

To Our Valued DASC Membership:

Board meeting minutes for January 2025 - January 2026 are attached below. To protect confidential, legal, and some exciting strategic matters still in progress, certain redactions were required. The Board strongly believes that transparency is crucial to a healthy organization; therefore, redactions have been kept as minimal as possible to balance the goals of protecting the Club's interests while also offering open communication with our membership.

Thank you for your continued support of Dakota Alliance Soccer Club.

DASC Board of Directors



Board Meeting Minutes

January 15, 2025

DASC Board Members Present: TJ Roling, Jolene Nasser, Angela Herrboldt, Chuck Hewitt, Miranda Gallagher, Kim Stulken, Ryan Ollerich, Moses Idris, Jesse Wright

DASC Staff Present: Holly Hirsch, Frank Gurnick, Robert Speeks, Zack Morris, Tyler Soyer

1) Call to Order & Approval of Agenda – TJ (5 mins)

- a) Meeting called to order at 3:49pm.
- b) Motion to approve agenda by Jolene, 2nd by Chuck, all approved.

2) Review & Approval of Minutes from December Board Meeting - TJ (5 mins)

- a) Motion to approve minutes by Moses, 2nd by Jolene, all approved.

3) Old Business:

- a) Refer to Summit recording for Board Summit discussion.

4) New Business:

a) **Script Program Vote** – TJ

- i) Motion to move forward with initiating SCRIP program by Ryan, 2nd by Chuck, all approved.

b) **Bylaws Changes Vote** – TJ/Jolene/Robert

- i) Motion to revisit with final changes at February meeting by Jesse, 2nd by Kim, all approved.

c) **[REDACTED] Decision/Vote** – TJ

- i) Tabled until final agreement is available for review and decision.

5) Open Board Discussion

- a) Moses requested to join the Scholarship Committee.

6) Adjournment

Motion to adjourn at 3:58 by Chuck, 2nd by Jesse. All in favor and meeting adjourned at this time.

Next Board Meeting – March 12, 2025



Board Meeting Minutes

March 12, 2025

DASC Board Members Present: TJ Rolwing, Jolene Nasser, Angela Herrboldt, Chuck Hewitt, Kim Stulken, Ryan Ollerich, Moses Idris, Jesse Wright, Laura Francis

DASC Staff Present: Robert Speeks, Frank Gurnick, Holly Hirsch

- 1) Call to Order & Approval of Agenda – TJ
 - a) Meeting called to order at 6:01pm
 - b) Motion to approve the agenda by Kim, 2nd by Jesse 2nd, all approved.
- 2) Review & Approval of Minutes from January Board Meeting - TJ
 - a) Motion to approve minutes by Ryan, 2nd by Jolene, all approved.
- 3) State of the Club – Frank
 - a) Transitioning from indoor practice to outdoors. First weekend in April Creighton Soccer Camp will host a Players Clinic and Coaches Clinic in Sioux Falls.
 - b) Recreational Program is getting ready for the Spring season. Growth noted, particularly in U14 age group. Some rec. games will take place this season at Prince of Peace retirement community, with intention to invite residents to spectate.
 - c) Referee training will take place April 12th.
 - d) Zach is initiating ‘Respect the Ref’ curriculum, participation in the Alliance in Action community betterment project, among other planned activities. Participation is highly encouraged.
- 4) Old Business
 - (a) Scrip Program Update- Holly

Scrip Program will be ready to initiate once approval is received from Raise Right. DASC will need to determine what percentage (small) will need to be retained to cover administration costs; any excess from that withholding will roll into the scholarship fund. All other monies collected will go directly to players’ accounts for that playing season. Kim made a motion, and Jolene 2nd, to establish a new bank account, utilizing the current resolution, dedicated to Scrip/Raise Right funds; all approved.

(b) Building Committee Update/RFP Fundraising- TJ

Space has become our limiting factor for nearly all DASC programs. The Building Committee has focused in on the option of adding a bubble for field play (would stay up year-round), which would be our most financially and time efficient option at this time. Anticipated cost for turf, foundation, bubble membrane, office space, etc is projected at approx. \$5-6 million total estimated cost. Operating cost is ~\$10k/month. Further work is being done to investigate the final costs, which will be affected by the location of the bubble.

Brook has put together a first draft of a RFP to be sent out to capital fundraising firms – Robert will email the draft out to the Board for input.

(c) [REDACTED] Update – Robert

[REDACTED] presented to DASC. Legal is collaborating on details of the agreement. Next update expected by 3rd week of April.

(d) Bylaws Changes – Jolene/Robert

Final edits are being incorporated before sending to Board for review. Needs Board approval at least 30 days prior to AGM. Jolene or Robert will send it out when final copy is ready for the Board to review and give final input.

(e) Summit Retreat Conclusion - Robert

Special Purpose meeting designation include the following committees: sponsorship/marketing committee; Jean/Jan scholarship.

Regular meeting designations include the following committees: tournament committee and (season) scholarship committee.

Adult league currently does not have a committee.

Every program is operating in the black.

Top 3 concerns: Space. Staff/coaching. Pricing.

Proposals include – sponsorships to consider inclusion of a golf cart sponsorship; signage sponsorship will include mesh banners on the side of the goals; will expand season options to include both annual and 2-year sponsorship options.

DASC marketing videos should be done by May. (Additional editing has been completed since the Summit Retreat.)

5) New Business:

a) AGM Meeting Date – TJ

June 18, 2025 date is proposed. Intention at this time is also that the regular June 11th DASC Board meeting will be delayed until June 18th to follow after the AGM.

b) Competitive Committee Discussion – TJ/Frank

Development and discussion is underway.

6) Open Board Discussion

a) DASC will perform a financial audit after end of fiscal year – i.e., June 30, 2025.

7) Adjournment

Motion to adjourn by Jolene, 2nd by Chuck.

All in favor and meeting adjourned at 7:32pm.

Next Board Meeting — April 9, 2025



Board Meeting Minutes

April 9, 2025

DASC Board Members Present: TJ Roling, Jolene Nasser, Angela Herrboldt, Miranda Gallagher, Chuck Hewitt, Kim Stulken, Ryan Ollerich, Moses Idris, Jesse Wright, Laura Francis

DASC Staff Present: Robert Speeks, Frank Gurnick, Holly Hirsch

1) Call to Order & Approval of Agenda – TJ (5 mins)

Meeting called to order at 6:02pm. Jolene made a motion to approve agenda, second by Laura. All approved.

2) Review & Approval of Minutes from March Board Meeting - TJ (5 mins)

One correction to edit date of next meeting, Chuck made motion to approve minutes, Ryan 2nd. All approved.

