



Board Members:

Ryan Kapsner	X
JJ Helget	X
Kelly Terrell	X
Dan Grack	X
Warren Peterson	X
Mike Kirchoff	X
Jamie Aanenson	
Kelly Biedscheid	
Brenda Stevermer	X
Ryan Altmann	X
Grant Poehler	X
Eric Davis	X
Marty Ray	
Katie Faugstad	X
Ashley Staunton	X
Phil Tostenson	

Officers

President:

Ryan Kapsner

Vice-President:

open

Secretary:

Kelly Biedscheid

Treasurer:

Brenda Stevermer

Positions:

Tournament Director:

Phil Tostenson

Organizational Coordinator:

Ashley Staunton

Equipment Manager:

Marty Ray

Agenda

Mankato Peppers Softball Board Meeting

Wednesday, August 20th, 2025 7:00 PM @ Wow Zone

- Welcome and introduction – call to order: 7:05 p.m. Ryan Kapsner
- Adoption and/or correction of the minutes of the last meeting –**Voting Item** – July special meeting minutes have been posted - no changes needed. **Brenda motioned to approve, Mike 2nd, all in favor. This passed.**
- Financial Report –Katie and Brenda- **Voting Item** – Katie and Brenda: Fiscal year ended July 31st. Bill from City is not in there so will be additional expenses. Reviewed statement of activities, at a loss for the year. Player fees were overbudgeted. Classic was also under due to 34 fewer teams. Increased staff pay. New budget is being worked on. **Ryan approved, JJ 2nd, Passed**

Committee Reports

o Tournaments: (Phil) Phil is working on job description and budget for tournaments. Work on where things should be allocated to see what tournaments are making money. Find out where we're losing

money vs. making money. Phil would recommend moving Fall Frenzy into September next year. Phil is shooting to get 114 teams for Classic. Will promote in Iowa. Reach out to hotels and get something lined up with them to hold rooms. Should put together a tournament committee to assist Phil.

o Umpires- (Rose) Voiced frustration by quickness of Fall Frenzy and getting umpires lined up.

o Equipment (Marty) All fall ball coaches got equipment bags? Brenda checking with Marty.

o Travel- (Ryan/Kelly/Dan/Ryan/JJ)- Discussion of tryouts, 14u needs Had a lot of people drop out. Still looking for 14u pitcher for A team. Need players for 14B team. Grant will recruit at Fall Frenzy. All cut players are willing to come back. Need 1 utility player and 1 pitcher at 16A. Promote on S&C and FB page. Is it worth reaching out to smaller surrounding town head coaches to see if they have players that would be interested in coming to play. Tryouts overall went well and selection of teams went well. Need ideas on how to keep kids locked into roster. Don't post rosters until players commit – have 24 hours. After they commit, take 50% out then. Discussed 15 vs. 16 team.

o SSL- (Kelly/Eric/Brenda/Mike/Grant) Working on budget. A lot of teams are signed up for SSL fall ball league. 8u and HS didn't have enough teams to form a league. Showdown went great.

o Lil Peppers- (Brenda/Kelly/Eric/Mike/Grant) Working on budget. 2025 went well. Working on improvements and will submit something for budget.

o Marketing- (Ashley) Plans to utilize social media more than we have in past.

- Website-
- Facebook/Instagram-
- Social Media

o Peppers Wear Nothing to present now. Need to get new jerseys ordered. Maintenance guy at West has a side company. Gave JJ some mock-ups. Will also reach out to UTE and Printwear Graphics. Will make a sub-committee to get uniform options. There are boxes of 2025 sweatshirts and tshirts. What do we do with them? Let's give them to fall ball teams.

- Online store(?) Discuss with UTE about setting up online stores to get % kickback on orders. Are we getting that already?
- UTE/ Printware updates/Jerseys/uniforms

o Sponsorships (Eric/Ryan/Jamie/Grant) UTE has donated Lil' Pepper shirts in the past. Question, are people giving checks? Yes, except for equipment and product from Hermel. Sponsors will go on banners, have players take pictures in front of banners to get to companies to put on their socials. Idea to redo Big Dog's mural on back wall.

Eric got banners this year with hopes of retaining next year – Sign Pro makes those.
Reach out to Play It Again

o Concessions: (Steph/Eric) May need to raise some prices next year.

Old Business

- Cancel policy- Discussion and approval of 21 days before. No money back. For tournaments. This is in place for the Classic already.

- Amendment to bylaws (2 weeks' notice) to change District 77 rule for 10u and 8u and to change try out times. (10u is 10/6/25 and 8u in the spring for 2025) Brenda sent out amendment to change Dist. 77 rule and change tryout times for 10u to fall and keep 8u in Spring. Reviewed proposed revisions and discussed. **Dan motioned to approve, Kelly and Warren 2nd, all voted in favor. This has passed.**

New Requests- Discussion and voting items

- Marty resignation from President position.- Bylaws state if President becomes absent, VP becomes President for remainder of year until vote at yearend. Ryan Kapsner, as VP, will serve as President through the end of 2025. Do we have to vote in a new VP right now? Bylaws didn't state. Everyone is good to leave it open.

