



Meeting Minutes Board of Directors Monthly Meeting

Time: 6:00 PM

Date: September 20, 2017

Location: Marian University- Stayer Center – Room 218

FDLSA Executive Officers:

Chad Collett, President • Dan Gerred, Vice President • Luke Newman, Secretary • Eric Gurholt, Treasurer

Meeting Minutes:

- Call to Order / Roll-Call
 - Called to order by Chad Collett at 6:09pm

- Introduction of Current Board of Directors and Roles by Chad Collett

Agenda Item: Proposed Bylaw Changes

Member Cory Rottman presents a packet of by-law changes: 8 pages of changes in total. There is an hour delay in the meeting as the board reviews the entire document. Meeting resumes and proposed bylaw changes are presented to membership.

By-law changes and votes: Proposed by-laws read aloud and will be voted on individually by Article.

Article 1 membership sections 1 & 2 - **read from document**

ARTICLE 1: Membership (Passed)

Section 1 - Association Membership: Any person who is registered in the following classifications of leagues, upon receipt of that players annual registration fee for the league in which they are participating, the amount of which shall be determined by the Board of Directors each season. If that Association Member is under the age of 18, at the time of registration, the parent of that player is entitled a vote at the annual meeting. A parent of any youth player shall be a Senior Member, upon receipt of that player's annual registration fee. Association members become either Senior Members with voting privileges, or Junior Members with no voting privileges.

- a. Adult League
- b. Select League
- c. Academy League
- d. Recreation League

Section 1.1 Senior Membership: Any person 18 years of age or older who is not registered as a player in the Youth Program, and is not a parent of a youth player, shall become a Senior Member of the Association upon receipt of his/her annual membership dues, the amount of which shall be determined by the membership at the annual meeting. Senior Members are entitled to one (1) vote on any matter submitted to a vote of the membership. There shall be no cumulative voting or voting by proxy.

Section 2: Junior Membership: Any person registered in the youth program, under the age of 18, at the time of registration, is considered a Junior Member of the Association upon receipt of his/her annual membership dues, the amount of which shall be determined by the membership at the annual meeting. All youth players shall be Junior Members. Junior members are entitled to receive all Association newsletters at their residence. Junior Members do not have voting rights at the annual meeting. If a Junior Member turns the age of 18 during a registered season, they are not entitled one (1) vote at the annual meeting, that right is still of their legal guardian/parent, as they were a minor at the time of registration and receipt of their Association fees.

- Motion to accept 1st Yamil Darmich 2nd Deedee Holvenstot
- In favor: majority. Opposed: 1. Abstention: 2.
- Motion passes

Article 5 Eligibility sections 1-3 (Passes)

Section 1: Eligibility of participation at the FDLA is open to all Soccer Organizations/Associations, and all soccer players, coaches, trainers, manager, administrators, and officials without discrimination on the basis of race, color, religion, national origin, citizenship, disability, age, sex, sexual orientation, gender identity as applicable by law, or veteran status.

Section 2: Participation on an FDLA Fondy Phoenix Select (aka: Travel) League team is open to any player wishing to participate in tryouts, and as a member of the team, if an offer to play is extended and accepted, without discrimination to where they participate in Recreational Soccer, whether at FDLA or elsewhere, in abiding with WYSA rules and guidelines for carded players.

Section 3: Participation on an FDLA Fondy Phoenix Recreation (aka: REC) League team is open to any player wishing to participate, and as a member of the team upon registration, without discrimination to where they participate in Select Soccer, whether at FDLA or elsewhere, in abiding with WYSA rules and guidelines for carded layers.

- Motion to accept 1st Nicki Frank 2nd Kali Boardman
- In favor: majority. Opposed: 5. Abstention: 5
- Motion passed

Article VIII amendments:

ARTICLE VIII –AMENDMENTS (Passed)

These By-Laws may be amended, altered, or replaced by a two-thirds (2/3) vote of the membership present at the meeting at the time of the vote at a meeting duly held for that purpose.

Any proposed bylaw changes or amendments must be submitted to the Secretary of the Board of Directors at least 21 days prior to the meeting duly held for that purpose and posted for the membership to view at least 14 days prior to the meeting duly held for that purpose.

- Motion 1st Bob Van Kirk 2nd Pat Murphy
- In favor: Unanimous. Against: 0. Abstention: 0
- Motion passes

ARTICLE II –THE BOARD (Failed)

Bylaw Change Vote: Reduce Total Number of Board Members from 13 to 11 *by law read* Section 1 – Officers: The Board shall be composed of the following officers: President, Vice-President, Secretary,

Treasurer, Past-President and six (6) Directors at Large. In the event that no Past-President is willing or able to serve, the office shall be known temporarily as Director at Large.