3) State of the Club - Frank (5 min)

New uniforms ordered. Consistent style and color with past uniforms. New hoodies for warm-ups will also be available.

4) Old Business

(a) Building Committee Update- TJ

Exploring options for a 'bubble' facility. Farley group and Yeardon are 2 most reputable. Building Committee will request each of them to present a proposal to the Building Committee.

(b) [REDACTED]

[REDACTED]
He will report back to the Board on this next month.

Brooke Wegener is going to run point on the Capital Campaign. She is working on finalizing the capital RFP and she will send out to the Facilities Committee within the next few days.

Jolene made motion to send RFP when ready. Laura second. All approved.

(c) [REDACTED] – Robert

Will be discussed further at Executive Committee following the board meeting.

(d) Bylaws Changes /2025 Adoption Update – Jolene/Robert

Changes were reviewed with minor edits added. Robert will update the current version and will ensure proposed bylaws are posted by April 18th for ratification at the AGM.

(e) Competitive Committee Update - Frank

2026 competitive teams will still be encouraged to participate in USYS and other competitive teams to get involved in regional premiere leagues. The Club is waiting at least one year to reassess the merits of different higher level league options due to lots of change going on amongst these leagues.

This is the last year for USYS Regional tournaments; next year it will move to state tournaments that go directly to Nationals.

Club has RFP out to host President's Cup in 2026.

5) New Business:

None.

6) Program Pricing Update - Frank

- Fee structure will change in amounts TBD – recreational will not change.

Proposed pricing was discussed, but final decisions on amount of increases were deferred and will be determined at a future date after further discussion.

Open Board Discussion

7) Adjournment

Laura motion to adjourn, Ryan second. All approved.

Meeting adjourned at 7:35pm.

Next Board Meeting — May 14, 2025



Board Meeting Minutes

May 14, 2025

DASC Board Members Present: TJ Roling, Jolene Nasser, Angela Herrboldt, Miranda Gallagher, Chuck Hewitt, Kim Stulken, Ryan Ollerich, Moses Idris, Jesse Wright

DASC Staff Present: Robert Speeks, Frank Gurnick, Holly Hirsch

1) Call to Order & Approval of Agenda – **TJ** (5 mins)

Meeting called to order at 6:01pm. Kim made a motion to approve agenda, second by Ryan. All approved.

2) Review & Approval of Minutes from April Board Meeting - **TJ** (5 mins)

Moses made a motion to approve minutes, second by Jolene. All approved.

3) State of the Club - **Frank** (5 min)

Small issue at a recreational game over the weekend among one team. Zach Morris has assumed coaching duties for that team for the remainder of the season.

Ohayon tournament went well. Recommendation to improve communications on position responsibilities ahead of volunteer assignments. Approximately 190 teams played in the tournament this year.

4) Old Business

(a) Building Committee Update- TJ

Farley group provided the best presentation and offered the most professional and amenable service commitment for the future. Building Committee recommendation is to use the Farley group if and when DASC is ready to move forward with building.

Chuck made a motion to approve Farley for the 'bubble' build, pending a future motion to move forward on building. Jesse 2nd. All approved.

The floor plan for the office portion of the building has not been finalized yet. Estimates on those costs will be forthcoming.

(b) Capital Campaign/ RFP Proposal Update- TJ

Maximizing Excellence will submit bid by May 21st (Missed original email)

Highstreet submitted a bid which was shared with the Board but not acted upon at this time.

Discussed exploring third option of creating a committee or hiring someone part time to call potential donors and do the campaign drive in-house.

Exploring Community Appeals with the Chamber of Commerce and Robert will reach out to the Sioux Falls Area Community Foundation regarding potential donor opportunities.

Robert will also solicit proposals for financing options following fiscal year-end financial statement review. Anticipate needing 3 years of profit and loss statements, with it being beneficial to include current fiscal year in that P&L history. DASC will send out RFP to several area banks on financing following completion of year end financial statement review.

(c) [REDACTED] Update – Jolene

Received proposed location [REDACTED] Need to confirm with [REDACTED] parcel is large enough to accommodate space needed for the building being planned.

Contract negotiations are still in process. Jolene is working to improve initial language on various items. Discussion was had regarding advantages as well as limitations [REDACTED].

(d) Program Pricing Update – TJ

EC proposal to increase fees by \$500/season at Competitive level starting in 2025-2026 season. TJ and Frank will coordinate a “Town Hall” informational and Q & A Zoom call in extension of the letter of notice regarding the fee changes that will be distributed to membership following approval of the fee increase.

Kim made a motion to approve raising competitive program fees by \$500 starting in 2025-2026 season, 2nd Chuck. All approved.

5) New Business:

Sent out bylaw change notice to membership via email.

Price increase letter & messaging video will go out next week (week of 5/19).

Rollout of SCRIP will happen soon. Fundraising dollars received from SCRIP will be treated as first in/first out from players’ accounts.

6) **DASC 25-26 Fiscal Year Budget Forecast– Robert**

ELO will do the attestation of financial statements after the close of the fiscal year. ELO's proposal and cost is included in the proposed budget.

Robert will send around a detailed budget electronically to allow a thorough Board review. Vote will be handled electronically.

Open Board Discussion

7) **Adjournment**

Jesse motion to adjourn; Jolene second. All approved.

Meeting adjourned at 8:51pm.

Next Board Meeting — June 18, 2025 (following the AGM)

Annual General Meeting 2025 Minutes

June 18, 2025 @ 6:00pm

DASC Board Members present: TJ Rolfing, Jolene Nasser, Angela Herrboldt, Jesse Wright, Laura Francis, Chuck Hewitt, and Moses Idris.

DASC Staff Present: Frank Gurnick, Robert Speeks, Holly Hirsch.

Voting Members Present: Board, contingent of Competitive Team Managers, Recreational Coaches, and Academy Representatives (3).

1) Call to Order (TJ)

- a. Meeting called to order at 6:01pm.

2) Review and Approval of Minutes from 2024 AGM (TJ)

- a. Motion to approve the meeting minutes by Chuck, second by Kim. Minutes approved by all.

3) DASC 2024/25 - Year in Review (Frank)

- DASC continues to grow as a Club.
- Biggest challenges are staffing; outdoor rich/indoor poor for space.
- Recreational program director Zach Morris is adding a lot of value and offers great leadership in this program and with broadening the Club's community outreach. He has taken that role in a very community-active direction. Great numbers this Spring – DASC anticipates that the recreational program will continue to grow.
- State of the Club – DASC leadership will begin work on updating policies and procedures starting in July.

4) Thank you to retiring Board Member – Miranda Gallagher (TJ)

Miranda was not able to attend this meeting, so Miranda will be presented an official thank you at NCS this weekend in KC. Miranda was a high value board member and will be missed. Heartfelt thank you to Miranda from the Board.

