



January Board Meeting Agenda

January 21, 2024

7:00 PM, Zoom

Our Mission: To provide the youth in the Spring Lake Park School District #16 attendance area the opportunity to learn and enjoy the game of fastpitch softball at a competitive level.

Our Focus: Teaching fastpitch softball fundamentals, promoting team play, improving individual skills and having fun in order to promote a life-long enjoyment of fastpitch softball.

Call To Order

1) Welcome & Role Call (Tanya)

Present	Board Member	Present	Board Member
X	Tanya Hartwell, President	x	Shelly Major, Player Development Director
x	Mike Raymond, Vice President	x	Rich DiVito, Website & IT Director
x	Josh Glood, Treasurer		OPEN, Brand & Marketing Director
x	Stacy Nugent, Secretary	x	Kristi Cobbs, Community Liaison & Fundraising Director
x	Amy Bennett, League & Team Schedule Director	x	Zac Humphrey, Director at Large
x	Derek Roe, Program Director	x	Carlo Faccini, Director at Large
ABS	Sarah Gatlin, Panther Classic Tournament Director		OPEN, Director at Large

*Board Quorum for Approval Decisions: 50% of filled roles required

Additional Attendees: Dan Berendes

2) Approval of January Agenda (Tanya)

Any additions?

No additions; motion to approve as is

Motion: Rich

Second: Amy

Vote: Unanimous Approval

3) Review and Approval of December Minutes (Tanya)

Any updates/revisions?

No revisions; motion to approve as is

Motion: Rich

Second: Mike

Vote: Unanimous Approval

Financial Updates

1) Treasurer's Report (Josh)

Treasurer's Report

- 2023 wrap up
 - EOY Balance: \$14,959.97
 - Insurance renewal paid, Annual IRS Form 990 filing complete, 1099s mailed out to recipients
- 2024 new budget document review

- Venmo Business Account discussion (1.9% fee per transaction)

Discussion Notes:

- We need direction on how much to budget for the Nationals Berths given out at the Panther Classic
- Strong support for Venmo & agree to use for Concessions at Panther Classic

Next Steps (if any)/Board Lead(s)/Timing:

- **Josh** to set up Venmo Business account and reach out to Jen for clarity on the costs associated with granting Nationals Berths at the Panther Classic

Old Business

1) Rookies Program Discussion & Vote (Sarah/Zac/Shelly)

Discuss updates on any progress regarding offering this program for Summer 2024

Sam & Amber reached out to Shelly proposing bringing back the Rookies Program focused on 4-5 year old athletes. They also offered to facilitate it.

- Program Costs:
 - Coaching: Sam and Amber will donate their time
 - Facilities: TBC; likely SLP HS Fields if scheduling allows
 - T-Shirt Jersey: ~\$18 per athlete
- Timing: April – June
- Format: TBD; X times for X hours per week
- Proposed Fee: \$40 per athlete

Discussion Notes:

- Zac connected with CR & Andover to inquire about scrimmages
- Have not heard back from St. Anthony yet
- Discussed moving forward with this program even if other communities aren't interested in partnering

Next Steps (if any)/Board Lead(s)/Timing:

- **Zac/Shelly** to connect with Sam & Amber to finalize program details ASAP so we have time to implement this year yet
- **Zac/Shelly** to bring updates to at February meeting

2) Fundraising Follow-Up Discussion (Kristi/Mike)

- Kristi to provide a brief recap on the 12/23 Cub Foods Bagging Fundraiser - ~\$1100 raised!
- Mike to provide an update on details he was able to gather regarding the Mulch Fundraiser discussed at the December meeting
 - Partner: [Sylva](#)
 - 4 much varieties to choose from
 - Pricing: \$3.50 per bag to SLPSA
 - Cost: \$2.50 per bag
 - Recommended Sales Price: \$6 per bag
 - A full truckload comes with 1400 bags on 22 pallets; no minimum but a full truckload is ideal
 - Would need to coordinate a pick-up time/location for families

- Can also consider offering delivery for another \$2 per bag
- Revenue Potential Example: 15 bag (\$90) requirement per athlete = ~\$5K
- Timing: Flexible; could kick off with the parent meeting in Feb and have open for 4-6 weeks – delivery TBD
- If we want to move forward, will need to discuss how we want to handle the proposed partnership with the SLP HS Football Boosters
- We should also consider if we want to extend an invitation to the SLP HS Softball Boosters; could be an interesting way to get the scoreboard money??
- What is the goal of our fundraising efforts in 2024? What do we intend to use the money for? Something we should discuss and ensure we're aligned on prior to sending out opportunities wide.