- Discussion on the topic
- Motion to accept 1st Andy Gill 2nd Bob Van Kirk
- In favor: 14. Opposed: 16. Abstained 0
- Motion fails

Agenda: State of the Association Report – President Chad Collett

Rec League:

First a huge shout out to Luke Newman our Rec League Director. Luke spent nearly every single night at the complex during rec season and he and I (Chad Collett) spent countless hours forming teams and taking phone calls and emails. Luke also kept a very positive attitude and his dedication is greatly appreciated.

- 120 Teams – up 10 teams from a year ago. Created U7 bracket and reduced number of players on roster for U7 – U10 to increase playing time, get more touches, and have more personal experience with the coach. When I joined the board six years ago we had dropped to less than 900 players and 80+ teams. We love that more kids are getting the opportunity to play youth soccer.
- 1,250 Players – up just 1 player from a year ago. We had nearly 700 special requests for players to play with other players, with coaches, etc. We did our best to match up requests once again. We were not able to accommodate them all, it does get harder with older teams but overall believe kids had a great experience.
- 47 Rec League Refs – We schedule our own refs. Thanks to Rachel Burghardt for doing the ref assigning again this year. She worked well with Kip Wilson to ensure we match up the right refs for the right games based on experience or lack of. Kip did work extensively with the referees this year to educate them and help them grow as refs. We do require that all our refs have a state certification, but do allow non-certified refs to ref if there are no other refs for specific games. We did try our best to keep this to a minimum. The entire season we only had 2 refs not certified we added to the mix on some upper level games. This is also a great way to get many kids their “first job” – we treat it as such with their appearance, being on time, and attitude. We spend about \$1200/weekly on refs for our rec league games and we love that we can help these kids get some independence and grow as individuals.
- 140 Rec Coaches – Head and assistant coaches. Thank you to all who volunteered your time, skills, and energy to help these kids learn the game of soccer. We have all levels of knowledge and are working on adding additional in-person trainings in 2018 from our Director of Coaching for those seeking more soccer education. We did provide all coaches with a weekly subscription to YouthSoccer101.com that emails each coach, based on age group, weekly training plans, activities, words of encourage, and more. We will continue to offer this as it seems to be well received from our coaches.
- 51 Team Sponsors - THANK YOU to all our sponsors, these folks are key part of the program and get great exposure on the jerseys and schedule during the year. Since we do “jerseys” vs “tshirt” kids also continue to wear these to school and around the community to provide additional exposure for our sponsors. All sponsors also receive a plaque at the end of the year, except those for the High School League as pictures are done prior to the start of that season (due to

the need to wait for the High School Season to conclude in all the communities that participate in our rec program).

- We also held two weekend events again this year. We held our spring games, which coincided with Picture Day – and we had a great weekend (finally) for it, and then our end of the year festival of games. Our photos were done again this year by VIP who have done them for a number of years. New this year was the ability to order online and they did ship all photos directly to family homes. This year, as you may be aware, we did change up the format to include just having all the teams play two games. We did this for a variety of reasons. Each year, due to competition and desire to win, some teams keep their foot to the floor and only play their best players, not adhering to the 50/50 playing rule. In addition, when we form teams (the past two years have been Luke and I doing it). We try to honor as many requests as possible so friends can play with friends and parents can take advantage of carpooling. This often leads to some very lopsided teams in terms of talent. Come the end of the year, some of the ‘lesser talented’ teams don’t even want to play as they know they lose, oftentimes big, and is not a great experience for them. Finally, given the heat that can happen in July, from a safety standpoint, we did not want the players to play three games.
- I will say that this was a test to see how it went. This may or may not be a permanent change we make and have several parents provide feedback, in both positive and negative. As we approach the 2018 rec season we are evaluating the entire league to see what we can do to make it a great experience for those seeking a competitive atmosphere and also those looking for a purely ‘rec’ and for fun game. We are making the decision on the spring tournament format in November as we get ready to open up the registration. I know we did fall short in our communications on moving to the new format and will ensure all communications come early. We do not keep track of scores during the year so any end of year games are one on a completely random basis for matchups.

Academy Program

- 2nd year we have offered this youth academy that focus on tactical learning and trainings. Led by DOC Craig Peltonen. Currently all in house. Other academy programs play more games and focus less on training. Not how it was intended but how it went in East Central. We are evaluating if we keep it the same way but do make consistent adjustments. Starting in fall 2017 9/10 group will play a tournament if we can get numbers to commit and will look to offer that in the spring. Also possibility we can bring a rec/academy team tournament to Fond du Lac in Spring – this is something we are evaluating.
- Spring Session: 75 players. Fall Session: 53 Players – Numbers were up for Spring but down for fall. Unknown at this time why but we did go to offering it twice a week vs once a week.