5) Bylaws (Jolene)

a. Open Discussion/Questions

None.

b. Voting for New Bylaws by Current Board Members

Ryan made motion, 2nd Jesse to approve amended bylaws.

Some items were identified for further clarification and amendment, including definition of “membership” and some discrepancies in voting procedure section.

The Board will review these items, and any other items that come up before 2Q 2026, and will potentially have another bylaws amendment at the next AGM.

6) Board of Directors Elections (Jolene)

- a. **Three (3) Open Seats**
- b. **Introduction of three (3) incumbents: Jolene Nasser, Chuck Hewitt, Moses Idris**
- c. **Open Nomination from the Floor**
No open nominations received.

7) Voting (Jolene)

- a. **Bylaws' Procedures**
 - i. **Vote by General Membership - to fill three (3) seats**
- b. **Casting of Votes**
 - i. **Voting by General Membership - Ballot #1**
 - ii. **Voting by Board, if necessary due to nominations from floor - Ballot #2**
11 members voting, including current board.

8) Announcement of Election Results (TJ)

Welcome to the unanimously re-elected members Moses Idris (3-year term), Jolene Nasser (3-year term), and Chuck Hewitt (3-year term).

9) Open Forum for Questions

Motion to adjourn by Chuck; second Jolene. All approved. Meeting adjourned 6:20pm.

Adjourn



Board Meeting Minutes

June 18, 2025

DASC Board Members present: TJ Rolfling, Jolene Nasser, Kim Stulken, Angela Herrboldt, Jesse Wright, Laura Francis, Chuck Hewitt, and Moses Idris.

DASC Staff Present: Frank Gurnick, Robert Speeks, Holly Hirsch.

1) Call to Order & Approval of Agenda – **TJ** (5 mins)

Meeting called to order at 6:25pm, following 2025 AGM. Kim moved to approve agenda, second Jolene. All approved.

2) Review & Approval of Minutes from May Board Meeting - **TJ** (5 mins)

Chuck motion to approve, 2nd Ryan. All approved.

3) Nomination of Officers - **Jolene** (5 min)

The roles of President (TJ) and Secretary (Angela) each have an additional year in their 2-year terms and are not open for re-election. The VP and Treasurer roles are open and need to be filled.

Chuck motion for Jolene to return as VP; second Jesse.

Jolene nominated Kim as Treasurer; Laura 2nd.

All approved (2) officer nominations.

4) Old Business

(a) Presentations/Capital Campaign (Maximizing Excellence/6:30-7:15)- **Rika Peterson**

(b) Presentations/Capital Campaign (Highstreet/7:30-8:15)- **Ellie Highstreet**

Jolene made a motion to request a contract and additional references from Highstreet; Jesse seconded. All approved.

(c) Scrip Program- **Holly**

75% will go to player account; 20% to scholarship; 5% admin. Scrip will pay out every other month. Physical cards for HyVee and local gas station will be available in the DASC office. Targeting roll-out for July 1, 2025.

(d) [REDACTED] Update – **Jolene/Robert**

Waiting for specific parcel(s) to be identified. [REDACTED] sections of land, that if combined, would accommodate space required for bubble. Waiting [REDACTED] to confirm parcel availability. DASC needs min of 125,000 sq. ft. to accommodate space for 3 regulation 9v9 fields.

(e) Building Committee Update- **TJ**

See update above.

(f) Program Pricing Update- **TJ**

There have been some questions received regarding price increase and reasons for its necessity, many of which were addressed at the Virtual Town Hall, but generally no overly adverse response noted on price adjustment. Uniform orders will need to anticipate next year's team changes (DOB shift) and ensure there are no duplicate jersey numbers when birth year change occurs. Frank will send out a communique regarding age change and jersey number priority.

5) New Business:

Discussion with First Premier Bank (Jordan Huisman)- **Robert**

Robert will set up a meeting with Jordan for the Board to participate in, based on availability. Meeting scheduled for June 26th at 3pm in the DASC office.

Open Board Discussion

The New Volunteer Policy was a tremendous success. There were minimal empty volunteer slots, with approx. 96% coverage of events, and those who needed alternative tasks were assigned jobs that greatly assisted our DASC staff. As an unintended consequence, there were a significant number of families who opted not to volunteer, and their total collected and cashed volunteer checks amounted to ~\$30,000.00.

6) Adjournment

Moses made motion to adjourn, Laura second. Meeting adjourned 9:37pm.



Board Meeting Minutes

July 9, 2025

DASC Board Members present: TJ Roling, Jolene Nasser, Angela Herrboldt, Kim Stulken, Jesse Wright, Chuck Hewitt, and Ryan Ollerich.

DASC Staff Present: Frank Gurnick, Robert Speeks, Holly Hirsch

1) Call to Order & Approval of Agenda – TJ (5 mins)

Meeting called to order at 6:00. Kim moved to approve agenda, second Jolene. All approved.

2) Review & Approval of Minutes from June Board Meeting - TJ (5 mins)

Chuck motion to approve, 2nd Jolene. All approved.

3) State of the Club - Frank (5 min)

Current enrollment counts include the following:

- Premier - 572 currently registered; expecting more when high school players register following the Fall season.
- Academy – 205 registered.
- Recreational – 1,875 currently registered and registrations still coming in during current open registration.

Regional/National Success: The 2010 girls continue to make the DASC community proud as they prepare to head to Nationals next week under the leadership of Coach Terri Kampa.

Competitive Fee increase notification emails were hitting some members' spam accounts, causing some confusion. However, all recipients affected by delayed or redirected communication have been addressed.

Frank was contacted by Becky (Highberger) McCave. Becky has previously worked with Brandon area soccer as Director of Coaching. Becky approached Frank to inquire if the BASA U14 and older (girls) competitive teams could register through DASC. Frank obliged the request, and DASC is charging an administrative fee for the temporary service of using DASC's umbrella membership administratively as a means to register for tournaments, receive player cards, etc. DASC will require these competitive girls' BASA teams to sign the DASC code of conduct along with any other relevant forms.

4) Old Business

(a) Scrip Program- Holly

Scrip rolled out today, July 9th. Holly is updating the Q&A as questions come in.

[agenda item 4(b)] **Capital Campaign Motion to Hire Highstreet LLC/ Authorization for use of Building Funds- TJ (Approved agenda item 4.b.)

****TJ motioned to move agenda item 4(b) to 4(e) after discussion of financing.**

Jolene first, Ryan 2nd. All approved.

