



# South San Jose Youth Soccer League Meeting Minutes

September 10, 2007

**Meeting Type:** Regular Monthly Board Meeting

**Location:** Los Paseos Community Center, 7047 Via Ramada, San Jose, CA 95139

## Board Member Role Call:

Bruce Yost	President	Present
Don Crawford	Vice President	Present
Arlette Zimmermann	Treasurer	Present
Bruce Bacon	Secretary	Present
Rosemary Alvarez	Registrar	Present
David Serrano	Referee Director	Present
Kurt Kanavel	Fields Director	Absent
Rick Simons	Assistant Fields Director	Present
Alan Chase	Assistant Fields Director	Present
Anh Nguyen	Competitive Teams and Coaching Director	Absent
Claudio Fleiner	Recreational Director	Present
Ghassan Khadder	U8 Director	Absent
Paul Nishimatsu	Tournaments Coordinator	Present
Laura Lewis	Equipment Director	Present
Karan Nolan	Communication, Activity & Promotions Director	Present
Bill Mayne	Abronzino Rep	Present
Anh Nguyen	Delgado Rep	Absent
Jessica Chase	Youth Representative	Present

## Guests Present:

John Cleveland	BU17 Ruckas
Pamella Yee	FC
Bob Heckmann	PCA Representative
Michael Karr	PSA Representative
Jerry Supernaw	Coach

- A. Bruce Yost called the meeting to order at 7:10 pm.
- B. Role call was taken and a quorum was verified. 14 board members were present and 3 were absent.
- C. Guest Business:
  1. Michael Karr addressed the issue of the PSA teams that have not yet complied with league color and uniform requirements. He explained that these teams just purchased the PSA uniforms recently and after joining SSJYSL in May they were told by Toby Bell that it would be ok to continue with the PSA uniforms until the end of the fall season. He went on to

explain that they had every intention to convert to SSJYSL colors and approved uniforms but did not realize it was expected immediately. He pointed out that the families on these teams have recently paid for the existing uniforms they have and that it would be a hardship for them to have to buy all new uniforms. Mike also pointed out that as a sign of PSA's good faith intentions, since joining the league a few months ago they have made a donation to the league, volunteered for a number of jobs that have come up, have attended board meetings and have generally tried to be very supportive in the SSJYSL community. Several board members acknowledged Mike's observations.

Several board members expressed their frustration with the overall situation. Rick Simons pointed out that the board does not seem to enforce its own rules and Constitution and seems too repeatedly make exceptions to this and other established rules. Bruce Bacon pointed out that in this case, there was a breakdown in the process between the Board vote to accept the teams and the coaching approval process which is also used to establish solid lines of communications regarding the league rules with the coaches. In this case, the individual PSA team coaches seem unaware of the issue because of the lack of any direct communication with the board as normally occurs. Bill Mayne and several others pointed out that when Toby met with the board in May as a representative of the PSA teams he knew the league rules and it was understood by the board at that time that he would be communicating the rules to the PSA teams. It was also pointed out that the rule in question was originally Toby's idea and one he pushed for passage when he was a board member several years ago. Rosemary brought up past precedence, and said that we should not punish the teams. Further discussion followed. Bruce Yost suggested a compromise by agreeing to allow PSA teams to play through the year in their current uniforms but having them have the SSJYSL Logo put on the jerseys. [Karen moved that: The PSA teams are required to have league approved uniforms by January 2008 and in the meantime will be required to have the SSJYSL logo put their current uniforms. Rosemary seconded. Motion carried.](#)

2. Regarding the issue pertaining to the PSA team coaches not having gone through the coach approval process. Michael Karr advised that the coaches had submitted their coaching applications on the league website within two weeks of the May board meeting. Claudio Fleiner said he would look into this and try to determine what went wrong with the process. (note: subsequent to this meeting, Claudio did discover and report to the board via email an error in the online form submission process that he has now resolved.)
3. Bob Heckmann from PCA advised the board that he spoke with Anh Nguyen in late July and heard that there was some discussion among the board about whether or not the league should continue the PCA program. Bob said he was here to encourage renewing the program and more importantly make himself available to answer questions. Claudio asked Bob about ways of improving attendance for the PCA program. Bob

replied that the best way to do it was make it mandatory. Bill Mayne asked how much the program costs and Bob replied that the 12 months program, including 3 workshops has an annual fee of \$2200.00.

D. Agenda approval: *Laura moved that we accept the Agenda with the amendment that the Youth Representative give her member report first (She has school the following day). Rick seconded the motion. Motion carried*

E. Minutes approval: *Laura moved that we accept the August 2007 minutes. Bill seconded the motion. Motion carried.*

F. Correspondence:

1. Arlette distributed correspondence to Rosemary

G. Board Member Reports:

1. Youth Representative: Jessica Chase

- a. Jessica passed around copies of the coach evaluation form she has prepared and is planning to distribute to players. She explained that she also has an idea to include a league evaluation form to allow players to comment on various aspects of the league. She asked for board member comment to this idea. Jessica's suggestions were positively received by the Board. Several board members offered a number of comments and suggestions on the form and generally felt it should include questions about as many issues as possible including fields, uniforms, opening day, pictures, etc. There was also some discussion and suggestions on how best to distribute the forms.

