



September Board Meeting Minutes

September 22nd, 2024

7:30 PM, Zoom

Our Mission: To offer a community-based fastpitch softball program that allows opportunities for all Spring Lake Park female athletes to learn and enjoy fastpitch softball.

Our Vision: Provide a fastpitch softball program that teaches fastpitch softball fundamentals in a fun and supportive learning environment by promoting team play, providing individual skill development opportunities (physical & mental), and developing competitive teams regardless of age or level of play.

Call To Order

1) Welcome & Role Call (Tanya)

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

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

Additional Attendees: None in attendance

2) Review & Approval of September Agenda (Tanya)

Any additions?

Motion to approve as is

Motion: Carlo

Second: Sarah G

Vote: All Approved

3) Review & Approval of August Meeting Minutes (Tanya)

Any updates/revisions?

Motion to approve as is

Motion: Kristi

Second: Sarah J

Vote: All Approved

Financial Updates

1) Treasurer's Report (Josh)

Treasurer's Report

- September Financials update

Discussion Notes:

- Overall looking financially healthy and tracking against our 2024 budget; notable increase in bank account balance YOY due to income from the raffle fundraiser and increased income from Panther Classic this year
- Notable September expenses included fall coaches payments and fall league registrations
- 2025 Budget work in progress; will bring to an upcoming meeting for review and approval
- Need to check in with 12U Blue on how they want to handle coach reimbursement with co-head coaches; recommend splitting in half but will get their preference

Next Steps/Board Lead/Timing:

- **Tanya/Josh** to finalize 2025 budget recommendations by November meeting latest
- **Rich/Josh** to reach out to 12U Blue coaches regarding tuition reimbursement plan

Old Business

1) Fall Season Check-In (All)

Quick check in on how the season is going thus far

Discussion Notes:

- Overall, most teams seem to be going well thus far
- Biggest challenge seems to be with those moving from 8U to 10U (both with those moving up as well as 2nd year 10Us who are paired with them due to registration numbers/team sizes) and need to think through how we help make that transition a bit easier next season

Next Steps/Board Lead/Timing:

- Nothing notable on this topic for the short term

2) Fall Events (Kristi)

- 9/27 SLP Homecoming Parade Event: Discuss anything outstanding needed to prep for that event
- 10/26 Halloween Event:
 - Will now be a combined event for new and existing players
 - All skills training lead by Chris and the HS athletes
 - Has been posted to website and Facebook; email communication and follow-up social posts closer to the event date forthcoming

Discussion Notes:

- Application for Homecoming Parade event was submitted Friday; approved to move forward with hot chocolate fundraiser
- Initial communication about Halloween event has gone out and nothing additional is needed from us at this time in terms of tactical support for running the event; will need to follow-up and encourage registrations as we get closer

Next Steps/Board Lead/Timing:

- Zac/Amy to lead next steps for the homecoming event
- Brad/Tanya to distribute additional communication about the Halloween Event

New Business

1) Board Member Position Vote (Tanya)

Carlo has offered to take on the open Player Development role. Unless there are others interested, I will be looking for a motion to approve moving him from an At Large role into the Player Development role.

Motion to approve as outlined above

Motion: Zac

Second: Josh

Vote: All Approved

2) Fall Roundtable Event Agenda (Tanya)

Would like to discuss and align on the key topics we'd like to hit on during the meeting; here are a few on my list but am open to other ideas to round out this list

- Review Strategic Plan Document (at a high level)
- Fundraising (review team plan cost to level set on why and feedback from survey around options)
- Winter Training Opportunities (This seemed a bit hit/miss based on the survey - may be a good area to probe and learn more to help prioritize what we offer)
- Open Forum for Discussion/Questions

Discussion Notes:

- Reviewed "where do my fees go" resource; need to add registration fee numbers but aligned that it will be a helpful tool to level set what the core costs are that go into fielding a typical team
- Prompted discussion around how much goes into tournament costs and if we want to consider asking for parent feedback on a team by team basis next year about the option to trim back on the number of tournaments and repurpose those dollars into team specific skills training with paid coaches; should add to roundtable agenda for discussion
- Add topic around player feedback; what type of information and level of detail are they looking for from coaches
- Tracking with the topics above but need to put more pen to paper against the questions aligned with our 2024/2025 priorities; Tanya to draft this week and Sarah G volunteered to help

