

# Eclipse Club General Board Meeting MEETING MINUTES

April 23, 2024

Location Northern Light Room, Carlson Center from 6:30 - 7:30pm

1) **Call to Order** at 6:35pm by Melissa Webster, President ESC

2) **Approval of agenda items**

- Comments/Questions
- Claire motion to approve agenda items.

3) **Review/approval of minutes from last meeting: 12/11/23**

- Comments/Questions
- Cindy to approve, Matt Seconded.

4) **Treasurer's Report- Sarah provided report.**

- Club Financials: not a lot to report. Different teams are wrapping up with changes of signers. Extension on taxes that will be done soon. 990 is a lot of work but nothing big to report from Taxes. Some payments haven't come through for specific players.
- Monthly reconciliations: Always looking for and asking for. Helpful to streamline books to get taxes done. Everything needs to be reconciled.
- Open Manager/Treasurer Positions: Importance of multiple volunteers for one team-
  - Would like to speak on this for a moment. It takes a lot of time and energy to run a team. The manager can't do it by themselves and a lot of weight is put on them. Coaches need support, they need to track payments, income, expenses and support team dynamics. The manager gets a partner to help.
  - 08B treasurer
  - 11B Manager
  - 12BTreasurer
  - 12GTreasurer
  - 14G Manager/Treasurer (but there aren't many girls to actually make a team).
  - 15G Rep
  - 16B Treasurer
  - Grass roots will share the same account until the fall.
  - Jersey sponsors/title sponsors: Usibelli, McKinley Orthopaedic and the Union. If there is any connection to these organizations or other organizations please let Sarah know so you can support her asking for next uniform cycle sponsorship.

5) **Coaching:**

- Technical Director (TD) Report:
  - Not a lot going on right now. Last coaches meeting is this Saturday.
  - Turf time for teams is Sunday. There are a few exceptions right now. Until May 26th. The Turf will open up and then we most likely be on the grass fields.

- Summer gaming schedule, First games on 6/6.
- FYSA Partnership: Letter sent out recently about this timeline and how the
  - Youngest players will get an extra day of practice on Mondays. June 10, 17, 24th and July 5th. AUG 12, 19, 26, SEP 9
  - Mixer on a Tuesday, to combine teams from FYSA and Eclipse.
  - AK airlines cup and college ID Camp: Many teams aren't going and most teams are going out of state. 10B, Grassroots, AAB are the teams attending AK Airlines.
  - Lake Oswego tournament: Many teams are attending this tournament in July. 7 teams heading to Oswego.
  - Team Camp: week of July 8th. 5/6 coaches confirmed. Four returning coaches, 1 new coach and working on the 6th space. Thinking he is missing 70 responses.
  - Managers send out the survey again.
  - Player evaluations using Team Genius.
  - Statewide meeting with Tech Directors. Main topic is about guest players. Guest players should talk to TDs, then TDs talk to each other.
- Upcoming Spring Player Evaluations (Team Genius):
  - Sometime this week, Apr 26th.

#### 6) AYSA District Commissioner Report

- Rob Aitken is the new Member At Large for the Fairbanks District:
- Secretary/Treasurer vacated role. Dirk Karn was appointed for the remainder of the term.
  - Former Alaskan youth soccer player. Played at the University of Puget Sound.
  - Accountant for Karn & Associates
- President, TD, & Registrar meetings scheduled for 4/7 and 7/21
  - Wayne attended registrar meeting. Mostly questions answered for other clubs struggling with GotSport and getting player cards.
  - Some of the things talked about included State Tournament dates and potentially pushing back.
  - Coaching education opportunities through AYSA.
  - Asked to have the agenda before hand so that they can review topics.
- Reviewing changes to Disciplinary Actions in ByLaws
  - Bylaws and wording is being reviewed.
  - Setting up boards and committees to handle different things.
- State Cup in Kenai
  - Technical Director recommending modifications to bracketing in age groups with limited or high #'s of teams and very noncompetitive groupings.
  - Modification with bracketing for age groups: Some age groups where 1 team steam rolls everyone or an odd number of teams to make the state cup more competitive.
    - One option is that the obviously successful team to be granted the championship, the others play for Presidents Cup.
    - Discussion on topic for alternate locations like Kenai to help grow the game of soccer in smaller Alaskan communities.

- More discussion on if this was a good option for a location for state cup. Lots of cons including cost, distance, and spread between Soldotna and Kenai. Lots of traveling.
- AYSA hosting C license course - 2 Eclipse coaches participating in this course.
- Referees
  - #s are improving from last year, but are still low. 68 referees statewide - 47 recertifications & 21 new refs. 20 outstanding to complete certification.
  - Referee training doesn't take many hours, just an online course for 10 hours or so. They can get paid if they are 14(or above). Some kids enjoy reffing, some do not.
  - Discussion with policies and procedures: talking about mandating volunteer hours through coaching, volunteering helping younger teams, refereeing may be an option.
- Heather Willis is stepping into the role of President for AYSA. A lot of excitement and new ideas for the future for soccer in Alaska. Heather is an Eclipse member and local Fairbanksian.