2. President: Bruce Yost:

- a. Bruce reported that the District is asking League Presidents to avoid approving player transfers as they are apparently dealing with a problem related to player transfers at the moment.

3. Vice President: Don Crawford:

- a. Nothing to report

4. Treasurer: Arlette Zimmermann:

- a. Arlette has received a bill for 23 gallons of gas from one of the FC's and she asked the board if any of the mowers or equipment we have would justify that much gas in a single purchase. Generally the comments were that the mowers only hold 2 or 3 gallons and even if extra gas tanks were filled it seems very unlikely that 23 gallons would be needed for any one field. Arlette said she will question the FC about it.

5. Secretary: Bruce Bacon:
  - a. Nothing to report
6. Registrar: Rosemary Alvarez:
  - a. Registration is complete and Rosemary is currently putting together Rec Team player passes. (This was kind of obvious since she and Karen were sitting there doing it during the board meeting)
  - b. Rosemary does not have an exact count but we have somewhere between 1000 and 1100 players. She commented that the new registration system does not print out reports as detailed as the old and this is why her count is not yet exact.
  - c. Rick commented that he would like to publicly thank Rosemary for all her work with registration this year. He especially appreciated her efforts to meet the tight deadlines the teams had.
7. Referee Director: David Serrano:
  - a. David reported that communication between himself and Christine (the referee scheduler) is going well and this is helping in getting games covered as the season starts.
  - b. David reported that we had one class 4 game cancelled this last weekend due to lack of referees. There was some questions from board members wanting to reconfirm it was just one game and also wanting to understand how it was decided which team would be the one to have their game canceled. David confirmed that it was originally feared that 2 games would be canceled but at the last minute Albert Zimmermann stepped up and offered to take care of one of the games. David further clarified and confirmed that the decision on which game was made based on the logistics of which referees were available for that time and field slot. No special preference was given to any one team; it was based on the logistics agenda only.
  - c. David was asked about the issue of a referee shortage and how he views the issue going into the season and he said that while there is a shortage and some extra effort will be needed calling referees on the phone to get coverage, he does not see it as a huge problem and expects that most if not all games will be covered during regular seasonal play. That said, there is still some concern about when tournaments overlap with regular games.
8. Fields Director: Kurt Kanavel:
  - a. No Report

9. Assistant Fields Director: Rick Simons:

- a. Rick reported that Kurt relayed to him that he could provide field permits to coaches if the board feels it is necessary. [Rick moved that: The Field Director provides access to field permits to all coaches in the league via the league website by September 14<sup>th</sup> 2007. Alan seconded the motion. Discussion followed. Motion carried.](#)
- b. Pamela Yee asked if there is a permit for the league to play on Martin Murphy. Paul Nishimatsu stated that he recently looked into it and that there is no permit in place but he has talked to Peter McKenna, who is the Operations Supervisor at the Morgan Hill School District. He advised Peter about the issue reported in recent emails about the Mexican league saying they had a permit. He also reminded Peter about our long history of using the field and advised him that our league has \$2500.00 budgeted for Martin Murphy field improvements. Peter said he will talk to the principal at the school about the issue. Paul said he should know the end result by tomorrow. Pamela needs to know what to tell the teams practicing on Martin Murphy. Bruce Yost told her that until she hears otherwise she should advise the teams to continue practicing as they normally would, and continue to plan on marking the field, etc. He told Pamela that we will find a more definitive long term answer out as soon as possible and let her know.

10. Assistant Fields Director: Alan Chase:

- a. Nothing to report

11. Competitive Teams and Coaching Director: Anh Nguyen:

- a. No report

12. Tournaments Coordinator: Paul Nishimatsu:

- a. The Thanksgiving Tournament registrations are coming in to Bruce Yost but at the moment it is just a few. Paul is getting some email requests as well.

13. Communication, Activity & Promotions Director: Karen Nolan

- a. Bruce Yost commended Karen for her work on the organization of what he felt was a very successful opening day ceremony. The board gave her a round of applause. Several board members offered positive comments about the event.

