

# Kearney Soccer Club Board

## Meeting Minutes

November 6, 2024

### Opening:

The regular meeting of the Kearney Soccer Club was convened at 8:00 PM on November 6, 2024, at the Harmon Park Activity Center.

### Present:

- Board Members: Jason Kriger, Noah Sorenson, David Thieszen, Vanessa Larimore, Jenn Nolda, Steven Whenry, Brett Fries, & Tristan Crook
- Staff Members: Mike Munch

### Call to Order

The meeting was called to order at 8:03 PM by Jason Kriger.

### Consent Agenda

The Following Items were approved

- Approval of the Treasury Report and Meeting Minutes. Motion to accept the Treasury Report and Meeting Minutes by Noah Sorenson. 2<sup>nd</sup> Jenn Nolda
- Modifications to the November Agenda:
  - Review of Next Section SOP: Will review at December board meeting.
  - DOC position / Club Trainer: Will review at December board meeting.

### Program Updates:

- Mini/Micro/Developmental
  - Season Complete
- Competitive, Select, United/Select
  - Season Complete
- Top Soccer
  - Season Complete

### Agenda:

- Registration Site Compatible with NSS
- KSC Website
- Tournament Director / Tournament Host (Challenger)
- DOC position / Club Trainer
- Review SOP

## Discussions:

- Potential Return to School Year Age Grouping in U.S. Youth Soccer:
  - Background:
    - Recent discussions have raised the possibility of U.S. Soccer reverting to School Year Age Grouping (August 1 cutoff) for youth players, moving away from the current Birth Year registration system.
    - A final decision may be made at the November 2024 U.S. Soccer Board Meeting, with a potential implementation date of August 1, 2025.
  - Motivations for the 2017 Shift to Birth Year Grouping:
    - The 2017 change aimed to align U.S. youth soccer with international standards, where Youth National Team competitions use Birth Year Grouping.
    - The shift was also intended to address the Relative Age Effect (RAE), where players born later in the year are often at a developmental disadvantage.
  - Potential Benefits of Returning to School Year Grouping:
    - Improved player experience: Allows kids to play with their classmates, making the sport more socially engaging.
    - Elimination of the "trapped player" phenomenon, where players are left without a team due to mismatched school and age group placements.
    - Streamlined registration: Simplifies player registration processes across clubs and leagues.
    - Some players may also have the opportunity to play down in age groups if needed.
  - Impact of the Change on Kearney Soccer Club:
    - Approximately one-third of existing teams could be affected by the shift.
    - Kearney Soccer Club Grandfathered existing teams in 20017
    - The change is expected to be implemented by August 2025, with grandfathering provisions potentially applied to existing teams, similar to the 2017 transition.
  - Next Steps:
    - An annual group meeting is scheduled for November 22, and an announcement on the decision is expected before the end of the year.
- Nebraska State Soccer – Team Formation Policy
  - Background:
    - This year, the club has encountered challenges regarding team formation and the tryout process. In response, the board requested that Mike Munch develop a standardized team formation process to be implemented for the upcoming season.
  - Key Considerations:
    - It is essential that the tryout process aligns with the club's Standard Operating Procedures (SOP).
    - Coaches should be given an opportunity to provide input and feedback on the policy.
    - The process outlined is intended as an initial draft and starting point for discussion.
  - Next Steps:

- The board will review and discuss the proposed policy at the December board meeting.
    - A copy of the proposed policy has been attached to the meeting minutes for further review.
- Programming and Staffing Issues
  - Staffing Strategy:
    - Discussion on whether to fully staff the program similar to KPR, or to focus on providing enhanced tools and resources for parent volunteers.
    - Priority will be given to ensuring that coaches for the 7-8 age group receive proper training, if we have enough interest, the next priority age group will be 9-10.
    - Coaches for the Mini Micro and Micro age groups will be volunteers.
    - This policy will not limit experienced coaches from continuing their roles.
    - Would like each team to have an assistant coach or parent volunteer if possible.
  - Coach Selection and Training:
    - Highlighting the importance of identifying and developing quality coaches
    - Will be expected to achieve four key objectives during each practice session.
    - Mike will meet with all paid coaches prior to the first practice day for an initial training session.
    - A formal policy will be developed allowing individuals to express their interest in coaching position.
    - Potential coaches will be encouraged to apply, with a preference for candidates aged 19 or older, ideally college students or those who have completed high school.
  - Developmental Coaches' Fees:
    - The current policy on whether developmental coaches can charge coaching fees is still under review and has not yet been established.
  - Spring Developmental Program – Coaching Positions:
    - The board has unanimously approved a motion to allow Mike to create and distribute advertisements for coaching positions in the upcoming Spring Developmental Program, specifically for the role of Primary Coach.
    - Motion made by Vanessa Larimore, seconded by Noah Sorenson.
- New Registration Site Compatible with NSS Update
  - Platform Selection and Pricing
    - Cost Structure:
      - A 30% discount is available.
      - Premium Option: \$1,299 annually or \$129 per month.
    - Comparison of Platforms:
      - After evaluating the options, SportsEngine was selected over SportsConnect.
      - Demo Sphere is currently \$200 a month with limitations.
      - SportsEngine is compatible with SportsConnect, providing integration flexibility.
    - SportsConnect is the platform currently used by the State.