Discussion Notes:

- Cub deemed a success. Great event for players & positive feedback from store manager.
- Two additional opportunities Memorial Day (Northtown- allows 10 and up) and April 13th (Pleasant Drive...must be 14-16).
- Holiday weekends are the busiest for fundraising. Easy opportunity to assign teams and even drive some competition between teams to see who can raise the most.
- Cub could also be a nationals fundraiser opportunity if a single team wanted to do it
- Mulch program- Suggestions included bringing in partners, distribution logistics, minimums per player (10 pp or 15 per family) & an opt-out option. Concerns regarding program cost vs. retail & logistics.

Next Steps (if any)/Board Lead(s)/Timing:

- **Kristi-** (Cub Bagging) Continue to explore additional opportunities & present to board as identified. Includes Association wide & team specific opportunities with the goal of having at least (1) per 10U+ team and/or age level to participate in. Kristi to coordinate timing/team assignments in collaboration with Amy and Coaches.
- **ALL-** (Mulch) Board Members to consider more and readdress at February meeting

New Business

1) Updated Bylaws Discussion & Vote (Tanya/Carlo)

Notable updates/changes include:

- Addition of a Weather Policy/Guidelines based on recommendations from MYSA
- Updated Age Qualification Guidelines to new USA Softball rules
- Updated language around team formation to account for the potential of a 14/16 hybrid team
- Addition of the Social Media Code of Conduct; this existed before as a stand-alone document so added here so all of the Codes of Conduct are in one place
- General clean up throughout the entire document to remove information that is no longer relevant and update anything outdated

Future updates needed:

- Fall Team formation approach
- Level of Play philosophy; how we'll approach go-forward decisions

Discussion Notes:

- Should update language around pitchers and catchers to clarify that rotation during league games in season may vary based on player interest and level of play the team is designated as.

Motion: Josh
Second: Derek
Vote: Unanimous Approval

Next Steps (if any)/Board Lead(s)/Timing:

- **Tanya** to make updates discussed to the Parent Handbook Document
- **Rich** to post to the website once complete

2) 2024 Summer Registration Update (Tanya)

Updates on current registration numbers and any themes coming out of what we're seeing thus far.

Discussion Notes:

- 10s looking decent. 12s light. Challenging at 14u & 14u/16u
- Get the sense that many are planning to register but just haven't yet

Next Steps (if any)/Board Lead(s)/Timing:

- **All** to check in with families who you may have connections with and encourage them to register

3) 2024 Coach Recommendation Discussion & Vote (Derek/Rich/Josh)

Interviews wrapped last week; we have a strong pool of candidates! We need to discuss our approach to team assignment recommendations given the potential for overlap on what teams the candidate's kids land on. Do we assign the "top" team coach now and then follow up based on tryout results? Let's discuss!

- 8U: Steve Kleppen; will likely need one more
- 10U: Jamie Larson, Connor Stolz, Zac Humphrey
- 12U: Anthony Vertalino, Mike Jezorski, Jer Johnson
- 14U: No coach currently identified
- 14U/16U: Joe & Natalie Nusbaum

TBD: Amanda Preisinger level tbd (leaning towards 12s).

Discussion Notes:

- Interview committee wasn't able to connect with Amanda as she inadvertently missed the interview however are working to get something lined up in the next week
- Rest of the interviews went all; all have qualified experience and would be a good fit
- Lots of potential of overlap with the coaches identified and what team their athletes may land on
- Discussed announcing top team coaches per age group for now and would follow up with the rest pending final registration numbers and the results of tryouts. Recommended head coaches include:
 - 8U: Steve Kleppen
 - 10U: Jamie Larson
 - 12U: Anthony Vertalino
 - 14U/16U: Joe & Natalie Nusbaum

Motion: Stacy
Second: Mike
Vote: Unanimous Approval

Next Steps/Board Lead(s)/Timing:

- **Derek** to communicate what was discussed to all coaches so they are aware of our approach
- **Amy** to follow up with Coaches regarding practice and tournament schedules

4) Tryout Evaluator Fees Discussion & Vote (Tanya/Mike)

Confirming Chris Bangle is on board to help again. He requested we provide lunch (sandwiches) as we did last year. He also secured Bill Lewis and Brittany Baker to help, and will find a TBD number of HS athletes to participate as needed.