- b. Karen reported that the league brought in \$2018.00 with the opening day event.
- c. Karen reported that team pictures went well and only a couple teams will need to reschedule.
- d. The League Newsletter is now up on the website. The hard copy version will go out in the regular mail soon. Karen advised the board that she will need written articles for the next newsletter by November 1<sup>st</sup>.
- e. Karen reported she will begin work on securing trophies and awards.
- f. Karen also reported she will start working on organization of the Coaches Appreciation Dinner. Bruce Yost requested that we work up an agenda and program well in advance that includes guest speakers and other activities. Karen is hoping to make it a nice event and is interested in all ideas. There was also discussion about the guest list.
- g. Karen was asked about volunteers at opening day and Karen reported that not all showed up but enough did and so there were no problems.
- h. Rosemary reported she has a spreadsheet in process for the tracking the volunteer refund program. The official date for distributing refunds is December but some checks will go out sooner if the obligations have already been fulfilled.

14. U8 Director – Ghassan Khadder:

- a. Ghassan was not present but Bruce Yost reported that he talked with Ghassan before and after the first U8 games. He said there was some apprehension leading up to the first games but reports afterwards were that all U8 games went off well.

15. Equipment Director: Laura Lewis:

- a. Laura said that she needs to start doing some planning with Claudio about equipment for the Spring Rec soccer program.
- b. Laura reported that all rec teams received their uniforms, coaches shirts, and equipment. Comp coaches have been notified that their coaches shirts and practice balls are available for pick up, and many have done so. She is still waiting for the game balls to arrive.
- c. One team reported a problem to her with customer service at Soccer Pro and she has reported it to them. Other teams reported no problems so it may be an isolated incident.

- d. Laura is trying to get the word out that uniforms are ordered in bulk using a generalized estimate of sizes and not according to the sizes put on the registration forms. The registration forms mislead parents. There have been some complaints about numbers and sizes but the ordering process is always this way to get the best pricing and teams will need to understand that lower player numbers are the smaller uniforms and larger player numbers tend to be the larger uniforms.

16. Recreational Director – Claudio Fleiner

- a. Claudio passed around an outline for the Spring Rec program. Claudio is concerned that we time sign ups for the program so they are coordinated well with comp team tryouts. There was a discussion on this issue and how it should best be timed. It was also noted that it is important to hold Comp tryouts early and to get the word out to Rec team players so they can plan to attend try outs. No firm conclusion was reached on sign up dates or try out dates however Claudio did state that the first Rec game in Spring should take place in late March.
- b. Mt Hamilton reports that they get about 50% of the fall teams show up for spring. Claudio would like to also provide team pictures.
- c. Claudio is trying to arrange for the two U14 boys teams that have no jamboree to be able to play in another leagues jamboree.
- d. The U10 jamboree will be November 10 and 11 all at Oakridge. We will need medals for the jamboree. Both Bruce Yost and Rick said they may have some medals.
- e. Karen suggested that Claudio consider allowing some comp teams to sell drinks, etc during the jamboree. Claudio seemed to like the idea and will consider it.
- f. Regarding Spring Rec League fees, there was discussion as to if we should vote on the fees or not. After discussion it was suggested that the Budget committee look at the numbers Claudio is proposing first and then if they are in agreement they will present it to the full board for approval at the October board meeting.

17. Abronzino Rep: Bill Mayne:

- a. Bill reports the Abronzino website is operational and teams are advised to get scores up within 48 hours of the games.

18. Delgado Rep: Anh Nguyen:

- a. Anh was not present but Don reported that the old website was corrupted and the Redwood League has built a new website.

H. Committees:

1. Club Structure Committee – Bruce Yost asked Bill Mayne to move forward with the committee as soon as possible.

I. Unfinished Business:

1. None

J. New business:

1. Arlette advised Bruce Yost that she needs page 2 of the various insurance certificates. Currently she has only copies of page one and they are not legally valid. Bruce Yost will check with District to see if they can provide these.
2. Paul Nishimatsu said he would like to raise the issue of Kurt Kanavel's recent emails concerning him. He said he felt that they were highly unprofessional, particularly since they were sent to a wide audience. Paul said everyone understands that Kurt has a big job to do and that Kurt has done many things for the league, however a number of Kurt's recent emails complaining about other board members have gone out to the general public. Paul stated that this was unwarranted, unprofessional, and very counterproductive to the league operations and therefore should be grounds for removal.

Several other board members raised concerns about derogatory emails they had received from Kurt with a wide distribution. The board discussed this, and other related issues at length.

The board went into closed session to discuss the specifics of the grievances and grounds for removal further.

The board came out of closed session with this action: As Kurt was not at the meeting to provide his comments, it was determined that the President, Bruce Yost, would provide Kurt with a written list of board grievances regarding his actions. Kurt would then be given an opportunity to respond to the grievances before any further action is taken.

K. Schedule of next meeting:

1. The next SSJYSL board meeting will be on October 8th 2007 at 7:00 in the Los Paseos Community Center.

L. Good of the game

1. None reported

M. Adjournment:

1. *A motion to adjourn was made by Alan and seconded by Rick at 10:12 pm.  
Motion carried.*

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Bruce Bacon". The signature is fluid and cursive, with a long horizontal stroke at the end.

Bruce Bacon  
Secretary  
South San Jose Youth Soccer League