it exists.
- Clarification was added that on U11 and above coaches are not part of the evaluation team, but will have the opportunity to provide feedback. Word "prior" will be replaced with "previous and current" coaches.
- U11 and above "creation of teams" will add level of play to help clarify the fact that the approach for U11 and up is different than lower levels.
- Roster size will be determined by the evaluation team. Over rostering will be allowed and dealt with as necessary.

Bill also mentioned that communication will be communication will be better and members should perceive the difference.

Tentative acceptance of policy with changes; approval of policy will be made by email which will be sent around.

Discussion resumed about playing level and when it is the determination is made about team selection and growing the program.

Suggestions were made to add language to website that clarifies NSA philosophy on team level (i.e. U9-U10 developmental and U11 and above more focus on being more competitive).

Open Registrar Position: Wendy will be offered the position at \$18 per hour. Kerstin will create a contract and communicate with Wendy.

Coaching Initiative: Goal of creating Coaching Coordinator and Coaching Mentor positions. Coaching Mentor is a paid position similar to position that Jessica and Jorge held last year. About 3 years ago Jorge started, last year we added Jessica and separated their duties between boys and girls. Coaching

Coordinator will be a volunteer board position with the goal of having them attracting, retaining, and developing coaches.

Due to time constraints we will review this off line and bring back to a future meeting.

MYSA Coaching Clinics: Todd S. distributed a Proposal-Coaching Clinics/Courses. Has reserved Middle School for "E" coaching in January. They have also looked at adding "Advanced Y" level module that would be for new coaches in April. In June there is and "Introductory Y" module for in-house coaches. Finally there is a "D" license course in September that could be moved to Northfield if there is interest. Approval was given to "E" and "Advanced Y". Brent Nystrom will work with Todd S. to coordinate.

Kohls Cup: Approval give to hose Kohl's cup in 2012. Holly will coordinate.

Retreat Information will be distributed by email.

In-house survey was postponed to the next meeting.

Meeting adjourned.