(b) DASC Employee Capital Campaign Task Discussion- Frank/Robert

Ellie Highstreet met with Robert, Frank, and Holly on Monday 7/7. Ellie requested information on messaging, contact lists, and various other data and background information. Data includes local community, impact, accomplishments from the past, economics to the city, etc. As things progress, she will be able to help define what additional staffing and support DASC might need to be successful. DOBO will maintain point of contact between capital campaign and Board; any additional committee or extended help will be managed and directed by Robert as needed.

(c) [REDACTED] Update – Jolene/Frank/Robert

Meeting scheduled with [REDACTED] for July 17th to discuss land options available among property parcels [REDACTED]

(d) Finance and Loan Discussion- TJ

Robert reached out to CorTrust for potential loan options. Also sent in an application for funds to Community Appeals.

(e) *Capital Campaign Motion to Hire Highstreet LLC/ Authorization for use of Building Funds- TJ (Original approved agenda item 4.b.)*

Term as written for Highstreet Consulting is for 10-month contracted service. Ellie indicated contract could start as early as 7/10.

Jesse made a motion to hire Ellie and use building funds for her services. Ryan 2nd. All approved.

5) New Business:

DASC Reserve Savings Discussion- Robert

Robert proposed creating an Investment Policy, as DASC does not currently have one. Robert will work with Jesse and Angela on language, with plan to present to Board for review and approval at next scheduled Board meeting. Board discussed select savings accounts moving into higher interest-earning accounts. Robert will reach out to First Premier to establish a low/no-fee brokerage account for funds currently held in the savings account and Region II tournament account. If using, Board directed that the money market account must be back by U.S. government bonds.

Jolene made a motion to move DASC savings account and Region II tournament account into a higher interest-earning vehicle that may include U.S. government-backed MMA, FDIC-insured high-rate CD, or FDIC-insured high-rate savings account. Angela 2nd. All approved.

Open Board Discussion

6) Adjournment

Motion to adjourn by Kim, Jesse 2nd, all approved. Meeting adjourned at 7:41pm.

Next Meeting August 13, 2025 at 6:00pm.



Board Meeting Minutes

August 13, 2025

DASC Board Members Present: TJ Roling, Jolene Nasser, Angela Herrboldt, Kim Stulken, Ryan Ollerich, Jesse Wright

DASC Staff Present: Holly Hirsch, Frank Gurnick, Robert Speeks

Special Guests: Anne with ELO CPAs & Advisors, Ellie Highstreet with Highstreet Consulting, LLC.

1) Call to Order & Approval of Agenda – TJ (5 mins)

6:00pm call to order. Kim made a motion to approve the agenda, Jesse 2nd. All approved.

2) Review & Approval of Minutes from August Board Meeting - TJ (5 mins)

Ryan made a motion to approve minutes, Jolene 2nd. All approved.

3) State of the Club – Frank (5 mins)

160 teams registered for Fall Kickoff. Some games will take place at the Sanford Crossing on Friday only; Saturday and Sunday games will all take place at Yankton Trail Park.

New full-time staff/coach hire - Jimmy Lopez. Jimmy has served as assistant coach to Jud the last few years with 2009 Boys. Jimmy does not have a coaching license presently (only a grassroots certification). He will be expected to acquire coaching license as a condition to hiring. The new position will also include providing assistance to coaches in downloading video from Hudl cameras and facilitating at least 4 learning seminars to all DASC membership on how to create Hudl highlight videos.

4) Old Business

(a) Financial Statement Review – Anne

Discussed results of recent financial review. Recommended DASC create a capitalization policy and suggested setting the capitalization threshold at \$2,500.

(b) Highstreet LLC/Capital Campaign Task Discussion) – Ellie

Ellie discussed current progress with assessing donor base and status of marketing scope. Board members inquired about the need to establish a medium for receiving/tracking in-kind donations, which Ellie encouraged. Angela suggested establishing a Custodial Brokerage Account to safekeep donated investment securities. Jolene made a motion to establish a custodial brokerage account for this purposes, T.J. 2nd. All approved.

(c) [REDACTED] Update – Jolene/
Frank/Robert

Frank discussed current progress with the [REDACTED] property pairing located [REDACTED]. Due to prior agreements [REDACTED] would have to agree to DASC use. [REDACTED] is unable to gift the land, so an option that would not require gifting of the land or the building would need to be figured out for this to remain an option. After discussion, the Board directed Frank and Robert to communicate to [REDACTED] that retaining ownership of the facility was nonnegotiable. Frank and Robert are reaching out [REDACTED] to determine if they would consider alternative land parcels for DASC.

Separately, [REDACTED] is interested in partnering with DASC [REDACTED] [REDACTED]. This may include a 99-year lease of 11+ acres of land [REDACTED] for construction of a facility, and potentially outdoor fields. [REDACTED] has asked for an official proposal for purposes of presentation [REDACTED] [REDACTED] to review and approve what [REDACTED] is willing to offer. Jolene & Jesse will reach out to [REDACTED] representative to ask that DASC's proposal be submitted [REDACTED]

(d) DASC Reserve Savings Discussion (5 min) – Robert

No action has been taken yet on moving the large balance savings account into a U.S. gov't-backed money market account (MMA). The Board reaffirmed that Robert should proceed with establishing a MMA with First Premiere at the earliest opportunity.

(e) DASC Indoor Facility/Building Size/Koch Hazard Mtg. Update – TJ

New mockup of the bubble was created that reduced space from 80ft wide down to 70ft wide. Discussed other access items that will be needed, including adding a garage door to better facilitate moving large items inside the bubble. Storage may be another issue to be further addressed.

5) New Business

a) SCRIP Information - Holly

Approximately 70 people have enrolled in Scrip so far. Staff will continue to promote the program to its membership in an effort to get stronger engagement.

6) Open Board Discussion –

No open discussion was introduced.

7) Adjournment

Jesse made a motion to adjourn, Ryan 2nd. All approved. Meeting adjourned at 8:46pm.

Next Board Meeting September 10, 2025.



Board Meeting Minutes

September 10, 2025

DASC Board Members Present: TJ Roling, Jolene Nasser, Angela Herrboldt, Kim Stulken, Ryan Ollerich, Laura Francis, Moses Idris, Chuck Hewitt

DASC Staff Present: Holly Hirsch, Frank Gurnick (thru end [REDACTED] Discussion, then excused)*

Special Guests: [REDACTED] and Ellie Highstreet with Highstreet Consulting, LLC.

1) Call to Order & Approval of Agenda – TJ (5 mins)

Called to order at 6:01pm.

Jolene made motion to approve agenda, Moses 2nd. All approved.

2) Review & Approval of Minutes from August Board Meeting - TJ (5 mins)

Holly requested 3 edits to the minutes to include:

1) changing “keep” to “maintain” under 4(c),

2) adding an additional comment at the end of 4(c) to include “the two options were discussed at length”, and

3) correct spelling of “Premier” in 4(d).