## 7) Old Business:

- Merger Update: Forager Group meeting with us on May 1st with types of mergers, options for details with the merger. We want to make sure that Eclipse's best interest is protected.
  - Question on the timeframe on the merger: March 25th there was an email sent out that overviewed the dates that are key to the merger.
- Gaming Committee: Katrina, Allison, Kerri- Learning curve for all of us. Has helped shore up old business/documents for 1997. 2020 was when the last gaming permit was active. With needing a new application we had to get documents, updated bylaws, and all the documents as of 23 Apr.
  - Once we have the permit in hand we can begin the process to utilize.
  - This includes making sure the directions, guidance, forms, etc are all set out and updated for 2024. We can also apply for other grants and donations since we have the gaming permit.
- Policy and Procedure Committee:
  - Met many times, at least 8 times over the last few months. A lot of work on reviewing and editing all policies and procedures. Including best practices, what we actually do as a process, volunteer policies. This review has been completed.
  - Charlie Parr has offered to reformat.
  - Once completed these will be sent out to the board for review. Plan to get the Policies and procedures out and then the board will have time to review all documents before the June board meeting.
  - Question- Do you annotate the changes in the documents?
    - Answer: Most of the documents outline what has changed and why. Some of the changes aren't clear because it may be a copy and paste, or change in formatting.
- Uniform Committee - a recommendation in Dec was made to set a meeting by March- Any updates?
  - Karen is trying to set a meeting. Was waiting to see who was voted in at AGM. They would like to start meeting soon. Cyndi, Dawn, Jamie and one more.

- Placement of logos was a concern (adidas logo on sleeve, which we don't select)
- Names on the back: Eclipse has always done no names on the back of the uniforms. The main reason is because most of our teams will need guest players and all uniforms have to be the same per national standards and requiring identical uniforms.
- Names on uniforms can also be a safety precaution due to targeting of player from sidelines, other teammates, coaches, referees and other safety concerns.

## 8) New Business

- FYSA / Eclipse games
  - Joint statement from FYSA and Eclipse to parents. This new business item brought up the recent disciplinary action of a coach. This impacted some of the youngest teams and parents were notified of the disciplinary action. Most of the dialogue is about that action, process and questions regarding.
  - *NOTE: The coach who received the disciplinary action will not be named in these minutes as it is a general club document. Therefore the coach will be referred to as 'The coach', 'The individual coach' or some iteration explaining the individual.*
    - Multiple incidents have happened.
    - The FYSA incident was an issue. There was an intentional action due to a previous incident where the FYSA team had beat an eclipse team by a lot. The coaching didn't begin implementing skill development of the players during that blow out score of Eclipse to FYSA.
    - There have been other incidents many times about multiple issues. We won't get into the details but the TD and Coaches rep have spoken to him and given him multiple warnings about the issues in dealing with the refs, other coaches. With the multiple warnings this was the time to do something after many warnings.
    - We felt like this suspension was a relatively short amount of time. We didn't want the suspension to cause a huge amount of time issue to cause coverage issues and other details.
      - E&S: Who is going to be covering? Charlie has offered to cover and he will also coordinate with the assistant coaches who normally help cover those groups.
      - E- My question isn't about whether he should be punished but that the email was an additional embarrassment for the coach. I think that the disciplinary action is not in line with the issues. I want to know if there is a better approach to how this could have been handled. When I read it I felt this was more personal than professional.
      - Allison responded to E: Thank you for the feedback and the responses to the action. Our intent was not to embarrass or to cause concern but to be somewhat transparent in the issues and the responses to the families that it impacts.
      - Suzy: the email scared me. I wondered what had happened and I wanted to come tonight to understand more about what had happened to make

sure that there wasn't something that could be concerning about my child. Lots of high tensions on both sides and tensions between the FYSA parents and coaches, as well as the Eclipse coaches.

- E: From the midnight sun eclipse games I could already see a problem. I could see Eclipse and Midnight Sun team. Because I coached both teams then I knew that I needed to mix them but was never directed to do that from FYSA. The 'us vs. them' isn't the biggest problem because we are a competitive soccer organization. FYSA/Midnight Sun is going to move to similar age brackets as Eclipse.
- Melissa responded: FYSA was supposed to direct their coaches to mix as needed and applicable.
- David: FYSA had directed it but gave some wiggle room to allow coaches to be flexible as needed.
- Chris: What is happening is that we are focusing on one thing but the reason that the Coach was suspended he has had many years of warnings, warnings and more warnings. He was on a final warning that if he did one more thing then he would be suspended. We chose suspension because we didn't want to remove him as a coach but we also wanted to make sure that his actions were held accountable.
- E: I showed up out of respect. I am not a parent on sports engine and I didn't know the reasons. I have issues with how this was handled.
- Cyndi: This should have been handled differently. This specific Coach is loved by players and coaches. As a manager we needed to know what was going on and we should have given the information to our team via a team parent meeting.
- Melissa: Thank you. So you think it would be best from a team meeting to have informed parents? There are a few issues with mostly due to how much detail do we share about an incident, amongst the board and what we should share. We can do a team meeting with 80 families. And we can definitely change how we would approach this in the future. The power comes from presence in the meetings.
- E: I am not here to specifically say that he deserved to be suspended. But the process and approach should not have happened this way.
- Matt: I immediately thought it was a player involved issue needs to be told to parents.
- David: Wants to stick around wants to coach, I think he will return from this suspension and be coaching. We called him last night because he told me that he wasn't going to go to the coordinated meeting with the board members who were going to talk with him.
- Sarah: This board supports coaches. Two members of this board are coaches and represent coaches. Its very hard when Discipline issues stack on top of each other then refuses to meet to talk about the issues. I have