Select League

- Play in the Southeast Classic League which is from here in Fond du Lac, over to the Lakeshore and down to Racine and Kenosha.
- In Spring our teams participated in tournaments in Neenah, Sheboygan, Wisconsin Dells, New Holstein, and Steven’s Point. This fall, our teams had a “home” tournament here in Fond du Lac at the FC Green Bay Tournament and will also be playing in Verona/Madison, Appleton and we just had a team play in Oregon (near Madison) and take 2nd last weekend.
- In the spring we had a U14 boys team that played Premiere League in the Spring and are playing State League this fall. We have another couple teams that could potentially play State league this spring from SECL.

- We had 12 teams this past spring and have 11 this fall. We anticipate to have 12 in the spring. Due to JFL commitment for many boys, we are looking at adding one more 'spring only' team at the 14/15 age level. Tryouts will be in November. Those dates are TBD when we have our 2nd round of tryouts for the HS age boys.
- Note this spring offers did come out late. For our U11/U12 teams we are still fine-tuning our process of offers from the coaches and DOC to the administration to send out offers. We are going to make some significant changes in tryouts for the spring and timelines on how and when we form teams and communications to ensure it runs much smoother. We do try our best to schedule these so they do not conflict with rec league soccer game nights and also select games/practice nights as the season is still underway when they occur. We often play a late tournament at the end of the season to end the season with a tournament instead of just a game for some teams to make it more impactful. Unfortunately, based on offer dates set by the state that sometimes affects kids on current teams that may be informed that they are being offered a spot on a different team, or perhaps didn't make the cut. This is the reason we try to push it out as far as possible but do need to keep pace with the first date of offers set by the state as that is what most other clubs do.
- We were hopeful to bring back a select tournament to Fond du Lac this past spring. Each season more and more tournaments and we had targeted Father's day weekend in June, typically when the select season wraps up as there is a need for more soccer that weekend and few tournaments, however with the US Open by us, there were no hotel rooms that could be available, which is a key component to draw teams to a tournament. We are searching for a Tournament Director and have hopes of hosting a tournament in Fond du Lac that would draw 50-80 teams here from across the state and provide a boost not only to soccer, but to our community as well. We will keep you posted as our planning for spring '18 progresses.
- Each winter we do offer indoor trainings for our select teams as part of their annual fee since they play 2 seasons. These indoor trainings are at Lenz Field House at Marian University and led by the coaches and players there. This keeps the kids active over the winter and helps focus on tactical improvement over the winter.

Adult League

- The Adult League was "born" 3 years ago and is coordinated by Bryan Henslin. Each year, this new program for our association continues to grow. We went in the first year having 8 teams, growing to 12 teams a year ago and this past summer had 16 teams. We have growing interest to expand beyond that including many that are hopeful for a fall league.

Complex:

- Andy Gill has done an amazing job taking over as complex director this past year. It includes countless hours spent at the complex working with the field crew and doing many, many projects himself to make sure set up is complete and the fields look the best it can. We truly thank him for his dedication. In addition, this fall, our long time field set up person, Josiah Poss, officially left us to focus on school and working with his brother's business. The Poss family has provided years of dedication to this soccer complex and we will forever be grateful. In his absence, Andy stepped up to line all the fields for the fall season to save the complex money. We will be looking for a new field set up person/(s) for the spring season as it is much busier, with many more fields with rec season, and more going on.
- Each year we do a number of projects and this year we continue to fix and patch up fields and goal boxes, we cleaned up some of the landscaping beds (thank you to Country Touch), put in drainage in the premier field and gravel by the bleachers. As you may or may not know, besides

our club teams playing on our fields, Fond du Lac High School, WLA, UW-Fond du Lac, the Fondy Express, and the Fond du Lac Christian School all call our fields home and play their annually.

- This spring we did also purchase 24 new nets for the complex, painted all the goal boxes and repositioned a couple fields to ensure the grass gave the players the best experience possible. This fall we will once again be patching and sodding the goal boxes to ensure they are ready for spring. This is a key element we look at every other year (but do some fields annually based on use) to ensure games can be played. When it rains, our fields typically drain well, but in the past it was always flooded goal boxes that caused us to either shift field locations, or cancel all together. I am happy to say in the last 2 full years, this has been a rare occurrence and the fields are looking better than ever before. We do have it in our goals to upgrade more of the complex that will include a turf field, expanded concession stand (to help us with concessions as we look to bring more tournaments to Fond du Lac), new sound system for the premiere field and updated signage for our fields just to mention a few things. We are fine tuning our business plan for these upgrades for the complex and will share that when finished (target late 2017).
- In addition at the complex we see more players on a weekly basis just “out there” for pickup games and kicking the ball around. We love to see that. While we do not receive any funding from the city for the complex, we want it to be open and welcoming for the community players to be able to get a game in when they can.