Kim made motion to approve with above changes, Laura 2nd. All approved.

3) State of the Club - Frank (5 min)

Zack Morris will be out for a few days to be available for family needs. Jordan Salamido started first weekend of national guard service.

Fall Kickoff tournament struggled with parking and traffic, particularly at Yankton Trail Park, which was improved by Sunday’s games.

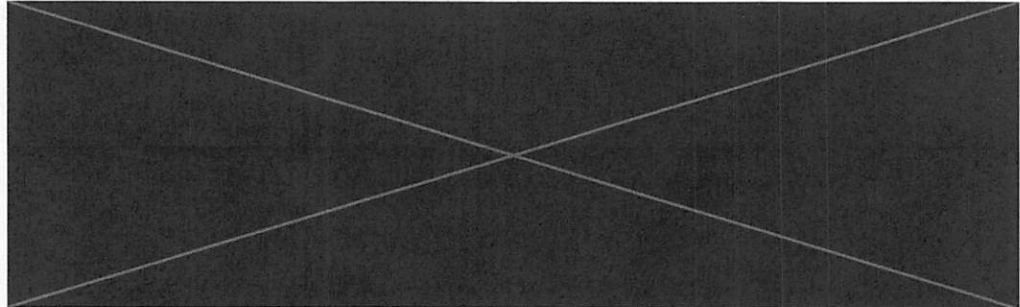
A few coaching issues were identified and addressed – one involving a rec coach who has been dismissed, another with a competitive coach which has been addressed with the coach.

4) Old Business

(a) [REDACTED]

[REDACTED] provided some general information and offered several examples of ways [REDACTED] has partnered with other organizations in the past. [REDACTED] worked with DASC in the past,

[REDACTED]



(b) [REDACTED] Frank*

Certain land parcels [REDACTED] gets first priority and would need to partner with DASC. [REDACTED] did not attend the meeting with DASC [REDACTED] due to apparent scheduling oversight. DASC will again reach out to [REDACTED] to explore collaboration directly. [REDACTED] partnership should be workable.

(c) Highstreet LLC/ Capital Campaign Task Discussion/ [REDACTED]
[REDACTED] Proposal- Ellie

Board members each selected a sub-committee within the steering committee to start fundraising efforts. Committees include Fundraising Committee, Communications Committee, and Operations Committee. Ellie would like to get the marketing committee together immediately and also set a date for the steering committee launch.

Fundraising – T.J., Jolene, Kim, Ryan, Jesse

Communication – Angela, Moses, Laura, Ryan

Operations – Holly, Chuck

Board members will reach out to invite potential additions to the steering committee. Ellie will send date options for first meeting options soon.

Discussion of potential immediate asks within the current fiscal year were discussed and will be made ASAP.

(d) [REDACTED] Update - Jolene/Ellie

Ellie provided discussion guide to aid [REDACTED] preparation. Will need to include preliminary renderings for the space, budget details, define vision for growth/expansion, expand narrative, note priority use, and offer economic development opportunities.

(e) Koch Hazard Meeting Planning Update- TJ

Provided renderings of the space to scale for consideration. Met [REDACTED] to discuss sprinkler requirements and bathroom requirements. Successful in getting [REDACTED] to agree to view in a similar manner as the Fieldhouse (vs. a spectator facility), which significantly improved minimum bathroom requirement, and saves considerable dollars in construction costs.

5) New Business:

Nothing new introduced.

6) Adjournment

Chuck made a motion to adjourn, Ryan 2nd. All approved.

Meeting adjourned at 8:26pm.

Next Board Meeting October 8, 2025.



Board Meeting Minutes

October 8, 2025

DASC Board Members Present: TJ Rolwing, Jolene Nasser, Angela Herrboldt, Kim Stulken, Jesse Wright, Ryan Ollerich, Laura Francis, Moses Idris, Chuck Hewitt

DASC Staff Present: Holly Hirsch, Robert Speeks, Frank Gurnick

Special Guests: Rob Kurtenbach with Bender Commercial and Ellie Highstreet with Highstreet Consulting, LLC.

1) Call to Order & Approval of Agenda – TJ (5 mins)

- Called to order at 6:00pm.
- Kim made motion to approve agenda, Ryan 2nd. All approved.

2) Review & Approval of Minutes from September Board Meeting - TJ (5 mins)

- Chuck made motion to approve, Laura 2nd. All approved.

3) Bender Commercial Real Estate Informational- **Rob Kurtenbach**

- [REDACTED]

4) Old Business

(a) State of the Club – Frank (5 min)

Indoor space schedules were sent out this week. Slightly less space available this year. Academy and one competitive team will practice in school gymnasiums; remaining groups will be at the fieldhouse. Sanford lease reduced slightly given the reduced space availability.

(b) Capital Campaign Public Launching/Task Discussions- Ellie

- Met with three large corporate potential donors re: capital donation opportunity. All entities are currently discussing.
- [REDACTED] partnership draft proposal was shared with the board for review. Any feedback on the proposal should be sent to Ellie by COB Friday, October 10th.
- Proposals for amount to seek for naming rights of the Bubble were discussed; also discussed amounts for naming of each field (x3 fields); plus additional sponsorship options for concessions, office suites, conference rooms, etc. Will discuss further at upcoming meetings after Board has time to consider.

Steering committee launch scheduled for tomorrow at 11a. Ellie will go through top companies DASC will want to approach first.

(c) Koch Hazard Finalizing of Renderings- TJ

Received concurrence for performance based approach for fire code/sprinkler. Koch is fine tuning blueprint design. Questions posed to Farley group were addressed to determine anticipated operating expenses for the Bubble. DASC application [REDACTED] requirements approval was approved.

(d) Volunteer Forms/Checks- Holly

2015 and 2012 age groups are all turned in; still waiting on a few high school groups to turn in volunteer checks.

(e) Executive Committee Update – Kim

The EC has held three meetings with the third meeting including Speeks. During the discussions all motions from the 09.03.25 Special Meeting of the Board were agreed upon by DASC Leadership. Those (5) motions are memorialized below and include the following:

1. Motion passed to ask Ellie Highstreet to share select Capital Campaign details and assist with graphics that can be incorporated into the [REDACTED] land proposal.
2. Motion passed to have at least one DASC staff member and one DASC Board member at all future land discussions.
3. Motion passed for Jolene or T.J. to be the Board representative at all future land discussions.
4. Motion passed to have T.J. and Jolene start discussions on future org transformations, knowledge transfers, and future succession planning.
5. Motion passed for DASC board to meet with [REDACTED], at their request.