spent weeks away from my children dealing with disciplinary issues. We have done our due diligence.

- Melissa: Two of the board members have children who play on one of the teams that this individual coach coaches. Reading through this I can look and recognize that we needed to be more clear in sentences.
- Suzy: The length of the email was a potential issues. A statement about support needed to be more clear. Please let the managers know about the issue before
- Sarah: We have a coach that starts a lot of gossip about the club and about the board. This isn't personal. We don't want to make it personal. We don't want to undermine him. This is a new approach with this coach. We want to keep teams cohesive, not wanting the chat to explode.
- E: No interruption to soccer activities but as an assistant coach I didn't know that this was happening.
- Melissa: A team meeting should be a way to communicate. We hear the concerns that you have and I think we agree with most of the points. We felt like a letter needed to go out, including a meeting with managers and assistant coaches and then the exact policy and procedures.
- Cyndi: More clearly state what was the issue. I understand there are policies and procedures
- E: I understand that being a good coach and showing up to be an example for kids and this includes how they interact with refs and other players.
- Rob: Maybe get a PR firm to look over sensitive items before they are sent out.
- Allison: should we have a parent meeting and/or should we have a follow up meeting. Should we have a follow up email.
- Email could include: Multiple issues of not modeling good sportsmanship and good behavior which can be found in our Eclipse policies and procedures. 'Your child is safe, these are the policies that are the issue.' Make statements to affirm our want to have this individual as a coach. Please contact your manager and/or any of the board members. If a team would like to have a meeting then we will be available as a board member.
- Melissa: Are the managers clear on what you are going to say?
- Chris: Suggestions on what to include in the email and the fact that there were multiple issues.
- Katrina: I want to know if my child's coach is suspended.
- Suzy: We did follow P&P but the area is grey as it is currently written.
- Melissa:
- Potential email: Suggestions:
- Thank you for the feedback during yesterdays board meeting. To clarify the main points in yesterday's email while still protecting privacy: this coach is suspended for two weeks due to multiple violations related to the

policy and procedure titled “Model and Promote good sportsmanship.”

There are no fears for child or player health or safety. We look forward to this individual returning to his coach duties, we value him as a coach and look forward to the future seasons with him on the Eclipse coaching staff. If your team would like to have a meeting regarding this topic member(s) of the board will attend if you would like us to.

- Cyndi: Did FYSA talk to their coaching staff too?
- Chris: Yes, there were 8 pages about the incident.
- David: Lots of Issues. All the coaches have been spoken to and this individual recognizes his shortcomings and so do other coaches.
- Melissa; the team was supposed to be playing our grass roots kids, not the advanced academy team. The relationship between families, teams, kids and coaches is fracturing and becoming more difficult.
- Rob: will the Mastery Mondays, Mixer Tuesdays be able to draw more kids to Eclipse? Will games help?
- David: The goal is to train and educate larger player pools.
- Katrina: Transitional age groups work well including nesting age groups together, advances skill of all age groups, bring over more kids from other age groups. I am excited about Mastery Mondays but less excited about the Tuesday mixers.
- Charlie: we want to get more players. When we do have guest players then they often don't have the skill to join us. This is often also seen at other clubs with zero skill development.
- David: With more players you can ensure that there are like players paired together.
- Suzy: I have a player who is skilled and acts as a leader on the field but sometimes doesn't feel the most challenged herself. How can we help these players grow and develop.
- Allison: Thank you for that feedback. The coaching has definitely been looking at this area.
- DOC and Coaches are to review the terms of FYSA league and Eclipse policy and procedures 13.1.11 and 13.1.12 ***Display and promote positive behavior and good sportsmanship and Understand and implement the Eclipse philosophy of coaching, “To promote both fair competitive play and the individual development of all team members.”***
- Schedule a Treasurers/ Managers meeting before the summer season begins.
  - **May 2nd 6:30pm** is when we hope to the group manager/treasurers meeting.
  - Chris: these are very important to attend and especially if the experienced managers and treasurers to help communicate details to the parents.
- Camp
  - Coaches: will need housing, cars.