Chris is aligned with the \$2000 we currently have budgeted for evaluator fees (down \$300 from LY).

His proposed breakout is as follows:

- \$500 Chris Bangle (Varsity Coach)
- \$500 Bill Lewis (JV Coach)
- \$500 Brittany Baker (9th Grade Coach)
- \$500 SLP HS Softball Boosters (for HS athlete participation)

Discussion Notes:

- No issues with the proposed breakout above

Motion: Amy

Second: Derek

Vote: Unanimous Approval

Next Steps (if any)/Board Lead(s)/Timing:

- **Tanya** to email Chris and confirm budget has been approved

5) Tryout Logistics Discussion (Tanya/Mike/Derek)

Less than two months away! Let's chat through outstanding logistics.

A few I have on my mind are:

- Paper Evaluation Form and a document to tabulate scores (in progress)
- Evaluation criteria and weighting – currently planning for similar to previous years but let's discuss if other's have a different point of view
 - **Basic Throwing/Catching (15% of total score)**
 - Throwing - Overall Impression (50%): Please evaluate the athlete on their throwing: Mechanics, Strength of throw, Accuracy
 - Catching - Overall Impression (50%): Please evaluate the athlete on their overall catching: Setup Mechanics
 - **Fielding – Infield (20% of total score)**
 - Infield Fundamentals (20%): Please evaluate the athlete on their Infield Fundamentals
 - Infield Foot work (20%): Please evaluate the athlete on their Infield Foot work
 - Infield Arm Accuracy (20%): Please evaluate the athlete on their Infield Arm Accuracy
 - Infield Arm Strength (20%): Please evaluate the athlete on their Infield Arm Strength
 - Infield Overall Impression (20%): Please evaluate the athlete on their Infield Overall Impression
 - **Fielding – Outfield (20% of total score)**
 - Outfield Fundamentals (33%): Please evaluate the athlete on their Outfield Fundamentals
 - Outfield Foot work (33%): Please evaluate the athlete on their Outfield Foot work

- Outfield Overall Impression (33%): Please evaluate the athlete on their Outfield Overall Impression
 - **Hitting – Fundamentals (20% of total score)**
 - Hitting Fundamentals (25%): Please evaluate the athlete on their Hitting Fundamentals
 - Hitting Power (25%): Please evaluate the athlete on their Hitting Power
 - Hitting Contact (25%): Please evaluate the athlete on their Hitting Contact
 - Hitting Overall Impression (25%): Please evaluate the athlete on Hitting Overall Impression
 - **Hitting – Exit Velocity (10% of total score)**
 - Hitting (Exit Velocity) #1 (33%): Evaluator records Athletes hitting Exit Velocity
 - Hitting (Exit Velocity) #2 (33%): Evaluator records Athletes hitting Exit Velocity
 - Hitting (Exit Velocity) #3 (33%): Evaluator records Athletes hitting Exit Velocity
 - **Throwing – Exit Velocity (10% of total score)**
 - Hitting (Exit Velocity) #1 (33%): Evaluator records Athletes Throwing Velocity
 - Hitting (Exit Velocity) #2 (33%): Evaluator records Athletes Throwing Velocity
 - Hitting (Exit Velocity) #3 (33%): Evaluator records Athletes Throwing Velocity
 - **Home to First Timed Sprint (5% of total score)**
 - Home to First timed sprint #1 (50%): Evaluator times the athlete from Home to First
 - Home to First timed sprint #2 (50%): Evaluator times the athlete from Home to First
- Run of show for the day in collaboration with Chris (in progress)
- Coordinate equipment & supply needs (tees, athlete numbers, nets, radar gun, balls, structure for the soft toss hitting etc..)
- Board Member/Volunteer/Coach Coverage Schedule
- Secure Sample Uniforms
- Confirm plan for how we'll facilitate and coverage schedule for the pre-evaluation practices

Discussion Notes:

- Discussed evaluation scoring process and new excel document Rich developed for tracking scores; we'll want to consult with the Coaches and Chris to finalize
- Discussed if we want to include pitching/catching within evaluations; will likely be a challenge due to time available
- If we did proceed, we'd have it be more for Coach visibility to help make educated decisions about team selections vs. actually impacting scores
- Need to continue discussing level of play pending final registration numbers/number of teams

Next Steps (if any)/Board Lead(s)/Timing:

- **Mike/Derek** to collaborate with Chris regarding next steps for coordinating pre-evaluation practice and evaluation weekend logistics
- **Rich** to finalize scoring sheet once we consult with Coaches and Chris
- **Mike** to start outlining board coverage member needs to discuss during February meeting

6) 2024 Volunteer Commitment Discussion & Vote (Tanya)

Discuss and finalize volunteer commitment requirements for the 2024 Summer Season.