There will be continued discussions between DASC Leadership and the EC regarding staff and organization for the future. Any proposed changes will be brought forward to the whole board. Both the EC and DASC Leadership welcome feedback and questions from the BOD.

(f) [REDACTED] Update- **Frank**

Spoke with [REDACTED] about option to share space designated for [REDACTED]. [REDACTED] is taking the item to the [REDACTED] Board of Directors for discussion in November.

[REDACTED] runs from August-October.

5) New Business:

a) DASC Policy and Procedures Update- **Robert**

Will have drafts available for review before the next meeting in November.

This will include a more formalized procedure for dealing and responding to complaints and comments.

b) Surveys- TJ

Last survey was done in 2023. Goal is to implement a more regular and recurring survey process to hear from membership, and respond as appropriate to said input from membership.

Open Board Discussion

Alumni Directory is being formed. Headed up by Jordan.

6) Adjournment

Ryan motioned to adjourn, Jolene 2nd. All approved.

Meeting adjourned at 7:44pm.

Next Board Meeting - 6pm November 12, 2025



Board Meeting Minutes

November 12, 2025

DASC Board Members Present: TJ Roling, Jolene Nasser, Angela Herrboldt, Kim Stulken, Jesse Wright, Ryan Ollerich, Laura Francis, Moses Idris, Chuck Hewitt

DASC Staff Present: Holly Hirsch, Robert Speeks, Frank Gurnick

Special Guests: Ellie Highstreet with Highstreet Consulting, LLC.

1) Call to Order & Approval of Agenda – TJ (5 mins)

- Called to order at 6:00pm.
- Laura made motion to approve agenda, Jolene 2nd. All approved.

2) Review & Approval of Minutes from October Board Meeting - TJ (5 mins)

- Angela made motion to approve, Ryan 2nd. All approved.

3) State of the Club- Frank (5 min)

- Recreational season completed. Coach of the year will be recognized via social media.
- Attending 50 Physical Education classes at Harrisburg schools. Primarily Zach, Abbey, and Jimmy attending.
- Partnering with Boys and Girls Club @ George McGovern, Dec-Feb.
- Discussion about Competitive Committee meeting to plan for next year. Current participants in the committee include TJ, Vince Jones, Holly Hirsch, Frank, Gabe, Jud, and Mekonnen Afa. Several board members stated the need for more board participation on that committee, per bylaws as well as to ensure better communication with BOD. Due to a full agenda, further discussion on committee composition was tabled for the next meeting.
- Boys Winter Games has 103 applications; 7 applications were rejected.
- Over 200 referees have registered.
- YDA has 80 participants registered.

4) Old Business

(a) Capital Campaign Community Appeals Planning/ Public Launching/

██████████ Discussions- Ellie

██████████ Ellie seeking 2 volunteers - to meet with ██████████ to address various questions including budget, infrastructure questions, economic impact, etc to better inform ██████████ Jolene and Robert volunteered to attend the discussion with Ellie.

Second volunteer opportunity – need a team to come up with Tier 1, 2, 3, 4 etc for donors, and decide how we are going to recognize smaller dollar donors who are equally important. Laura and Chuck volunteered.

Tomorrow, Nov 13, will be a practice run through of the community appeals public launch presentation at 5:30p at T.J.'s office. Stretch goal should be \$1.5 million from the community appeals fund.

Public Launch – create a goal bar to show progress. Meeting with ██████████ re: potential donation, scheduled for 11/20. Still waiting to hear back from ██████████ re: possible gifts. Chamber meeting is next week, 11/19, at 7:30am. DASC is one of three groups presenting that morning.

(b) Policy and Procedures- Holly/Frank

Past and current revision documents were emailed out by Robert immediately prior to the board meeting. Holly provided a summary of change document to aid review. Asking each board member to review and provide comment by midnight November 23, 2025.

(c) Scrip Brief Informational- Holly

Participation in SCRIP is continuing to grow.

- July and August have been disbursed: \$520.42 went out to teams, \$149.45 to scholarship, and \$37.21 to admin.
- Sept and Oct pay-out to teams was \$591.55; pay out to scholarship was \$171.43; and admin was \$42.84.

(d) [REDACTED] Update- Frank

Frank reached out to [REDACTED] DASC has not received any response back from their Board re: the DASC proposal for shared land.

No update on [REDACTED] from what was last offered.

(e) Facilities Committee Update- TJ

Last meeting was October 28, 2025. Some adjustments were made to the building layout. New renderings offered to make sure it was laid out as efficiently as possible. The Facilities Committee is meeting again tomorrow.

(f) Executive Committee Update and Board Discussion Closed Session- TJ

Guests were dismissed from the meeting and Board went into closed executive session at 6:49pm.

Ryan made a motion to exit the executive session, Laura 2nd. All approved.

5) New Business:

Open Board Discussion – Club reorganization was discussed, including procedural and communication concerns during the process. Robert is drafting some initial reorganization documents and will contact the executive committee when these materials are ready for review and to set a meeting to move forward.

Jesse stated his position that reorganization is a major change which should include the full BOD, rather than exclusively the EC. No formal motions were voted upon regarding the proper procedure, however Jesse's objection is noted.

6) Adjournment

Ryan made a motion to adjourn, Laura 2nd. All approved.

Meeting adjourned at 9:39pm.

Next Board Meeting — December 10, 2025

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.

Meeting adjourned at 9:39pm.



Board Meeting Minutes

December 10, 2025

DASC Board Members Present: TJ Roling, Jolene Nasser, Angela Herrboldt, Kim Stulken, Jesse Wright, Laura Francis, Chuck Hewitt

DASC Staff Present: Holly Hirsch, Robert Speeks, Frank Gurnick

1) Call to Order & Approval of Agenda – TJ (5 mins)

- Called to order at 6:05pm.
- Angela made a motion to approve the agenda, with acknowledgement and agreement by all to further table the committee composition discussion (previously tabled from November's meeting to the December meeting) to a later meeting TBD, Laura 2nd. All approved.

2) Review & Approval of Minutes from November Board Meeting - TJ (5 mins)

- Edit suggested to add "recreational" under item 3 to state 'recreational season concluded.'
- Chuck made motion to approve public minutes with the above edit, Jesse 2nd. All approved.
- TJ moved to go into executive session to discuss prior meeting closed session notes, Jolene 2nd. All approved. Holly exited the meeting to allow for closed discussion.

(closed session)

- TJ made motion to exit closed session, Jolene 2nd. All approved. Holly returned to the meeting.

3) State of the Club- Frank (5 min)

- Competitive Committee information meeting occurred on Dec 8, 2025. Directors that attended found the meeting useful.
- Boys Winter Games had 106 teams. One U19 team had to forfeit games due to red cards and another U19 team forfeited for lack of players.
- Recommendation to revisit the rules for red card suspensions, with consideration to include clarification regarding forfeited games and if that

qualifies as 'a scheduled game' for players suspended by red card and restricted from playing in 'the next scheduled game.'