- The SportsEngine platform will allow the integration of a team mobile app, eliminating the need for separate TeamSnap subscriptions.
  - Premium Subscription Benefits:
    - The Premium Level Subscription includes the following features:
    - Content Migration: SportsEngine's team will transfer content from the current website to the new SportsEngine site.
    - Custom Branding: This package offers a more customized, unique branded look that deviates from the standard template, allowing for greater design flexibility and improved sponsor visibility.
  - Board Motion:
    - A motion was made by Vanessa Larimore to proceed with the SportsEngine Premium Level for the upcoming season.
    - The motion was seconded by Jenn Nolda.
  - Next Steps:
    - See the attached documentation for further details.
    - Mike Munch will notify SportsEngine of the decision and work with Steven on terminating our contract with Demosphere.

	Price / Amount Due	Price / Year
Order summary		
Content Migration Services	\$500.00	
Responsive Design - Select	\$1,500.00	
Year 1 SAAS Discount - 30% Annual		(\$389.70)
HQ Premium - Recurring Fee (Annual)		\$1,299.00
Total	\$2,000.00	\$909.30
Estimated Tax		\$0.00
Due Now		\$2,909.30

- KSC Website
  - Will move forward with Sports Engine and hopefully have it up and running before the new year.
- Tournament Director
  - Kate Heelan will be unavailable for the upcoming tournament, as she will be leaving the country on June 9th.
  - Omaha Soccer Tournament Hosts – Research the potential costs associated with having them host our tournament.
  - Table for discussion until the December meeting.
  - Noah Sorenson will reach out to explore the possibility of finding a host for the event.
- DOC Position & Club Trainer Position
  - Board to review attached DOC Position to separate the duties into a Club Trainer & Director of Coaching Position. Once we have agreed on a position description, we will move forward with filling the roles.
    - Reagan Heelan or Elliot Lebsack as possible options

- Referee Coordinator for WLW
  - Jason Kriger will not be available as Referee Coordinator at WLW next year. Look for another person to fill this position for the 2025 Kearney Invite
- Review SOP – Tabled for December
- Sports Plex
  - Nov 12 at 3:30 at the Ted Brundy Tennis Center is a meeting with the coordinators of the Sports Complex. They asked our thoughts to coordinate with High School age kids in Jan-Feb on Sat/Sun. Also, Nov/Dec indoor adult league. We are concerned that if they program with high school, then we won't have the fields available for our programming with youth
- NYSL Meeting with Director
  - Dec 4 1 pm with Troy (director of the league) at Nebraska Soccer Youth Mike has a zoom call - if you want to be on the call ask Mike
  - League rules, players playing on 2 teams
  - Age break down on these kids
  - What division can they play on?
  - What's to stop a coach from asking players to play on their team w/out communicating with the coach
  - Is he looking at the referee cards? Is there feedback after it is submitted?
  - Mike will send email to coaches asking if they have questions to ask the league
- D License
  - In person grass roots soccer is not scheduled in NE. Steven cannot sit for D license b/c there are no grass roots meetings.
  - Expense, time, meetings are all limited
  - Steven will start to research other states to get his D License. The federation is not making it easy.
  - USA Coaches has easier and better licensing requirements
  - Mike will send Steven the website for this federation
- Uniforms
  - Current style is done in 2025. Next year at this time we will need to find new ones. We have to give our supplier an estimate.
- Safe Sport -Everyone on the board has it except Tristan. Mike will check if everyone has completed it.
- Overview of Mike's Role as State Representative
  - Mike is the new state representative for our district. No action is required from the board. The role includes attending quarterly meetings (which can be done virtually), assisting with state tournaments, and participating in board meetings, though it's not certain whether he has voting rights on the board. The quarterly meetings are where league matters are discussed.
    - Regulating tournaments (when and how). We are missing referees but you allow multiple tournaments on the same weekends and short staffed. Or two players have two teams, how do they decide which team they play with. Secondary player forms, no longer needed but we didn't know that. Hopefully Mike will be better informed