Previous Commitment:

- Volunteer Commitment: (1) Shift at the Panther Classic (per family)
- Volunteer Deposit: \$200 Due at Tryouts
- Head Coaches and Full Time Assistant Coaches (up to 2 per team) will receive full volunteer credit for their time spent

- Board Members are technically exempt as well, however the expectation is they are helping with assigned needs the day of (and days leading up to) the event

This is also included in our Parent Handbook so any adjustments will need be updated accordingly.

Discussion Notes:

- Proposed extending the shifts from 2 to 3 hours to fill more slots (Will depend on final numbers)
- Will leave generic for now until we better understand our needs and final registration numbers
- We may have needs beyond the Panther Classic if we have to take on field maintenance going forward

Next Steps (if any)/Board Lead(s)/Timing:

- **Mike** to call Jen to find out what needs to be covered now with fields
- **Tanya** to add to February meeting for further discussion

7) Panther Classic Tournament Planning Updates (Dan/Sarah)

Discuss updates regarding planning for the Panther Classic Tournament and assign roles/responsibilities for outstanding to-dos.

- Confirmed Date: May 11th
- Confirmed Location: Fridley Community Fields
- Posted to MN Softball, SLPSA Website is updated and registration links are live
- Current Registrations to Date: 5 of 15 total non-SLP teams
 - 8U (6 teams total; 2 SLP & 4 others):
 - 10U (8 teams total; 3 SLP & 5 others):
 - 12U (8 teams total; 2 SLP & 6 others):
- Concession Offerings Discussion

Discussion Notes:

- Really good initial feedback from Coaches on how last year went
- Spots are already filling up; majority of teams are B level
- Need to decide on medals/physical rewards for 1st & 2nd place (45 total); Zac could engrave.
- National Berth Certificates are back so we're all set there
- Need help on scheduling umpires; process has started but need someone to take across the finish line
- Concessions: Nautical Bowls (Maple Grove) is interested in partnering and would be low risk to SLSPA as they take back unused items; will also explore Jimmy Johns and ChickFilA

Next Steps (if any)/Board Lead(s)/Timing:

- **Amy** to pursue the Jimmy Johns angle and Nautical Bowls
- **Mike** to take the lead with the medals(or other options) and T-shirts

8) 2024 Sumer Practice & Tournament Schedules Discussion (Amy)

Review and discuss WIP practice and tournament schedules for the upcoming season. Should also discuss participating in the Tower Days Parade (June 6th) again.

Note: We owe Soderville an official response on our 8Us participating in their league again. Will move forward unless there is feedback otherwise worth discussing.

Discussion Notes

- Looking to start indoor practices the last week in March; awaiting space confirmation but looking like it will be Westwood Middle School gyms
- 10U/12U will get indoor space; 8U will start after we can get outside and 14U/16U at the end of the high school season
- Have a draft of proposed tournaments; need to consider that 10U/12U State Tournament is before the 4th this year and crunches the timeline a bit
- Want to collaborate with coaches to get their input on practice and tournament schedules as soon as possible to ensure they're aligned on approach

Next Steps (if any)/Board Lead(s)/Timing:

- **Amy** to complete scheduling through end of season following team assignments
- **Amy** to connect with Coaches and solicit feedback on the WIP schedules
- **Amy** to confirm 8u participation with Soderville program

9) INSPORTS Foundation Partnership Discussion (Tanya/Sarah)

InSports offers what they call INSPORTS Days (1.5 hour camp essentially) focused skills training coupled with a 30 minute session focused on proving athletes tips/tricks around the topics of Self Confidence, SMART Goals, and Self Regulation. You can learn more about the INSPORTS Foundation and what they cover in the session [here](#). The information is delivered by one of their representatives coupled with a relatable athlete.