Finally, I want to thank each and every Board Member for the ‘extra volunteer time” they put in all year. When I first joined the board, we had two seasons. Rec and Select and many months of “down time” – we have moved to a year-long offering of soccer and also increased communications and planning so even though we are not “on the field” we are still working hard to ensure the best experience for all. We know we sometimes miss the mark, but please know that we do strive to have everyone enjoy soccer and the programs at the FDLSA the best they can.

Thank you to all – everyone plays a part in the success of this club. Our work here is not done and we will continue to improve but love to do these write-ups each fall to share all the accomplished we had over the course of a year by good hearted and positive volunteers.

Chad R Collett
President
Fond du Lac Soccer Association

Agenda: Club Financial Overview: Bob Van Kirk

Eric unable to attend annual meeting. Bob was able to present high level information on the status of the club.

- Balance in bank \$147,629 up \$20,922 from last year
- Fiscal year end - \$2,428 down from last year
- Difference due to complex upgrades and less volunteer buyouts

Agenda: Open Forum: Sign-In required to speak. 5 minute limit per person.

Cory Rottman: wanted to see a budget, really wanted to see a budget and it is 3rd year with no budget presented at annual meeting, he expected one.

Cole Rottman: 12 years old played for 7, play travel soccer in FDL in 2015, tried out in 2016 for FDL and Oshkosh, disagrees with decision that he can't play with his friends on rec, His select team is state level team that we don't offer, he shouldn't be punished for going to another club.

Syria Retzlaff: Is person affected by decision not to to be able to play with friends on rec. Likes to play rec but also play select to be competitive, Oshkosh offered her a spot on a team, she took that spot because she was pushed to improve, She did play in FDL prior to going to Oshkosh, She did have great coaches here, Wants to be considered to be able to play rec with her friends, left to be play competitive soccer, would like to see it change.

Fisher Kotnick: 10, likes playing rec, tried out for FDL and Oshkosh, felt they were pushing more for improvement (Oshkosh), wants the rule to change so he can play rec here and help his brothers learn soccer on rec level.

Christine Rottman: Address rule about not playing rec if play for another club, Roberts Rules state it should be added to rules, rules are not to be added in frequently added questions, does not believe the rule was done properly and would like it discussed.

*** Open discussion items were addressed in the pages of by law changes. Those items were reviewed and voted on. See above for those results. Added by law changes added to end of notes.***

Agenda: Discussion of Non-Member Dues

Anyone that does not have a child in the league in some way, adult league does count. Grandparents present and feel they have right to vote

Motion to make the membership fee to \$1 to vote Made by Yamil Darwitch, 2nd Christine Rottman

- All in favor- majority
- Motion passes

Presentation of the Slate of Candidates

Discussion on writing in candidates: President Chad Collett states our bylaws have nomination committee. Cory Rottman sites Roberts Rules of Order. Collett sites bylaws don't allow for write ins per our interpretation - we have a process for nominations and process has to be followed to be on the ballot. Membership (many yelling at same time) sites not in Robert's rules of order stating that they feel they should be allowed. Note: there was a great deal of loud, chaotic commotion from the membership during this time.

Nominees presented information - Those on the ballot who submitted an online application and were vetted from the Nomination Committee.

Chad Collett, Andy Gill, Dan Gerrad, Luke Newman, Dave Hammes, Justin Szatkowski, Bryan Henslin. Ryan Hilbert and Dave Szenja were not present but on the ballot votes handed out and collected by nominating committee

Agenda: Member Vote to fill Open Board Positions

Votes taken and counted by Ginnette Newman and Amy Collett

- Chad Collett- 15
- Dan Gerrad- 15
- Andy Gill - 19
- David Hammes - 14
- Luke Newman - 22
- Bryan Henslin - 21
- Justin Szatkowski - 20
- Ryan Hilbert - 17
- David Szenja - 19

**Write in votes not counted

- Presentation & Introduction of New Board of Directors

Chad Collett, Dan Gerrad, Andy Gill, Dave Hammes, Luke Newman, Bryan Henslin, Justin Szatkowski, Ryan Hilbert, David Szenja

- Adjournment of Annual Meeting

- Motion by Dan Gerred. 2nd by Diane Riley. All in favor: Approved.

Annual Meeting Adjourned at approx. 9:30pm