- League fees pay for referees\*\*\* they only had a center ref for important games and that is not fair to the teams or ref on important games. How many times does this happen but we don't get a rebate on fees?!
  - \*National League pays the refs at the games. Teams (not league) split the cost of the ref. Jason Francoi is in charge of refs. Mike will ask if we can lower the registration fee and we pay the refs on site cash.
- U14/U13 will play in the National League this spring
  - Invited to the E64 - we are filling in for two KC teams. We are the first teams from Kearney to play in this league. They have the schedule for the spring. Evo will come out here to play in the spring. Games in: Omaha, KC and Lawrence/Witchita KS. We can qualify for the full region MI, Chicago, etc
- State Cup
  - Boys - more for President's Cup vs State Cup b/c of the multiple weekends.

### **Decisions**

- The board has unanimously approved a motion to allow Mike to create and distribute advertisements for coaching positions in the upcoming Spring Developmental Program, specifically for the role of Primary Coach.
- The board has approved to change from Demosphere website to Sports Engine. Mike Munch will see the transition and keep the board updated on progress.

### **Action Items:**

- Review and Update SOP - Jenn Nolda & Vanessa Larimore
- Noah Sorenson will reach out to explore the possibility of finding a host for the Kearney Invite.
- Demosphere Contract Inquiry: Steven Whenry will confirm whether we have an existing contract with Demosphere and assess any obligations or options.
- Safe Sport Training for Board Members: All board members are required to complete Safe Sport training if they are not already certified. Any issues or questions should be directed to Mike Munch for assistance.
- Jason Kriger to reach out to past president for Financial Management Policy
- Board to review Team Formation Policy and bring feedback etc to December Meeting.
- Board to review DOC Position description to decide how to move forward with DOC position and Club Trainer. Will discuss at December meeting.

### **Next Meeting:**

- The date of the next board meeting will be December 4th at 8:00 pm

The meeting was adjourned at 9:38 PM.

# Nebraska State Soccer – Team Formation Policy

## TEAM FORMATION

### Changes for 2024 explained:

Prior to the 2023/2024 Soccer year, the Nebraska State Soccer Board of Directors approved a new team formation policy to take effect in 2024. In this new policy, specific tryout date windows are no longer set, only registration date (when players can be registered for the the upcoming soccer year) and a binding date (the date the players are considered committed to the club to which they are registered). Club are able to hold tryout events at any date that fits their club and membership calendar. If held prior to June 1, offers may be presented but no registration may be completed until that date. Registrations for tryouts and offers can be completed through the club Stack Club portals but players will not be allowed to be rostered until June 1.

Nebraska State Soccer recognizes the below registration dates for team formation activities.

### Level 1 & 2 Players

Registration dates for Level 1 & 2 players will open on June 1 of each seasonal year, with a binding date of August 1 of each seasonal year.

The Binding Date is defined as the date on which NSS considers a player bound to their commitment to a specific Affiliate Member. If the player has requested to be released (in writing) from this commitment prior to this date (on or before August 1st) then they are no longer considered bound to the Affiliate Member via NSS Policy. This does not mean that you are released from any financial commitment that you have previously agreed to or entered into freely with an Affiliate Member. Any financial commitment entered into with an Affiliate Member is between the parents and the member.

NSS does not recognize any binding date(s) for Level 3 players.

### Level 3 Players

Registration for Level 3 players will open on June 1 of each seasonal year. All players must be registered before they can participate in any sanctioned activities.

### Kearney Soccer Club Tryout Policy – Initial steps

1. Policy must be aligned with SOP
2. Policy should not be acted upon until after age registration calendar has been decided and club response has had time to be put in place and communicated to the public (coaches and families).
3. Coaches should have access to input on tryout policy
4. When the policy has been approved, the Board will communicate to the coaches about the new policy.