Next Steps/Board Lead(s)/Timing:

- **Tanya** to update "where to my fees go" document
- **Rich** to post "where to my fees go" document to website under Parent Hub section
- **Tanya/Sarah** to work on agenda and questions for Roundtable Meeting
- **Tanya/Brad** to send post Roundtable recap communication to families

3) Winter Training Opportunities (Sarah J./Sarah G./Amy)

Review and discuss winter training opportunities; will vote if needed

6-Week Pitching & Catching Clinics

- Purpose: Focus on developing pitching and catching fundamentals.
- Facilitators:
 - Pitching: Lori George (available Weds or Thurs)
 - Catching: Tracy Scheunemann or Olivia Major. (Waiting to hear back)
- Dates: TBD; weeks of 1/6 – 2/10
- Times:
 - 6:30PM - 7:30PM
 - 7:30PM - 8:30PM
- Location: Scoping options; TBC
- Costs:
 - Proposed Registration Fee: \$75
 - Hard Costs: ~\$800 - \$1200 pending coaches and facility confirmation
 - Pitching Coach (Lori): \$900
 - Catching Coach (Tracy OR Olivia): \$600 - \$900
 - Facility Rental: TBC; LY we had budgeted \$300
- Other Notables:
 - All experience levels welcome
 - 10 athlete max *per time slot* (10 for pitching and 10 for catching) due to space constraints.
 - Pitchers must provide their own catcher
 - As a reminder, both of these were canceled last year due to very low registration numbers
 - The Board agreed last year to fund a portion of this last year so we could keep the registration fee low and would propose doing the same again this year; that said we'll need to align on what a minimum number of athletes is to move forward knowing the potential investment

4-Week All-Skills Clinic

- Purpose: Aimed at softball skill development with a focus on hitting, throwing mechanics, and infield/outfield fundamentals.
- Facilitators: Clinics will be fully led by Abby Rehberger and Optimize Staff; we would not use SLP Coaches to support this year
- Dates: Sundays; 1/5 -1/26
- Times:
 - 8U - 10U: 9:00 AM -10:30 AM
 - 12U - 14U: 10:40 AM – 12:10 PM
- Location: Optimize Physical Therapy

- Costs:
 - Proposed Registration Fee: \$100
 - Hard Costs: \$350 per hour for trainers & facility/ \$4200 total as proposed above
- Other Notables:
 - 20 athlete max per session due to space constraints
 - Last year these were held on Monday evenings however it sounds like another Association has already come in and taken that time slot
 - Last year was targeted towards 10U/newer 12U athletes however would have allowed 14U to participate; do we want to make any adjustments to this? Note, HS captains practices had started by this time last year with HS tryouts happening mid-March.

Other Training Opportunities:

- Did we consider offering hitting clinics and facilitated open gyms?
- Connor mentioned being interested in Domeball; we already had discussed not offering this but let's revisit to ensure we're still aligned

Discussion Notes:

- Domeball
 - Has been a challenge in the past to get enough participants as well as keeping those who have signed up engaged/attending throughout
 - Hasn't been a competitive experience for our teams due to lack of practices and going up against other top tier teams who play year round
 - If Connor wants to further scope, he would need to offer the opportunity to all 10U players and they would need to fully fund the cost to participate. Aligned that we'd allow them to participate as an SLP team.
- Pitching/Catching Clinics
 - Continue to have concerns about low attendance and received feedback during the survey that athletes are looking to other local resources so they can choose what works for their schedules
 - Don't want to ruin relationships with coaches by having to cancel at the last minute
 - With low attendance, costs become prohibitive as we'd want to keep the cost low for families and the association can only absorb so much
- All Skills Clinic timing of Sundays is likely not to have the same attendance/interest as the week night option we had last year
- Discussed forgoing offering SLP specific clinics and helping athletes find other local resources that meet their individual needs; will continue to post on our website and social

Motion to forgo coordinating SLP specific winter training opportunities and will highlight other local resources for families interested in off-season training; will continue to offer pre-evaluation practices the week leading up to evaluations

