

Board Of Directors Meeting February 13, 2024

7PM - 830PM

Minutes

Meeting started at 706p and concluded at 849p

**Board Participants**

* Aliona Gorea (Present)
* Basim Hawa (Present)
* Elise de Clerck (Present)
* JR Williamson (Present)
* Marylise Fabro (Absent)
* Nico Delellis (Present)
* Stef Palmer (Present)

**Staff Participants**

* Nick Arzani (Present)
* Wassim Issa (Present)

**Agenda Topics**

* President’s Report
* Treasurer’s Report
* Director of Operation’s Report
* Technical Director’s Report
* Annual Meeting Planning

**President report, Stef**

* Wassim performance review was conducted by Aliona and Stef
* Nick's review will occur this weekend and plans to have someone else there too (Nick prefers for it to be in-person)
* An HYS newsletter is being worked by Wassim and Stef will have a "President's Corner" section

 **Treasurer report, Aliona**

* We are up-to-date on all of the receivables
* Will have some numbers on the Spring registration soon
* Nothing major to report since the new season has not begun yet and all of the major fixed fees have been addressed and the player fees are working fairly well

 **Director of Operations Report, Wassim**

* Club Fees are at $2,700 in unpaid fees--which is really good, $1,375 should be paid in the next couple of days; which is a new record for the Club
* We are at 935 players right now, and we still have 1.5 weeks to go before the late fee kicks in and 5 weeks before the registration closes
	+ Recreation target: 1,200 players
* Travel target: retain 90% of our players, excluding those that are graduating High School (presently at 480 players in travel today)
* Tryouts are coming up on 22 April 2024
	+ Will report out next month on progress
* The Coaching Slate will be announced soon by Nick; working on the coaches contracts right now
* Wassim said that he will have more details to share at the next monthly meeting on all of these topics

**Technical Director Report**

* Finalized the Player Interviews process and document for the coaches to conduct (Nick sent it out yesterday)
* Setup free Futsul sessions for one of the boys teams at Reston Community Center
* Working on a Gymboree event
* Free clinics on Fridays (getting over 40-50 girls turning out)
* Spring Break Camp being organized as well as a Summer Camp
* We will have a couple of teams participating in Super Y this summer
* Meeting tomorrow with Huddle to help learn/teach the coaches how to do the video reviews

**Annual Meeting in March**

* 14 Mar 2024 at Herndon Middle School
* There is a formal agenda format in the Bylaws that will be followed, including the election of new board directors
* There will be two open seats (Stef’s and Elise’s 3-year terms are expiring). Both are eligible to run again for election if desired.
* According to the Bylaws, we are permitted to have 9 total board members but no less than 4 (Section 5.01 under Article V: Directors).
* Stef believes that we should only have a max of 7 given the amount of time and effort it takes to perform as a board member. She also believes that with the improvements that have been made over the last year, that bringing in additional people will likely be more harmful to the progress. Nico and Aliona agreed.
* Nick made the point that we can get volunteers without having to bring in more people onto the board.
* Stef noted that we should plan to have an odd number so that the President of the Club has the tie-break vote (since the President is not a voting member).
* As the President of the Club, Stef is not allowed to make motions for changes, so Aliona motioned that we would keep the board at only 7 seats for now and only open up the 2 seats that are ending (Stef and Elise) at the annual meeting. Basim seconded the motion.
* During the discussion of the motion, JR indicated that he believes that we should bring in 2 additional board members to help with the additional work that we need to do on the Committees.
* Stef asked to table the motion since there was confusion about what the Bylaws specifically say regarding re-election of directors and agreed that we would research the Bylaws and address the question of the motion via eMail over the next week so that we had alignment on how many board seats will be available for election at the Annual Meeting.

**Coach Performance Update**

* Stef provided the board and staff an update on a performance concern with one of the HYS coaches. The coach acknowledged receipt of our written performance warning. Stef is working with the coach to address concerns related to claims of payments not being made there were owed, although the documentation received so far does not support that claim, but will continue to work with them to try and resolve the matter.

**Two Refund Requests**

* One family is requesting a refund for the whole year despite the efforts by the Coach and the Operations team to address the family’s concerns including moving the child to another team. The player has since moved to Great Falls Reston Soccer Club and is now requesting a refund from Herndon. Based on the evidence derived from the investigation that Wassim conducted, the decision to leave the Club appears to be more personal preference in nature—rather than a performance issue from the Club—and therefore the decision was made to not honor the refund request. Since the request was sent to the board, Stef will communicate the decision to the family.
* Another family is requesting a partial refund due to medical reasons. So far, Wassim has only received the parent’s claim that the child has suffered a season-ending injury. In accordance with our refund procedures, Wassim is requesting that the family provide a Doctor’s note indicating that the child has suffered and season-ending injury. When that document is received, Wassim will work with Aliona to determine a prorated refund for the family in accordance with the published HYS Refund Policy.

**Actions**

* Stef to provide a summary of the Wassim performance review for the board members and for the documented record
* Stef and JR to review the bylaws with respect to the re-election of directors procedure and communicate to the rest of the board to assist with the motion to keep the board membership total at 7 directors for the upcoming Annual Meeting
* Stef to communicate with family that will not be getting a refund
* Wassim reach out to the family with the purported injured player to request a copy of the Doctor's note about the season-ending injury and will then work with Aliona to establish a prorated refund as appropriate

End of meeting at 849p