

Puget Sound Region Board Meeting Q1 23-24

In Person (Baden) – October 22, 2023 – 4:00PM

BOARD MEMBERS IN ATTENDANCE

Lenora Sneva, Shannon Pratt, Bri Dahl, Lance Sugden, Bil Caillier, Molly Donahue, Tahia Malu, Stacie Robbins

NEW BOARD MEMBERS IN ATTENDANCE

Stu Morgan

BOARD MEMBERS NOT IN ATTENDANCE

PSR STAFF IN ATTENDANCE

Cindy Compoc, Dragan Karadzic, Robyn Williams

GUESTS IN ATTENDANCE

Richard Scott, Baden

Meeting called to order by Bil Caillier, Board Chair at 4:01 PM

1. INTRODUCTIONS

- Opening Statement from Board Chair
- Please revisit the code of conduct – important for all of us heading into the season. Making sure we understand our role as being On the Board (and when we are showing up in the region as Board Members), and when we are representing our own club teams.
- Individual introductions from all board members, staff members in attendance.

2. MEETING MINUTES from Q4

- Molly presented the board meeting minutes for approval and discussion.
- Conflict of interest forms need to be renewed by all board members. To be distributed by Molly after the meeting, and stored in DB.
- Shannon motioned to approve the minutes.
- Bri seconded the motion – all approve with no further discussions.
- Board minutes are approved.

3. FINANCIALS (Stacie/Lance/Cindy)

- Review / Approve 2022-23 Financials
 - i. Key Income categories: registration (memberships), power league (team entry fees), regionals (entry fees, ticket sales, event promotional sales), high performance program (camp tryouts, fees)

- ii. Key Expenses: Admin (payroll, AES, rent, travel), Power League (gym rental, officials, wages), regionals, (gym rental, lodging), high performance (lodging, airfare, wages, entry fees, transportation)
- Full Year Financials for 2022-2023: net income – \$106,396
 - i. Registration exceeded budget – more players by membership than anticipated.
 - ii. Timing impact by moving forward tryouts (~10K)
 - iii. High Performance exceeded budget by 25K
 - iv. Power League had more teams participating than budget
 - v. Regionals (\$5/person for admission)
- Full Year Financials for 2022-2033: expenses - \$33,914 variance
 - i. Power League funds invested back into local high schools and programs rather than outside facilities or colleges
 - ii. Regionals were more expensive than anticipated. Required to contract with NW Sports Hub Commission for lodging. We were supposed to receive a 10% commission back for our teams using the four specific hotels, and the check wasn't large. Created a 'stay to play' scenario that didn't result in a commission back to the region.

Stacie and Lance presented the 2022-2023 financials to the board for approval.

Bri motioned to approve the financials and budget.

Shannon seconded the motion – all approve with no further discussions.

Financials are approved.

4. PROPOSAL FOR STRATEGIC PLAN / SWOT / NEEDS ANALYSIS

- Cyndi Wood – experience with Badger and Carolina regions + Jess McRae
- Identify our time, treasure, and talent (T3 Holistic Development Model) to achieve long term sustainability.
- Five key elements of an effective organization: leadership, resource development, communications, programs and services, infrastructure.
- Three Phases
 1. Internal SWOT. 4-6 weeks via survey monkey.
 2. External Needs Assessment Survey. Identification of resources.
 3. Strategic planning – timeline, assignments, and progress monitoring

GROUP DISCUSSION AND QUESTIONS

- The contract is \$45K
- What is the return on investment? We put this work in – what is the growth metric attached to it?
- The 100 respondents survey – will we be able to procure that amount of buy in to this process?

- What is PSR hoping to get out of this process? Leadership (individuals, clubs, parents), resource development (\$), communications (??), programs and services (grow the game, not just the ones the elite or the money), infrastructure (??).
- Is this necessary? We've done it before, and did anything concrete result out of it? – Recovery from COVID.
- What sort of workload will be expected of individual board members? Can we justify the expenditure – but will there be ownership of the work continuing forward? We need to ask CWA – what is the time commitment projected for this work?
- Our main problem seems to be that none of the club directors want to collaborate. Will they use this opportunity to provide legitimate and honest feedback, and if so, are we prepared to receive this feedback? Are we worried about more large-scale issues that could crop up given the needs assessment?
- Can we go back to CWA with a counterproposal for a smaller bid with less work?
- What does the region want to know, and why do we want to know it?
- Is now the right time to undertake this? Should we push to late spring so the majority of the work is over the summer? Start phase 1 around March. Phase 2 end of April.
- Default list this in the budget – earmarked – and we will make the decision further down the road

5. 2023-24 BUDGET PRESENTATION/APPROVAL

- 2023-2024: Revenue Decrease of \$14K projected
 - Registration projected down (NPJ + 2%) pre-buys plus summer registration
 - Adding more HP teams
 - Regionals – anticipating reduction in PL entry fees and ticket sales
- 2023-2024: Expense
 - 45K placeholder for strategic planning
 - Beach always loses money
 - Officials development – Officially Human partnership, travel to May meetings, and expense for new official training
- Overall projecting a \$30K loss this year

6. EXECUTIVE SESSION

Bri moved to hold an executive session.

Stu seconded the motion.

Stacie and Lance presented the 2023-2024 budget to the board for approval.

Bri motioned to approve the financials and budget.

Stu seconded the motion – all approve with no further discussions.

Financials are approved.

7. NEW BUSIENSS

Tabled due to time.

8. SET NEW MEETING

Beginning of December. Cindy will distribute poll by email to schedule next meeting date.

9. ADJOURN

Molly moved to adjourn the meeting.

Stu seconded.

Meeting adjourned at 7:07 PM.