- Recreational 'Take it to the Turf' is scheduled for December 20th – 54 teams are registered to play.
- Abbey, Jim, and Zach have attended 130 Harrisburg PE classes. Zach is working with Embe to offer some programming on No-School days, and will be working with CLC to do the same at their afterschool program. Abbey and Zach are also making weekly visits to the Boys & Girls Club McGovern Middle School from Dec-March.
- YDA session ends 12/13/2025; second session will begin Jan 10th. Current registrations total 48 so far – aiming for 80.

4) DASC Staff Appreciation Meal Acknowledgement- TJ

- Employee appreciation meal will be scheduled for some time in January. All board members are strongly encouraged to attend.

5) Old Business

(a) Capital Campaign Informational [REDACTED] Community Appeals, [REDACTED] - Frank

- 8am meeting Thursday December 11, 2025 with [REDACTED] and DASC (TJ and Frank attending that meeting for DASC)
- Ellie and Jolene met with [REDACTED] to discuss potential land options and future site considerations.
- Frank and Ellie met with [REDACTED] to discuss naming rights requirements [REDACTED]
- DASC representatives met with [REDACTED] No donation commitments received at this time.
- DASC was not awarded the Chamber Community Appeal. Committee encouraged DASC to reapply once we have a location secured, lead donations committed, and a more defined operational budget and finance framework.

(b) Koch Hazard Update – TJ

- Updated project estimate now \$9.33 million. Increased estimate attributed to increase in building size, low initial estimates that have been adjusted, and a rise in general contractor/overhead costs that increased 6 percentage points (from 6% to 12%).

(c) [REDACTED] Facility Location for DASC [REDACTED]

[REDACTED] Update- Frank

- 8am meeting tomorrow, 12/11/2025, with [REDACTED]

(d) Facilities Committee Update- TJ

- See Facilities Committee executive summary for additional updates.
- Potential land opportunity adjacent to [REDACTED]
[REDACTED] Opportunity is being explored.

(e) Executive Committee Informational Update- TJ

- Written Performance Review of Frank Gurnick complete – targeting next week for sit-down discussion with EC.
- Reorg initiative will commence after the start of the new year to allow Robert and DASC staff to complete staff assessments and position recommendations. Goal to present proposals to EC sometime in the first week of January to include staff placement recommendations and reorg proposals.

6) New Business:

(a) Policy and Procedures- (30-minute hard stop) Holly/ Frank

- Jesse made a motion to table P&P discussion until late February, Jolene 2nd. All approved. Holly will work on incorporating current feedback and changes into a working document. A P&P meeting to work through proposed changes will be scheduled after the February board meeting.

(b) Mission, Vision, Values Update- (15-minute hard stop) Frank

- Chuck made motion to table the Mission, Vision and Values (MVV) statement update and proposed the MVV review occur at the same time as policies and procedures, Jolene 2nd. All approved.

Open Board Discussion

- Angela made a motion to post an executive director position to fill Robert's FT vacancy. After discussion, decision was made to table posting the vacancy until after the Executive Committee has reviewed Reorg and staff placement recommendations – anticipated for January.

6) Adjournment

Jolene made motion to adjourn, TJ 2nd. All approved. Meeting adjourned @ 8:12pm.

Next Meeting January 14th @ 6PM



Board Meeting Minutes

January 14, 2026

DASC Board Members Present: TJ Roling, Jolene Nasser, Angela Herrboldt, Kim Stulken, Jesse Wright, Chuck Hewitt, Ryan Ollerich, and Moses Idris. Laura Francis present for closed session portion of meeting.

DASC Staff Present: Holly Hirsch, Robert Speeks, Frank Gurnick

Guests: Ellie Highstreet

1) Call to Order & Approval of Agenda – TJ (5 mins)

Meeting called to order at 6:00pm. Jolene made a motion to add update on [REDACTED] as 5(d), Chuck 2nd. All approved. Jolene made a motion to approve agenda with change, Chuck 2nd. All approved.

2) Review & Approval of Minutes from December Board Meeting - TJ (5 mins)

Motion to approve the open public minutes made by Jolene, Chuck 2nd. All approved.

3) State of the Club- Frank (5 min)

YDA sessions have started – 98 children enrolled.

Registration for boys winter games and junior winter games saw increased enrollments, but girls winter game enrollments are down from last year.

Ohayon registrations are starting to roll in and considered a favorable observation.

Adult league also reported increased enrollments.

Rec program spring registration is currently open through 2/17/2026. December Rec 3v3 was a big success. Various outreach activities were offered and successful, including REACH literacy, SFAHS pet adoption promotion, and U7-U8 games offered at Riverview Pumpkin Patch.

Holly was recognized as Club Administrator of the Year. Congratulations Holly!

DOSO observed training sessions at 8+ different sessions.

Spring meeting for head coaches, asst coaches, managers and treasurers will be March 1st.

4) Financials- Robert

Programs are operating in the black. Total expenses are on point/at projection. Angela met with Robert last week to discuss additional Board reporting options. Working on budget comparison for next meeting. Robert plans to provide the investment policy for review and approval at the next Board meeting.

5) Old Business

(a) Capital Campaign Informational (Update)- Ellie

Ellie and Jolene should reach out to [REDACTED] tomorrow for an update on [REDACTED] land option. No new developments on [REDACTED] due to holidays, etc. Touchpoint tomorrow will be to encourage movements forward.

Ellie recommends scheduling a steering committee next month (February.) Paul Batcheller and Frank are meeting on Friday (1/16) to discuss future meetings with potential donors.

(b) Facilities Committee Update/Koch Update Hazard – TJ

[REDACTED] is on hold. Meeting scheduled for turf costs.

(c) [REDACTED] Update- Frank/TJ

Met with [REDACTED] on 1/7/26 right before their AGM. Most of the [REDACTED] board showed up for this meeting. Frank laid out the background for DASC connecting with [REDACTED]. [REDACTED] did not offer an ETA on getting back to DASC. The group did ask for some negotiation options such as office space and/or advertising [REDACTED]. It's been a week since the meeting and no response back from them yet. Also appeared that the [REDACTED] may have some sway on what happens with the land. [REDACTED] offered to partner with DASC in the next community appeals meeting next year to ask for funds if we decide to proceed together. It was noted that [REDACTED] has assets that could be contributed to the project.

Ellie Highstreet exited the meeting.

TJ made a motion to go into closed session at 6:45pm, Jolene second. All approved. Holly exited the meeting.