Motion: Zac

Second: Sarah J

Vote: All Approved

Next Steps/Board Lead(s)/Timing:

- **Sarah J** to let partners know that we aren't moving forward
- **Tanya/Brad** to draft communication to families about outside winter training options after fall season wraps

4) 2025 Spring Season Discussion (Mike/Tanya)

Evaluation Logistics Updates:

- Evaluation Dates: 3/1 - 3/2 with pre-evaluation practices the week leading up
- Evaluation Location: Westwood Middle School has been confirmed with the big gym for both the pre-evaluation practices as well as the evaluations
- Evaluators: Chris Bangle has agreed to help again; still need to align on payment

Discussion topics for September:

- Registration Offerings & Fees
 - LY Fees for reference; do we want to change?
 - 8U: \$60
 - 10U/12U: \$500
 - 14U/16U: \$575
 - Rookies; is Sam on board and do we want to try offering again? If so, I'd like to open registration at the same time as everything else
 - Propose repeating the incentivized "early registration" pricing with an increase for registering in the last week (LY was \$25 more for 10U+ and \$10 more for 8U)
 - Reminder: (2) new uniform tops were included within this cost last year with the intent of using the tank jerseys for a 2-year cycle; let's discuss and align on approach

Motion to keep core registration fees flat for Summer 2025 and offer teams at 8U-16U to start (pending final numbers); we will not move forward with a Rookies offering at this time

Motion: Sarah G

Second: Carlo

Vote: All Approved

- Registration Timing
 - Propose opening in December to allow for additional payment plan options
 - Early Bird Registration would close 1/24
 - Final registration would close 1/31
 - Season Kick-off Parent Meeting 2/3
- Early Coach Identification
 - Zac - can we please reach out to get a gauge on who may be coming back so we can start to identify the gaps we'll need to fill?
 - Rich - can we please get the registration reopened and posted to the site?

Future 2025 Season Meeting Topics:

- Pitcher/Catcher Evaluations
- Overall Evaluation Criteria/Skills Assessments
- Athlete Evaluation Performance Scorecards
- Game Changer Use for all teams
- Field Maintenance (Ongoing + Game Prep)

- Team Plans (number of tournaments, practices, etc.)

Discussion Notes:

- After a slight increase in fees for 2024, feel we can maintain for 2025 given our current financial position and contributions from our fundraising efforts
- Discussed the potential of getting sponsors for jerseys; would be open to that but would need to move quickly in order to implement it for spring 2025
- Year 2 of our 2-year cycle will happen for jerseys; returning athletes who need a new jersey for whatever reason (new size needed, condition etc) would be allowed to order in addition to new athletes
- Discussed moving registration open as early as late October and kick off with the Halloween event to allow for longer payment plans for families
- Aligned on continuing with "early bird" pricing strategy with a \$25 increase the last week of registration
- Would like to get our head coach pool identified sooner than later so they can help inform tournament registrations; ideally by end of Oct/early Nov
- Add to future meeting topics
 - Coach contract with outlined expectations and clear compensation terms
 - Coach identification progress

Next Steps/Board Lead(s)/Timing:

- **Brad/Tanya** to draft communication about the upcoming season, save the date for tryouts and registration
- **Rich** to open coach application on website
- **Zac** to send communication to coaches to get a read on who may be interested in coming back

5) End of Season Player Evaluation & Feedback Forms (Zac/Mike/Carlo)

Committee to share WIP on the approach to gathering coach input and providing players with end of season feedback for skill development

Discussion Notes:

- Reviewed a WIP google form that could be used as a tool for coaches to provide player feedback on things like batting, fielding, throwing, coachability etc..
- General feeling was that this will be helpful information but need to have further discussion about what we do with the information and how we share that information back with families
- In the near term, we do want to provide interested families with feedback so we'll ask coaches to reinforce that we're willing to provide that
- Longer term we'll continue to refine the google form and work to implement something more officially for the summer 2025 season
- Discussed also implementing pre& post season conversations with coaches/athletes to discuss player goals for the season and how they can work together on identified skill development opportunities
- Use of Game Changer has been helpful for some teams in terms of tracking some skill metrics; we have a similar ability through SportsEngine but need to investigate the full capabilities further