Tactically – INSPORTS would help us secure the athlete (thinking UMN Softball Player) and would provide a representative to help facilitate the day. We'd be responsible for finding field space and someone to run the 1 hour skills portion. I haven't floated this by Chris yet, but thinking this is something he'd be willing to help with. The cost is FREE (to us and the athletes) outside of whatever we need to pay for the space and if Chris would like to be compensated for this time. Timing can be flexible, but obviously need to consider what might work for the athlete representative identified to attend.

Based on the initial feedback we received around the topic of Mental Health training, thinking something like this would be a great way to introduce these important topics in a light yet impactful way athletes will find valuable.

Discussion Points:

- General support to implement program early in the season
- Agreement that we'd like to collaborate with Chris & the HS group as well on this event

Next Steps (if any)/Board Lead(s)/Timing:

- **Sarah** to reach out to Chris and INSPORTS to get the details worked out
- **Sarah** to collaborate with **Amy** on scheduling

Wrap Up and Adjourn

- MN Softball Directors Meeting: January 22nd (CANCELLED – being rescheduled for TBD February date)
- Mandatory Parent Meeting: February 5th
- Next Board Meeting: February 18th via Zoom

Discussion Notes:

- Be on the lookout for the Parent Meeting presentation; will want the group to review in advance
- Send pictures if you haven't already!

Motion: Stacy
Second: Kristi
Vote: Unanimous approval

Potential Future Agenda Topics:

- Mission/Future Vision for the SLPSA – we're trying to serve the needs of both ends of the spectrum (club feel vs competitive community team feel) which is making decision making/prioritizing hard
- Rental Equipment; Inventory and Go-Forward Plan (Amy/Rich)
- Spring Field Maintenance
- 4/25 Youth Night (Kristi)
- Try Softball Event (Kristi)
- Field Space Opportunities (Westwood/Airport etc..)

Appendix A | 2024 Board Meetings

Day	Date	Location
Sunday	January 21, 2024 @ 7:00pm	Zoom
Sunday	February 18, 2024 @ 7:00pm	Zoom
Sunday	March 24, 2024 @ 7:00pm	TBD
Sunday	April 21, 2024 @ 7:00pm	TBD
Sunday	May 19, 2024 @ 7:00pm	TBD
Sunday	June 23, 2024 @ 7:00pm	TBD
Sunday	July 21, 2024 @ 7:00pm	TBD
Sunday	August 18, 2024 @ 7:00pm	TBD
Sunday	September 22, 2024 @ 7:00pm	TBD
Sunday	October 20, 2024 @ 7:00pm	TBD
Sunday	November 17, 2024 @ 7:00pm	TBD
Sunday	December 15, 2024 @ 7:00pm	TBD

Appendix B | Important Dates

Event	Dates	Location
SLPSA Summer Season Registration	1/2-1/31	
MN Softball Director Meeting	1/22	6:30 PM Medina Entertainment Center
Summer Parent Meeting	2/5	7:30 PM via ZOOM
Try Softball Event	TBD	TBD
Tryouts	3/2 – 3/3	
Summer Team Selections Communicated	3/4	
Teams Registered with Big West	TBD	
SLPHS Season Starts	3/11	
SLPHS Tryouts	3/18 – 3/22	
Big West Coach Schedule Meeting	TBD	Medina Entertainment Center 10U/12U @ 6:00PM 14U @ 8:00PM
8U League Meeting	TBD	
SLPHS Youth Night	4/25	University of Northwestern
SLPSA Picture Day	TBD	
Big West Summer League Games (10U & 12U)	4/29 – 6/20	
Panther Classic Tournament (8U/10U/12U)	5/11	Fridley Community Fields
Big West Summer League Games (14U)	5/21 – 7/9	
MN Softball Metro HS League Games (16U+)	6/3 – 7/10	
SLP Tower Days Parade	6/6	Spring Lake Park
10U & 12U State Qualifier	6/22 – 6/23	
SLPSA Fall Season Registration	6/24 – 7/19	
10U & 12U State Tournament	6/29 – 6/30	
Fall Team Selections Communicated	7/22	
14U & 16U State Qualifier	7/13 – 7/14	
NAFA Nationals 10U & 12U	7/18 – 7/21	10U Cottage Grove 12U Eagan & Mendota Heights
14U & 16U State Tournament	7/20 – 7/21	
USA Softball Nationals	TBD	