- Review of paid positions and description- does anyone have one. An email was sent to all staff asking what their job description is and what they're accountable for. Want to know if we are asking these individuals what's expected of them. Do we reshape the pay based on what they do? Need to review.

- Discuss the 2026 Budgets- Each committee presents budgets with new requests/ideas projected. Ryan and Brenda to coordinate and put together. We'd like each committee to give projected budget. Are the fees right, expenses, etc.? Working towards getting a budget put in place before next meeting.

- Appoint a Travel Coordinator with clear job description. Travel committee would like to have JJ be travel chair. No objections. JJ presented plan for 10u travel tryouts in October. Hire an outside tryout coordinator with evaluators like we've done in the past. Make sure evaluators are consistent with scoring/criticizing. Tryout score will be a combination of tryout scores plus past season coach's evaluation and recommendation.

Team 1 will be top 11 plus top pitcher and catcher

Team 2 will be next 11 scoring players plus adequate pitcher and catcher

Team 3 will be developmental team. Goal to have adequate pitcher and catcher. Pitchers and catchers may need to be developed.

Every player will pitch as part of their tryout.

Will ask previous year's coaches to provide a rank of players, same thing for catchers/pitchers.

Need to re-evaluate tryout process – should we incorporate some form of a scrimmage? Might be something for next year. Get outside “no skin in the game” adults to watch scrimmage and rank players?

- Discuss the structure of offering positions, evaluation process, coach search process, focus for 8U-12U Tryouts.

We are accepting applications and interview all coaches. Past coaches who have been interviewed previously may not be interviewed again. Travel Committee will rank coaches in order to hiring preference. In event of all parent applicants, will rank and coaches will be offered based on where daughters are placed after tryouts. All coaches will be welcomed to attend and watch tryouts.

Talking to outside sources on why it's difficult to get “non-parent” coaches. Compensation is the biggest issue. We need to find a way to make sure they don't end the season with a loss. Make sure we have stipends in place for out of pocket expenses in addition to pay. What can we do to attract non-parent coaches?

➤ Discuss the 10U team formation. No issues

Tryouts will be held on 10/6/2025. Bethany but will be outside if it's nice out

Proposal to increase fee to \$650 per player from \$575. **Brenda motions to increase 10U fee for 2026 season to \$650, Mike 2nd, all in favor, Passed**

JJ motion to make 8U \$450 for 2026 season, Brenda 2nd, all in favor, Passed.

➤ Proposal to hire a social media person. Review if a paid position. Should be doing way more on social media/website to promote and spotlight teams and players, alumni. Missing an important piece – clubs do it all the time (Midwest Speed, etc.). Lil' Peppers is our base. We need to try to get parents with younger kids involved and in the program for years. Could the position be rolled into a person who also handles marketing and sponsorship? Need to be tech savvy. See if we can find someone within our families before we put together a flyer – looking for a marketing person. Brenda to put together proposal on job description, how much they should be paid, etc.

➤ Proposal for continued pursuit of an off season facility. Update current opportunity and review a budget amount we can work within. Should review what we have for equipment to fill it.

(where/what/documented) Have nets from the PIT and turf mounds. Reach out to Marty and do inventory. Met with Troy Volk at old True Value warehouse to get a ballpark number for price. Has another opportunity coming in spring – will keep discussions going. Wants to give back to the community. Might be in the budget for upcoming years. Ryan will meet with Bethany and MSU to try and come up with better rental rate. Try and get Bethany reserved for longer this year. 24/7 is full and unable to commit. Ryan connected with someone at Taylor – they don't have space right now but will keep us in mind.

JJ will talk with Caswell – want to build a premier baseball complex that rivals Caswell with softball. See if they'd be willing to rent us cages, space to offset some of their costs.

Should be doing a fall camp with Lil' Peppers indoors during the winter – can do full games indoors. Bella wants to do clinics, recruiting workshops, etc.

➤ UTE meeting, Printware meeting, Inkpressive apparel (Torrey Walrath), Jersey selection. See some samples and have a plan on what we're going to buy – quarter 4 so we're good to go beginning of 2026. Can we have players vote on design? Put on social media?

Have a pros and cons list of why there may be a switch in companies. Uniform committee will run with it.

➤ Discussion regarding coaches stipend: Parent assistant coaches get their fee waived (up to 2).

Proposal to give college coach assistants \$700, amount of fees waived for parent assistants. Need to get the college coaches more to keep them involved, even if assistant coaches. Need to discuss how to get more to them. Should we adjust what we pay parent coaches – cover hotel rooms, waive player fees and volunteer hours vs. pay?

➤ Adjournment **Brenda motion to adjourn, 9:03 p.m.** Next meeting is 9/17/2025 at 7:00 at Wow Zone