Next Steps/Board Lead(s)/Timing:

- **Zac** to send end of season email to coaches asking them to reach out to families and offer feedback/guidance to interested athletes on where to prioritize winter development

Wrap Up and Adjourn

Closing Notes/Reminders:

- Roundtable Event: September 30th at 6:30PM; SLP High School
- [Strategic Plan Workstreams](#); reminder that initiative leaders are responsible for facilitating next steps with committee members and bringing updates back to the broader Board
- Next Board Meeting: October 22nd at 7:00 PM via Zoom

Motion: Sarah G

Second: Zac

Vote: All Approved

Potential Future Agenda Topics:

- Future Financial Planning Discussion
- Revisit Board Roles & Responsibilities
- Community Outreach/Sponsorship; Ham Lake Chamber
- Coach Certification Tracking
- Alternative Panther Classic Sites

Appendix A | 2024 Board Meetings

Day	Date	Location
Sunday	January 21, 2024 @ 7:00pm	Zoom
Thursday	February 2, 2024 (Ad Hoc)	Zoom
Sunday	February 18, 2024 @ 7:00pm	Zoom
Sunday	March 24, 2024 @ 7:00pm	Zoom
Sunday	April 21, 2024 @ 7:00pm	Gatlin Residence
Sunday	May 20, 2024 @ 7:00pm	Zoom
Sunday	July 1, 2024 @ 7:00pm	Zoom
Sunday	July 21, 2024 @ 7:00pm	Zoom
Sunday	August 18, 2024 @ 7:00pm	Zoom
Sunday	September 22, 2024 @ 7:00pm	Zoom
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 (2/19 reschedule)	7:00 PM Medina Entertainment Center
Summer Parent Meeting	2/5	7:00 PM via ZOOM
Summer Team Evaluations	3/2 – 3/3	Westwood Middle School
Summer Team Selections Communicated	3/4	
Teams Registered with Big West	4/1	
SLPHS Season Starts	3/11	
SLPHS Tryouts	3/18 – 3/22	
Big West Coach Schedule Meeting	4/8	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	5/17	SLP HS Fields
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 Egan & Mendota Heights
14U & 16U State Tournament	7/20 – 7/21	
USA Softball Nationals	TBD	
Monsta Championships 10U	7/25 – 7/28	
NAFA Nationals 14U & 16U	7/25 – 7/28	14U Prior Lake & Lakeville 16U Champlin Park & Coon Rapids
Monsta Championships 12U/14U/16U	8/1 – 8/4	Mounds View
Club Evaluations can begin	8/5	
MN Softball Fall Ball Meeting	9/6	Medina Entertainment Center
Fall Ball Weekend #1	8/24 – 8/25	
Fall Ball Weekend #2	9/7 – 9/8	
Fall Ball Weekend #3	9/14 – 9/15	
Fall Ball Weekend #4	9/21 – 9/22	
Fall Ball State Tournament	9/28 – 9/29	
Fall Roundtable Event	9/30	
MN Softball Year-End Directors Meeting	TBD	Medina Entertainment Center

Appendix C – Board of Directors Roles

Name	Current Role	SLPSA Board Appointment Date	Current Role Appointment Date	Role Expiration (2 year term for Officers)
Tanya Hartwell	President	August 2022	July 2023	July 2025
Mike Raymond	Vice President	November 2023	December 2023	December 2025
Stacy Nugent	Secretary	August 2023	September 2023	September 2025
Josh Glood	Treasurer	September 2023	December 2023	December 2025

Amy Bennett	League & Team Schedule Director	September 2023	September 2023	-
Zac Humphrey	Program Director	December 2023	February 2023	-
Sarah Gatlin	Panther Classic Tournament Director	December 2023	December 2023	Intending to roll off July 2025
Carlo Faccini	Player Development Director	October 2023	September 2024	-
Rich DiVito	Website & IT Director	August 2022	October 2022	Intending to roll off July 2025
Brad Hunt	Brand & Marketing Director	April 2024	April 2024	-
Kristi Cobbs	Community Liaison & Fundraising Director	September 2023	September 2023	-
Open	Director At Large			-
Sarah Jordahl	Director At Large	April 2024	April 2024	
Open	Director At Large			-