TJ made a motion to end the meeting. Jesse 2nd. All approved. T.J. closed the meeting at 9:29pm and T.J. and Kim left the meeting.



Board Meeting Minutes

January 14, 2026

Part II:

DASC Board Members Present: Jolene Nasser, Angela Herrboldt, Jesse Wright, Chuck Hewitt, Ryan Ollerich, and Moses Idris. Laura Francis present for closed session portion of meeting.

Jolene assumed role as interim President and reopened the meeting at 9:30pm to continue business. Moses asked for a month or two to consider his DASC board position. Moses exited the meeting at 9:35pm.

1. Board Member Retention Discussion

- Board expressed desire for Moses and Ryan to remain on the board, citing their unique perspectives and contributions:
 - Moses: nonprofit experience and scholarship program development.
 - Ryan: insight into adult league and recreational programs.
- Both members requested time to consider; Moses indicated willingness to stay involved in club activities regardless of board decision.

2. DOSO Termination

- Frank informed of board decision:
 - Informed of vote outcome: 5–4 in favor of termination, effective immediately.
- Board offered Frank option to address staff at 10:00 AM next day before collecting personal items.
- Board expressed appreciation for Frank's contributions and acknowledged difficulty of decision.

3. Interim Leadership Plan

- Interim structure proposed:
 - **Gabe:** Director of Competitive Soccer (competitive and program soccer-related responsibilities).
 - **Abby:** Interim support for soccer business administrative tasks and related club management.
- Compensation adjustments and role clarity to be determined.
- Jesse made a motion, Jolene 2nd to appoint Gabe as interim soccer director and Abbey as interim soccer business manager. All approved.

- Gabe and Abbey contacted immediately. Both accepted the interim assignments.
- Staff meeting scheduled for **10:00 AM tomorrow** to communicate changes.

Laura dropped from the call at this time.

4. Recruitment of New Board Members

- Identified need for at least two additional board members.
- Suggestions included individuals with recreational or adult league experience.
- Current directors will pursue interest and recommendations.

6. Additional Actions

- Gabe to contact key employees to encourage retention; concern noted regarding potential departures of any other key employees.
- Gabe suggested we engage Brandon Barkus for advisory input due to prior leadership experience.
- Email to staff to be sent tonight announcing meeting and leadership changes.

7. Board Officer Changes

- TJ and Kim resigned from board.
- Jolene assumed role of interim President.
- Treasurer position vacated.
- Board officer designation tabled for a later date.

8. Adjournment

Meeting concluded after confirming next steps for staff communication and interim leadership. Angela made a motion to adjourn, Ryan 2nd. All approved. Meeting adjourned at 10:35pm.



Special Board Meeting Minutes

January 29, 2026

Call to Order: 6:34 PM

Location: DASC Office

Directors Present: Jolene Nasser, Chuck Hewitt, Laura Francis, Moses Idris, Angela Herrboldt, and Jesse Wright

Staff Present: Holly Hirsch

1) Approval of Prior Minutes & Bank Resolution

Items:

- Approval of minutes from January 14 meeting and January 19 working meeting.
- Correction to bank resolution tied to the January 19 meeting.

MOTION 1 (Resolution Amendment):

Amend the First PREMIER Bank resolution to substitute Abbey Miller as the additional signatory (and remove Gabe).

- **Motion:** Angela 1st.
- **Second:** Jolene.
- **Vote:** Unanimous in favor; Passed.

MOTION 2 (Minutes Approval):

Approve the January 14 and January 19 minutes as amended (Abbey substitution).

- **Motion:** Jolene 1st.
- **Second:** Moses.
- **Vote:** Unanimous in favor; Passed.

2) Referee Assigner Certification & Distribution

Status Updates:

- **Thomas:** Certified and ready.
- **Erin:** Near completion; one course left (expected to finish same day).
- **Jordan:** Pending; background check delays (military-related, could take several weeks).
- **Goal:** End state of three assigners (One as primary, two as backup once all complete).

Neutrality & Operations:

- Optics of neutrality noted; assigners should not assign their own games.
- Proposed internal policy: Assigners cannot assign their own tier or their own team's matches (e.g., Erin/Thomas cross-assign each other's programs on game day).

- **Tournament workload:** Ensure assigner independence on event days (coaching + assigning should be avoided).
- Payments run through Assignr platform (not payroll). Holly recommended having one person manage pay cycles to reduce errors (with a second trained backup).

Decision (no formal vote):

- Adopt internal neutrality rule (assigners don't assign their own games/tiers).
 - Confirm roles with Gabe and staff at/around February 11.
-

3) Org Chart & Technical Director

- Technical Director role will be lateral to Girl's Curriculum lead and Boy's Curriculum lead. All will report directly to Gabe.
-

4) Communications, Staff Engagement & Email Routing

Near-Term Internal Communications:

- Send regular board update email to staff during transition (what the board worked on; key decisions; upcoming).
- Convert to monthly once stable.

Board Presence & Calendar:

- Board members to attend staff meetings (listen-observe; available for questions).
- Create and share a board calendar of key program dates (e.g., Soccer Stars, tournaments). Chuck will create calendar to share.

Professional Development:

- Previously purchased leadership training (non-soccer PD) to be scheduled after org chart finalization

Community Building:

- Consider mixers/socials with board, staff, team managers, treasurers.
- Remind staff that board meetings are open (with closed portions for sensitive items).

Email Routing & Groups:

- Holly to configure BOD email as a group alias (not a single mailbox) that forwards to all directors.
 - Ensure emails to unattended inboxes are forwarding to Gabe (preferred) or into the BOD group (secondary).
 - Confirm domain-level settings and archive any content before deprecating old individual mailbox entries. (BOD email account.)
-

7) Tryouts, Age-Group Changes, Uniforms & Team Managers

Tryouts Timing:

- Younger ages possibly in June; older ages in July, to accommodate league schedules and age-group changes.
- Emphasize early, frequent communication to families.

Uniforms & Rosters:

- Plan to retain current uniforms & numbers when possible; manage exceptions (club may absorb costs for unavoidable number conflicts).
- League applications with roster definitions expected March–April

Playing Up Policy:

- Proposed enforcement: Playing up requires making the top team of that older age.
 - Expect roster ripple effects; plan manager & treasurer recruitment early.
-

8) Admin Task Realignment

- Plan a sit-down session (Abby, Erin, Jimmy, Robert, Zach, etc.) to map day-to-day admin tasks once org roles are finalized.
 - Goal: workload balance; clear ownership; avoid gaps.
-

Board Entered Closed Executive Session

—

Board Exited Closed Executive Session

Adjournment

- Angela made a motion to adjourn, Jolene 2nd. All approved.
 - Meeting adjourned at 9:34p.
-