### Policy/Process

1. **Tryout dates – first week in June**
2. The Board will send a reminder of the policy to coaches on April 25 and collect Tryout Requests (need form) prior to May 1.
3. On the form, teams must identify why a tryout is needed, how the resulting tryout will affect all players including those that are not chosen. Teams will present the request form to their respective DOC.
4. The DOC will present the team request to the Board (with his/her recommendation) prior to the May Board meeting. The requesting coach must attend that meeting to provide background and additional information if needed.
5. The Board will approve, reject or modify the request. If the request is modified, the Board will present the modification back to the team for a response.
6. If the request to conduct a tryout is approved, the time and date of the tryout shall be set by the respective DOC. The time and date should be negotiated between the coach and DOC and should reflect a consistent

time and day of the week that approximates the normal team training schedule. It is preferable that there be at least two tryout dates offered during that week.

7. Once the tryout dates have been approved, the Board will communicate to the families of the team that tryout will be held, why the tryout will be held, when the tryout will be held and the specifics of the tryout.
8. The tryout dates and information will be posted on the club website, facebook page, Instagram page and twitter/X for a minimum of three weeks prior to the first tryout.
9. The tryout selection committee will consist of the head coach of the team, the gender DOC, and a third at large member from the soccer community to be approved by the Board. The tryout will be staffed and organized by two members of the Board, neither of whom will have a direct connection to the team participating in the tryout.
10. The results of the tryout will be communicated via email by the Board to the attendees by 5:00pm the day after the second tryout.

### **The Actual Tryout**

1. Each participant will be required to complete a pre-tryout online registration form, a link from which will be sent as a part of the tryout announcement.
2. A tryout evaluation form will be created and approved by the board. The form will be used for each tryout and at the completion of the tryout will be kept for a minimum of 6 months by the club secretary. If a parent or player wishes to view the forms for their player, the club secretary will provide the forms for the requesting family.
3. The events of tryout will be created by the DOCs and approved by the Board. There will be a  $\frac{3}{4}$  consistency of events for each tryout, with  $\frac{1}{4}$  open for the tryout committee to utilize as desired.

## **Director of Coaching**

The Director of Coaching shall be employed as a non-voting, paid contractor to the Kearney Soccer Club (KSC). All duties will fall under the direct oversight of the KSC Board of Directors. The Director of Coaching will collaborate with other staff and club coordinators to execute the shared mission of the Kearney Soccer Club.

- a. Select, assign, and employ qualified coaches for Competitive, Select, Nebraska Select and Nebraska United teams. Develop structure of staffing specific to the needs and uniqueness of KSC. Identify/utilize team trainers as needed. Provide direct support to coaches and trainers. Coaching and training assignments must be ratified by KSC Board at the July monthly board meeting.
- b. Set and implement curriculum for coaches as needed. Direct, manage and monitor coaches, help plan and implement training programs, methods and systems as needed.
- c. Draft club policy concerning league and tournament play to be approved by KSC Board of Directors.
- d. Organize, direct and conduct select team tryout process - including all player offerings and signings, as needed.
- e. Create and direct year-round training for all groups. Includes winter training (team & individual skills, camps) and summer activity (team, individual, position training and camps)
- f. Develop key partnerships within the community including the UNK Women's Soccer program, Kearney High School and Kearney Catholic Soccer programs.
- g. Execute the direction and vision of the club as established in collaboration with the KSC Board.

## **PROGRAM SPECIFIC DUTIES**

### **Developmental Program**

- a. Help and assist the Director of Operations & Developmental Coordinator as needed.
- b. Provide training curriculum and preseason coach training on training topics each season.

### **Competitive Program**

- a. Provide weekly training to Competitive teams in an academy format.
- b. Provide for resources to coaches based on their skill and experience coaching youth soccer.
- c. Provide an off season and summer coaches training session to assist in coach and assistant coach development.

### **Select Program**

- a. Assist with team training as requested by Select Coaches.
- b. Provide resources to coaches based on their skill and experience coaching youth soccer.
- c. Provide an off season and summer coaches training session to assist in coach and assistant coach development.

### **Nebraska Select & United Programs**

- a. Select, employ and support Nebraska Select & United coaches & trainers as ratified by KSC Board. Conduct an off-season coach's clinic as needed to develop coaches.

**Tournament**

Assist KSC Board with various activities related to hosting the Kearney Invite-TSO.